

**KHMX, KIKK, KILT, KILT-FM, KKHH, KLOL**  
**EEO PUBLIC FILE REPORT**  
**September 30, 2024 - March 31, 2025**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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## I. VACANCY LIST

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Client Success Strategist	1-10, 12, 14-15	14
Account Executive - Houston	1-10, 12-15	12
Account Executive - Houston	1-10, 12-15	12
Account Executive - Houston	1-10, 12-15	14
Account Executive - Houston	1-10, 12-15	15
On Air Personality	1-11, 14-16	7
On Air Personality	1-11, 14-16	7
Sales Associate	1-10, 15	15

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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>
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	1
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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<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	2
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 550 W. Jackson Blvd Suite 200 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	1
12	Employee Referral	N	4
13	Indeed.com	N	1
14	Linked In	N	7
15	Recruiter	N	5
16	Station Website	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</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	10/2/2024	Participation in Job Fairs	Two of Audacy's Talent Acquisition representatives participated in a career fair hosted by the Moody College of Communication at the University of Texas at Austin. Talent Acquisition discussed numerous topics and answered questions from students that represented all markets across Texas.	2	Talent Acquisition Specialist Talent Acquisition Specialist
2	10/16/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Houston Market Manager participated in a Lunch and Learn hosted by Frost Bank. The Market Manager discussed the Houston radio scene and spoke about career opportunities at Audacy.	1	Market Manager
3	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
4	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition
5	1/31/2025	Participation in events or programs sponsored by educational institutions	Audacy On Air Personality spoke about broadcast/radio opportunities at Ronald Thornton Middle School's Career Day.	1	On Air Personality

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6	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
7	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	
8	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy 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	
9	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Houston provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	
10	3/4/2025	Participation in Job Fairs	Audacy representatives participated in a career fair hosted by the Moody College of Communications at the University of Texas at Austin. Representatives discussed multiple topics with students including career and internship opportunities.	3	Talent Acquisition Specialist General Sales Manager Regional Promotions Director

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11	3/19/2025	Participation in events or programs sponsored by educational institutions	Audacy Houston representatives attended an event hosted by the Shoppa's Scholarship Program. Representatives discussed their experiences in broadcasting with scholarship recipients.	2	On Air Personality On Air Personality