

**KLUC-FM, KMXB, KXNT, KXQQ-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 - May 31, 2026**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  7255 South Tenaya Way, Suite 100, Las Vegas, NV - 89133	<b><u>Contact Person/Title:</u></b>  Jeff Federman Regional President
<b><u>Telephone Number:</u></b>  702-889-5100	<b><u>E-Mail Address:</u></b>  jeff.federman@audacy.com

## 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
AM Show Co-Host	1-5, 7-8, 11-12, 14-15, 17	15
Account Executive	1-5, 7-8, 15-16	16
Las Vegas Promotions and Marketing Director	1-5, 7-10, 12-13, 15	13
Technical Engineer	1-8, 12, 15	15
Account Executive	1-8, 15	15

**KLUC-FM, KMXB, KXNT, KXQQ-FM****EEO PUBLIC FILE REPORT**

June 1, 2025 - May 31, 2026

**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	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	8
2	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : <a href="mailto:aadams@careerspring.org">aadams@careerspring.org</a> Abby Adams	N	0
3	Catholic Charities Of Southern Nevada 1501 Las Vegas Blvd Las Vegas, Nevada 89101 Phone : 702-385-2662 Url : <a href="https://www.catholiccharities.com/">https://www.catholiccharities.com/</a> Email : <a href="mailto:Dbrabham@catholiccharities.com">Dbrabham@catholiccharities.com</a> David Brabham	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	Employment Security Div 3405 S. Maryland Parkway Las Vegas, Nevada 89169 Phone : 702-486-0125 Url : <a href="https://detr.nv.gov/">https://detr.nv.gov/</a> Email : <a href="mailto:nlshadrach@detr.nv.gov">nlshadrach@detr.nv.gov</a> Namalda Shadrach	N	0
6	Help of Southern Nevada 1640 East Flamingo Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : <a href="https://www.helpsonv.org/about_us-employment.php">https://www.helpsonv.org/about_us-employment.php</a> Email : <a href="mailto:Jlima@helpsonv.org">Jlima@helpsonv.org</a> Joan Lima	N	0

**KLUC-FM, KMXB, KXNT, KXQQ-FM****EEO PUBLIC FILE REPORT**

June 1, 2025 - May 31, 2026

**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	United States Veteran Initiative 525 E Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-947-4457 Url : <a href="https://www.usvetsinc.org/lasvegas/">https://www.usvetsinc.org/lasvegas/</a> Email : <a href="mailto:rawilliams@usvets.org">rawilliams@usvets.org</a> Rashida Williams	N	0
8	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 625 West Adams St. Suite 20-110 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

**KLUC-FM, KMXB, KXNT, KXQQ-FM****EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****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>
9	Current Employee	N	1
10	Employee Referral	N	1
11	Facebook post	N	1
12	Indeed.com	N	3
13	Internal Hire	N	1
14	Job Board	N	1
15	Linked In	N	16
16	Non-Employee Referral	N	2
17	Recruiter	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>35</b>

**KLUC-FM, KMXB, KXNT, KXQQ-FM****EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****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 Las Vegas provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Sales
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Las Vegas broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	SVP Sales Director Traffic Operations
3	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
4	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	Talent Acquisition Manager
5	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more.	2	Talent Acquisition Talent Acquisition

**KLUC-FM, KMXB, KXNT, KXQQ-FM****EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****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>
6	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
7	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
8	10/24/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas attended the Henderson Hospital Community Event. The Audacy career code was placed on the table so the group to talk to passerby's about career opportunities at Audacy Las Vegas.	4	Promotions Assistant Promotions Director on air personality Promotions Assistant
9	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
10	11/9/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas attended the Lerner and Rowe Community Event. The Audacy career code was placed on the table so the group to talk to passersby about career opportunities at Audacy Las Vegas.	3	Promotions Assistant Assistant Brand Manager Promotions Assistant
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
12	1/30/2026	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas attended the Las Vegas Chamber of Commerce Community Preview where local businesses showcased their business and career opportunities for the year.	2	Promotions Director Promotions Assistant

**KLUC-FM, KMXB, KXNT, KXQQ-FM****EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****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>
13	2/11/2026	Participation in Job Fairs	Audacy's Talent Acquisition Team attended the University of Texas Austin 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.	1	Talent Acquisition Specialist
14	2/20/2026	Participation in events sponsored by organizations representing the community	Audacy's programming and production leadership team represented Audacy 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 Audacy experts Rob Miller, Mindy Hoffman, Heather Bermudez, John Foxx, Dave Stewart, Jodi Vale, Kristie Keleshian, and Ryan Hurley.	4	Brand Manager Assistant Brand Manager on air personality Brand Manager
15	2/27/2026	Participation in Job Fairs	Audacy's Talent Acquisition Recruiters attended the Penn State Career Fair, speaking with students from across the country about Audacy 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	3/5/2026	Participation in events sponsored by organizations representing the community	Audacy Las Vegas attended the Gibson Middle School Career Day where they spoke to students about careers in broadcasting.	2	Promotions Assistant on air personality
17	3/7/2026	Participation in events or programs sponsored by educational institutions	Audacy Las Vegas attended the NVSHS Career Fair where they spoke to students about careers in broadcasting.	3	Promotions Assistant Promotions Assistant Promotions Director
18	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

**KLUC-FM, KMXB, KXNT, KXQQ-FM****EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****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>
19	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacity 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 Audacity's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacity to help students stand out in their job search	1	Regional HR Director
20	3/25/2026	Participation in Job Fairs	Audacity's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacity 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
21	4/25/2026	Sponsorship of events in the community designed to increase public awareness	Audacity Las Vegas attended the Make a Wish Las Vegas Annual Walk to help support families in the community. The Audacity career code was placed on the table so the group to talk to passersby about career opportunities at Audacity Las Vegas.	4	Account Executive Promotions Assistant on air personality Promotions Director
22	Ongoing Event	Provision of training to management	To ensure ongoing compliance with federal regulations and support equitable hiring practices, Audacity provides comprehensive OFCCP training across the company for all personnel involved in the recruitment and employee lifecycle. This training, which covers EEO guidelines, non-discriminatory practices, and our responsibilities as a federal contractor, was officially communicated and assigned via Brainshark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains