

KJKK, KLUV, KMKV, KRLD, KRLD-FM, KVIL
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Account Executive - Entercom Dallas	2-11, 13-15, 17, 20	17
Account Executive - Entercom Dallas	2-11, 13-15, 17, 20	17
General Sales Manager - Audacy Dallas	2-15, 17, 19-20	17
Sales Project Manager	2-17, 20	16
Managing Producer of Podcasts & Multimedia	2-15, 17, 19	2
Digital Managing Editor	2-16	16
Sales Assistant	1-16, 19	16
KRLD-FM Reporter (Audacy Dallas)	2-17, 20-21	17
KRLD-AM Board Operator (Audacy Dallas)	1-17, 20	17
Sales Project Manager (Audacy Dallas)	1-15	2
Multimedia Producer (Audacy Dallas)	1-16, 18, 20	20
Digital Media Content Producer (Audacy Dallas)	1-17, 19-20	16
Account Executive - Audacy Dallas	1-15, 17, 20	17

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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	All Access 1222 16th Ave South suite 25 Nashville , Tennessee 37212 Phone : 615-252-6400 Url : https://www.AllAccess.com Career Services Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	17
3	Dallas Area Alliance for Women in Media Foundation 2365 Harrodsburg Rd A325 Lexington, Kentucky 40504 Phone : 972-333-1129 Url : https://allwomeninmedia-dfw.org/classin.php Adella Fremstad-Nolden Manual Posting	N	0
4	Dallas College 1601 S Lamar Dallas, Texas 75215 Phone : 214-378-1500 Url : https://www.Dallascollege.edu Careers Services Manual Posting	N	0
5	Dallas Ft Worth Assn Black Journalists 320 S RL Thornton Freeway Dallas, Texas 75203 Email : dfwabj@gmail.com Cheryl Smith	N	0
6	Dallas Hispanic Chamber of Commerce 1402 N Corinth St #225 Dallas, Texas 75215 Phone : 214-521-6007 Email : sortiz@gdhcc.com S. Ortiz	N	0

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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
7	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
8	Southern Methodist University 6425 Boaz Lane Dallas, Texas 75205 Phone : 214-768-2000 Url : https://app.joinhandshake.com/schools/216 Alicia Love Manual Posting	N	0
9	Texas Association of Broadcasters 502 E 11th St #200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
10	Texas Christian University 2800 S University Dr Fort Worth, Texas 76129 Phone : 817-257-7000 Laura Chaney Manual Posting	N	0
11	Texas Women's University 304 Administration Dr Denton, Texas 76204 Phone : 940-898-2000 Url : https://twu.joinhandshake.com/schools/421 Elizabeth MacDonald Manual Posting	N	0
12	University of North Texas 7300 University Hills Blvd Dallas, Texas 75241 Phone : 940-565-2105 Url : https://app.joinhandshake.com/ Daisy Gillam Manual Posting	N	0

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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
13	University of Texas at Arlington 701 S Nedderman Arlington, Texas 76013 Phone : 817-272-2932 Url : https://app.joinhandshake.com/schools/348 Careers Services Manual Posting	N	0
14	University of Texas at Dallas 800 W Campbell Rd Richardson, Texas 75080 Phone : 972-883-2111 Url : https://app.joinhandshake.com/ Julie Kim Manual Posting	N	0
15	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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 ("MRSLS")

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
16	Current Employee	N	10
17	Employee Referral	N	13
18	Former Employee	N	1
19	Indeed.com	N	6
20	Linked In	N	12
21	Non-Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

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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	4/8/2021	Participation in events sponsored by organizations representing the community	Meteorologist talk about the weather safety and career in radio broadcast with young adults of the church Highland Park United Methodist.	1	Meteorologist
2	4/15/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
3	8/3/2021	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 efforts.	1	General Manager General Sales Managers Brand Managers Business Administrator
4	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
5	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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 participation of women and minorities, veterans and military families, government agencies, as well as other job candidates the might not be aware of employment opportunities in broadcasting.	1	EEO Coordinator
7	2/17/2022	Participation in Job Fairs	Participated the job fair event in Dallas Texas for South Regional. Represented and shared information on employment opportunities within Audacy markets nationwide.	2	Regional Controller Director Programming
8	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Audacy Dallas station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EOE policy and invites all organization to be part of the recruitment process.	1	EEO Coordinator Traffic Managers
9	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Audacy career sites, including position title, station and reference job id number.	1	Business Administrator
10	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the employment Unit includes a link to the Audacy Careers page which has information about careers in broadcasting.	1	EEO Coordinator
11	3/2/2022	Participation in Job Fairs	Participated virtual job fair event at Texas State.	1	Business Administrator