

**WKTK, WSKY-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><b><u>Address:</u></b></p> <p>3600 NW 43rd St,          Bldg B,          Gainesville, FL - 32606</p>	<p><b><u>Contact Person/Title:</u></b></p> <p>Peter Rothfuss          SVP/Market Manager</p>
<p><b><u>Telephone Number:</u></b></p> <p>352-377-0985</p>	<p><b><u>E-Mail Address:</u></b></p> <p>peter.rothfuss@audacy.com</p>

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-30	28

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Africa-American Chamber of Commerce: Central Florida 315 East Robinson St Suite 100 Orlando, Florida 32801- Phone : 407-420-4870 Url : <a href="http://blackcommerce.org">http://blackcommerce.org</a> Email : <a href="mailto:info@blackcommerce.org">info@blackcommerce.org</a> Pamela Martin	N	0
2	African American Accountability Alliance PO Box 5502 Gainesville, Florida 32627- Phone : 352-273-3840 Email : <a href="mailto:4ASalachuacounty@gmail.com">4ASalachuacounty@gmail.com</a> Deadra Harvey	N	0
3	Audacy Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Careers Page Manual Posting	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	0
5	California Chicano News Media Association 300 South Grand Avenue Suite 3920 Los Angeles, California 90071- Phone : 230- 437-4408 Url : <a href="http://cnma.org">http://cnma.org</a> Email : <a href="mailto:cnmainfo@cnma.org">cnmainfo@cnma.org</a> Sylvia Wells	N	0
6	Central Florida Employment Council 450 Semolina Blvd. Casselberry, Florida 32707- Phone : 407-834-4223 Url : <a href="http://cfec.org">http://cfec.org</a> Email : <a href="mailto:cfec@cfec.org">cfec@cfec.org</a> Paulette Weir	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Connecticut School of Broadcasting - Orlando 5323 Milenia Lakes Blvd. Suite 120 Orlando, Florida 33619- Phone : 407-704-8910 Url : <a href="http://gocsb.com">http://gocsb.com</a> Email : <a href="mailto:rthomas@gocsb.com">rthomas@gocsb.com</a> Ray Thomas	N	0
8	Connecticut School of Broadcasting - Palm Beach Gardens 3450 North Lake Blvd. Suite 110 Palm Beach Gardens, Florida 33403-1712 Phone : 561-847-4126 Url : <a href="http://gocsb.com">http://gocsb.com</a> Email : <a href="mailto:mlayne@gocsb.com">mlayne@gocsb.com</a> R Green	N	0
9	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
10	Emma L. Bowen Foundation for Minority Interests in Media 524 W 57th St New York, New York 10019- Phone : 212-975-2545 Url : <a href="http://cbs.com">http://cbs.com</a> Email : <a href="mailto:ebfoundation@cbs.com">ebfoundation@cbs.com</a> Sandra Rice	N	0
11	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301- Phone : 800-825-5322 Url : <a href="http://fab.org">http://fab.org</a> Email : <a href="mailto:lvarn@fab.org">lvarn@fab.org</a> Lindsay Varn	N	0

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12	Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043- Phone : 305-982-7233 Url : <a href="http://freeformradio.org">http://freeformradio.org</a> Email : <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a> Scott McWilliams	N	0
13	Full Sail Real World Education 3300 University Blvd. Winter Park, Florida 32792- Phone : 800-226-7625 Url : <a href="http://fullsail.com">http://fullsail.com</a> Email : <a href="mailto:nargyri@fullsail.edu">nargyri@fullsail.edu</a> Natasha Argyri	N	0
14	Hispanic Chamber of Commerce of Metro Orlando 315 E Robinson St Suite 465 Orlando, Florida 32801- Phone : 407-428-5879 Url : <a href="http://hispanicchamber.net">http://hispanicchamber.net</a> Email : <a href="mailto:info@HispanicChamber.net">info@HispanicChamber.net</a> Diana Bolivar	N	0
15	Japanese American Cultural Community Center 244 San Pedro Street Room 505 Los Angeles, California 90011- Phone : 213-628-2725 Url : <a href="http://acc.org">http://acc.org</a> Email : <a href="mailto:info@jacc.org">info@jacc.org</a> Job Listing	N	0
16	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302- Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
17	National Federation of Filipino American Associations 1322 18th St NW Washington, District of Columbia 20036- Phone : 202-986-1153 Url : <a href="http://naffaa.org">http://naffaa.org</a> Email : <a href="mailto:admin@naffaa.org">admin@naffaa.org</a> Jon Melegrito	N	0

