

KLUC-FM, KMXB, KXNT, KXQQ-FM
EEO PUBLIC FILE REPORT
September 30, 2024 - May 31, 2025

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
Sales Assistant	1-12	11
Account Executive	1-11	11
Account Executive	1-5, 7-9, 11-12	1
Account Executive	1-5, 7-9, 11-12	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	1
2	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
3	Catholic Charities Of Southern Nevada 1501 Las Vegas Blvd Las Vegas, Nevada 89101 Phone : 702-385-2662 Url : https://www.catholiccharities.com/ Email : Dbrabham@catholiccharities.com David Brabham	N	0
4	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
5	Employment Security Div 3405 S. Maryland Parkway Las Vegas, Nevada 89169 Phone : 702-486-0125 Url : https://detr.nv.gov/ Email : nlshadrach@detr.nv.gov Namalda Shadrach	N	0
6	Help of Southern Nevada 1640 East Flamingo Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : https://www.helpsonv.org/about_us-employment.php Email : Jlima@helpsonv.org Joan Lima	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	United States Veteran Initiative 525 E Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-947-4457 Url : https://www.usvetsinc.org/lasvegas/ Email : rawilliams@usvets.org Rashida Williams	N	0
8	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indeed.com	N	7
10	Job Board	N	2
11	Linked In	N	7
12	Recruiter	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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
2	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
3	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.	2	SVP Market Manager Director Traffic Operations
4	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 Market Manager Traffic Director
5	1/6/2025	Establishment of an intern program designed to assist members of the community	Audacy Las Vegas hosted a student intern, January to May 2025.	1	SVP Market Manager
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

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7	2/13/2025	Participation in events sponsored by organizations representing the community	Audacy Las Vegas hosted a Girl Scout Troop for a station tour. They spoke to the girls about careers in broadcasting.	2	SVP Market Manager General Sales Manager
8	2/20/2025	Participation in events sponsored by organizations representing the community	Audacy Las Vegas spoke to students at Doral Academy about careers in broadcasting.	1	on air personality
9	2/21/2025	Participation in events sponsored by organizations representing the community	Audacy Las Vegas spoke to students at Edwards Elementary about careers in broadcasting.	1	on air personality
10	3/4/2025	Participation in events sponsored by organizations representing the community	Audacy Las Vegas spoke to students at the Master Academy about careers in broadcasting.	1	Assistant Brand Manager
11	3/14/2025	Participation in events or programs sponsored by educational institutions	Audacy Las Vegas gave a station tour to students from Martel Academy.	1	Regional Promotions Director
12	3/27/2025	Participation in Job Fairs	Audacy Las Vegas participated in a job fair at Coronado High School.	3	Promotions Assistant Promotions Assistant Promotions Director
13	4/18/2025	Participation in events sponsored by organizations representing the community	Audacy Las Vegas participated in Nevada State High School's Mock Interview Day.	2	General Sales Manager Account Executive
14	4/19/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas participated in the local Hop and Shop. This event was promoted on air and the staff placed our careers QR code sheet at their event table so they could talk to attendees about careers in broadcasting.	2	SVP Market Manager General Sales Manager
15	4/26/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas attended the Make a Wish Walk . This even was promoted on air. The staff placed our careers QR code sheet at their event table so they could speak to attendees about careers in broadcasting.	2	SVP Market Manager General Sales Manager

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16	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	Regional Talent Acquisition Associate
17	5/7/2025	Participation in events sponsored by organizations representing the community	Audacy Las Vegas participated on the LEEAP with LV Metro to talk to students about careers in broadcasting.	1	Assistant Brand Manager
18	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
19	5/23/2025	Participation in events sponsored by organizations representing the community	Audacy Las Vegas hosted a station tour for a student from Sierra Vista High School.	2	SVP Market Manager Promotions Assistant