

**KHMX, KIKK, KILT, KILT-FM, KKHH, KLOL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2025 - March 31, 2026**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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## 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
Chief Engineer/Director of Technical Operations	1-12, 17	11
General Sales Manager	1-12, 17	17
General Sales Manager	1-12, 17	17
Account Executive - Houston	1-10, 12, 17, 20	12
Account Executive - Houston	1-10, 12, 17, 20	17
Digital Account Executive	1-10, 17, 20	17
Account Executive - Sports	1-10, 14, 17	17
Assistant Brand Manager	1-11, 17, 19	19
General Sales Manager	1-10, 12, 15, 17-18	12
Account Executive	1-10, 12, 17, 20	17
Account Executive	1-10, 12, 17, 20	17
Digital Sales Specialist	1-10, 16-17, 20	20
Digital Account Executive	1-11, 13, 17, 20	20
Digital Account Executive	1-11, 13, 17, 20	13
Client Success Strategist	1-10, 12, 15, 17	17

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<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>
1	American Broadcasting School 712 North Watson Rd. Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell-Amick	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a> Careers Page Manual Posting	N	6
3	CareerSpring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
4	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
5	Houston NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Email : branch@naacphouston.org Yolanda Smith	N	0
6	Rice University Broadcast College 1152 Mae Street Hummelstown, Pennsylvania 17036 Phone : 713-348-2935 Email : cbjob@mailman.rice.edu Will Robedee	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
8	University of Houston School of Communications 4800 Calhoun Rd. Houston, Texas 77004 Phone : 713-743-2873 Email : lmsmith7@central.uh.edu LaRahia Smith	N	0
9	Urban League of Houston 1301 Texas Ave Houston, Texas 77002 Phone : 713-393-8700 Email : ericg@haul.org Eric Goddie	N	0
10	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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

**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>
11	Current Employee	N	6
12	Employee Referral	N	8
13	Former Employee	N	1
14	Indeed.com	N	1
15	Internal Candidate	N	2
16	Job Board	N	1
17	Linked In	N	30
18	Non-Employee Referral	N	1
19	Other Source	N	1
20	Recruiter	N	10
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>67</b>

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	<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	5/7/2025	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.	3	Market Manager Brand Manager Sales Manager
2	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the country about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
3	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
4	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager

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5	8/6/2025	Participation in events sponsored by organizations representing the community	Audacy Houston participated in a student mixer hosted by the Texas Association of Broadcasters. The representative spoke to students about her experiences in broadcasting and opportunities in the Houston market.	1	Market Manager
6	9/10/2025	Participation in events sponsored by organizations representing the community	Audacy Houston's Market Manager spoke at the Media Alliance Houston seminar on September 10th 2025. The Market Manager discussed her experiences in broadcasting and working at Audacy.	1	Market Manager
7	10/9/2025	Participation in events sponsored by organizations representing the community	Audacy participated in Audacy 2026 'UpFront.' Representatives spoke about topics surrounding music, podcasting, and Audacy's campaign strategy for 2026.	1	Market Manager
8	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
9	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist
10	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition
11	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist

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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>
12	2/11/2026	Participation in events or programs sponsored by educational institutions	Audacity participated in a career fair hosted by the communications program at the University of Texas at Austin. Representatives informed the students about Audacity's operations and shared available opportunities across the organization.	3	Talent Acquisition Specialist Promotions Manager Digital Campaign Manager
13	2/20/2026	Participation in events sponsored by organizations representing the community	Audacity's programming and production leadership team represented Audacity at the annual IBS National College Radio Conference, held at the Sheraton Times Square in New York City. Skip, Andre Yancy, and Shelley Wade spoke directly with students, sharing industry insights and career perspectives with the next generation of media professionals. Also included on panels at the event were Audacity experts Rob Miller, Mindy Hoffman, Heather Bermudez, John Foss, Dave Stewart, Jodi Vale, Kristie Keleshian, and Ryan Hurley.	4	Brand Manager Assistant Brand Manager on air personality Brand Manager
14	2/23/2026	Participation in events sponsored by organizations representing the community	Audacity Houston's Market Manager participated in a community event hosted by the Houston Business Journal. The Market Manager spoke to participants in the community and shared her perspective, guidance, and the lessons that shaped her career.	1	Market Manager
15	2/27/2026	Participation in Job Fairs	Audacity's Talent Acquisition Recruiters attended the Penn State Career Fair, speaking with students from across the country about Audacity and opportunities across all markets from sales, production, engineering/tech, and revenue and corporate central jobs.	3	Talent Acquisition Specialist Talent Acquisition Specialist engineer
16	Ongoing Event	Participation in other activities designed by the station employment unit	Audacity Houston broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	1	
17	Ongoing Event	Participation in other activities designed by the station employment unit	Audacity Houston provides the link to Audacity's career site on their website giving listeners access to job opportunities.	1	

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18	Ongoing Event	Participation in other activities designed by the station employment unit	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	
19	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to help promote career opportunities at Audacy.	1	Promotions Director
20	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacy representatives spoke to a Senior Seminar class at Temple University's Klein College of Media and Communication in Philadelphia about career fair preparation. They discussed Audacy's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacy to help students stand out in their job search	1	Regional HR Director
21	3/25/2026	Participation in Job Fairs	Audacy's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	2	Director, Talent Acquisition Manager, Talent Acquisition