

KHMX, KIKK, KILT, KILT-FM, KKHH, KLOL
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
Brand Manager	1-5, 7-12, 14	12
Account Executive - Houston	1-5, 7-11, 14, 17, 19	14
Account Executive - Houston	1-5, 7-11, 14, 17, 19	14
Account Executive - Houston	1-5, 7-11, 14, 17, 19	14
Broadcast Engineer	1-5, 7-12, 15, 17, 19, 21	12
Broadcast Engineer	1-5, 7-12, 15, 17, 19, 21	21
General Sales Manager	1-5, 7-11, 14, 19	14
Digital Sales Manager	1-5, 7-11, 14	2
Producer	1-5, 7-11, 13, 19-20	13
Chief Engineer/Director of Technical Operations	1-5, 7-11, 13-14, 18	18
Morning Show Host	1-5, 7-11, 14, 16-19	2
Account Executive	1-11, 14, 19	14
General Sales Manager	1-5, 7-11, 13-14, 19	13

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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	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. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	14
3	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
4	Houston Hispanic Chamber of Commerce 1801 Main St. Suite 890 Houston, Texas 77002 Phone : 713-644-7070 Email : gsmith@houstonhispanicchamber.com Gabby Smith	N	0
5	Houston NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Email : branch@naacphouston.org Yolanda Smith	N	0
6	KU School of Journalism 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Ann Hartley 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
7	Rice University Broadcast College 1152 Mae Street Hummelstown, Pennsylvania 17036 Phone : 713-348-2935 Email : cbjob@mailman.rice.edu Will Robedee	N	0
8	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
9	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
10	Urban League of Houston 1301 Texas Ave Houston, Texas 77002 Phone : 713-393-8700 Email : ericg@haul.org Eric Goddie	N	0
11	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 ("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
12	Corporate Recruiter	N	2
13	Current Employee	N	6
14	Employee Referral	N	17
15	Facebook post	N	1
16	Former Employee	N	1
17	Indeed.com	N	6
18	Job Board	N	2
19	Linked In	N	13
20	Recruiter	N	1
21	Rehire from COVID-19 pandemic layoff	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy 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 organizations to be part of the recruitment process.	3	EEO Coordinator Traffic Managers
2	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
3	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 number.	1	EEO Coordinator
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 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	EEO Coordinator
5	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
6	9/3/2021	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 hiring efforts.	9	Brand Managers Business Administrator Market Manager Sales Managers

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7	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 of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
8	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
9	1/13/2022	Participation in Job Fairs	Regional Business Administrator participated in the University of Houston Bauer College of Business Virtual Recruiting Mixer and provided information to students about employment opportunities within the Audacy Texas markets.	1	Business Administrator
10	2/9/2022	Participation in events or programs sponsored by educational institutions	Members of Audacy Houston's management team were the featured guest speakers at the American Marketing Association's General Assembly at the University of Houston Downtown. They spoke about careers in broadcasting and employment opportunities at Audacy.	5	Brand Managers Director of Sales Market Manager Regional Marketing Director
11	2/17/2022	Participation in Job Fairs	Regional Controller participated in the Best Hire Job Fair in Dallas and provided information to attendees about employment opportunities within the Audacy Texas markets.	1	Regional Controller
12	3/2/2022	Participation in Job Fairs	Regional Business Administrator participated in the Texas State University Spring 2022 Virtual Career Fair and provided information to students about employment opportunities within the Audacy Texas markets.	1	Business Administrator