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18	National Lesbian & Gay Journalists Association 1420 K Street NW Washington, District of Columbia 20005- Phone : 202-588-9888 Url : <a href="http://nlgja.org">http://nlgja.org</a> Email : <a href="mailto:dejohnson@nlgja.org">dejohnson@nlgja.org</a> D.E. Johnson	N	0
19	National Organization for Women 1100 H Street NW 3rd Floor Washington, District of Columbia 20005- Phone : 202-331-0066 Url : <a href="http://now.org">http://now.org</a> Email : <a href="mailto:now@now.org">now@now.org</a> Rebecca Farmer	N	0
20	National Urban League 120 Wall Street New York, New York 10005-3902 Phone : 212-558-5300 Url : <a href="http://nul.org">http://nul.org</a> Email : <a href="mailto:dwest@nul.org">dwest@nul.org</a> Dale West	N	0
21	Poynter Institute for Media Studies 801 Third Street South St. Petersburg, Florida 33701- Phone : 888-769-6837 Url : <a href="http://poynter.org">http://poynter.org</a> Email : <a href="mailto:nguerrero@poynter.org">nguerrero@poynter.org</a> Nico Guerrero	N	0
22	Service Source 2735 Whitney Rd Clearwater, Florida 33760- Phone : 727-538-7370 Url : <a href="http://servicesource.org">http://servicesource.org</a> Email : <a href="mailto:cher.street@servicesource.org">cher.street@servicesource.org</a> Cher Street	N	0

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23	South Florida Minority Supplier Development Council 9499 NE 2nd Avenue Suite 201 Miami, Florida 33138- Phone : 305-762-6151 Url : <a href="http://fmsdc.org">http://fmsdc.org</a> Email : <a href="mailto:sfmsdc@sfmsdc.org">sfmsdc@sfmsdc.org</a> Beatrice Louissaint	N	0
24	Southern Tech College 1485 Florida Mall Ave Orlando, Florida 32809- Phone : 407-323-4141 Url : <a href="http://southernstech.edu">http://southernstech.edu</a> Email : <a href="mailto:speek@southernstech.edu">speek@southernstech.edu</a> Stacy Peek	N	0
25	Worksource 215 North Market St Jacksonville, Florida 32202- Phone : 904-798-9229 Url : <a href="http://worksourcefl.com">http://worksourcefl.com</a> Email : <a href="mailto:jbox@worksourcefl.com">jbox@worksourcefl.com</a> Jerry Box	N	0
26	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

**WKTK, WSKY-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	Employee Referral	N	1
28	Former Employee	N	1
29	Linked In	N	4
30	Radio Recruitment Ad	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Gainesville broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	3	SVP Market Manager Sales Assistant Traffic Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Gainesville posts career opportunities on their website.	1	SVP Market Manager
3	10/12/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville attended and promoted the Ronald Reagan Black Tie and Blue Jeans BBQ. WSKY hosted and students from UF produced audio for the broadcast. This event gave the students a chance to see what career's in broadcasting would be like. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	1	on air personality
4	Ongoing Event	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
5	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the participation of women and minorities, veterans, and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	Director, Talent Acquisition



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6	4/5/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville promoted the Bob Rose Golf Scramble. This event raised money for ARC-Alachua. WSKY promoted this event on air. The on air staff spoke about how careers in broadcasting provide ways to give back to local communities. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	3	on air personality Brand Manager SVP Market Manager
7	4/22/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville promoted Earth Day Alachua with 5 groups from UF. WSKY and WKTK promoted this event on air. The on air staff spoke about how careers in broadcasting provide ways to give back to local communities and were able to introduce students from UF to opportunities in broadcasting. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	4	on air personality Brand Manager on air personality Account Executive
8	4/24/2024	Participation in events or programs sponsored by educational institutions	Audacy Florida participated in the Miami Media School Career Day.	2	Digital Product and Design Brand Manager
9	4/25/2024	Provision of training to management	Members of Audacy's Talent Acquisition team participated in Reach Out for Happy Hour (ROFHH): Operation Warfighter where they learned how to tap into transitioning service members from all branches of the military for recruitment purposes via the Operation Warfighter program. These resources can be utilized for recruitment efforts across Audacy.	4	Director, Talent Acquisition Talent Acquisition Associate Talent Acquisition Associate Talent Acquisition Associate

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10	4/27/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville promoted and participated in the Soldier's Outdoors Freedom 5th Annual Appreciation Event. This event was promoted on WSKY and the on air staff spoke about careers in broadcasting provide rewarding ways to give back to local communities with events like this. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	3	on air personality Brand Manager SVP Market Manager
11	6/18/2024	Participation in events sponsored by organizations representing the community	On June 18th, leaders from across Audacy, including our COO and EVP of Programming, attended the prestigious Gracies luncheon in New York. This award ceremony and networking event provided a valuable opportunity for our team to connect with rising talent in the industry. It was a platform to discuss potential opportunities at Audacy and share inspiring stories from their careers in broadcasting.	3	COO EVP, Programming On Air Personality
12	6/25/2024	Provision of training to management	A representative from TA attended a webinar hosted by Direct Employers to learn how companies can leverage advanced sourcing platforms and utilize innovative outreach strategies to bridge the talent gap and ensure they attract and retain a diverse, skilled workforce while maintaining compliance with OFCCP guidelines. and disseminated the information to the Talent Acquisition team. The knowledge transfer is disseminated to hiring managers during the in-take process with each open requisition.	2	Talent Acquisition Talent Acquisition
13	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	Market Manager Brand Manager Regional President Talent Acquisition Specialist

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14	7/17/2024	Establishment of a mentoring program	Audacy's COO serves as an industry leader and mentor in the Rising Through the Ranks Scholarship program. Each year, two dozen women are selected to participate in a multi-day session, providing them with the opportunity to learn and engage in meaningful discussions on topics such as outperforming the competition, gender in the workplace, emerging best practices, overcoming challenges, and leadership strategies. Among the 2024 class, participants from our New Orleans, LA, and New York offices were selected, joining their peers from across the country.	1	COO
15	7/26/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville promoted Alachua County Sheriff's Community Event. An Audacy employee was the guest speaker and host. The on air staff promoted the event on air and careers in broadcasting. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	1	on air personality
16	8/1/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville promoted and participated in the 8th annual Valor Appreciation Campaign saluting first responders and law enforcement in North Central Florida. This event was promoted on WSKY and the on air staff spoke about careers in broadcasting provide rewarding ways to give back to local communities with events like this. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	2	Brand Manager SVP Market Manager
17	8/8/2024	Participation in events or programs sponsored by educational institutions	Audacy Florida participated in the Miami Media School Career Day.	2	Board Operator Brand Manager

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18	8/17/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville promoted and participated in the Red Shoe Affair for the Ronald McDonald House. This event was promoted on WSKY and the on air staff spoke about careers in broadcasting provide rewarding ways to give back to local communities with events like this. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	2	Brand Manager SVP Market Manager
19	9/4/2024	Participation in other activities designed by the station employment unit	An executive from Audacy participated in a panel at The Barrett News Media, a two-day event at George Washington University in Washington, DC, on September 4th and 5th. The series of presentations and panels covered topics such as the state of journalism, the impact of AI, digital audio consumption trends, and revenue and audience strategies. Hundreds of industry professionals attended, along with local college students.	1	Regional President/Market Manager