

**KJKK, KLUV, KMKV, KRLD, KRLD-FM, KVIL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  4131 N Central Expressway, Suite 1000, Dallas, TX - 75204	<b><u>Contact Person/Title:</u></b>  Brian Purdy Reg. President/Market Manager
<b><u>Telephone Number:</u></b>  214-525-7000	<b><u>E-Mail Address:</u></b>  brian.purdy@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
Digital Sales Manager	1-17, 19, 22	17
Brand Manager (Audacy Dallas)	1-17, 19	17
Social Media Editor (Audacy Dallas)	1-16, 20, 22	22
Account Executive (Audacy Dallas)	1-5, 7-15, 17, 19, 21	19
Account Executive (Audacy Dallas)	1-5, 7-15, 17, 19, 21	17
Account Executive (Audacy Dallas)	1-5, 7-15, 17, 19, 21	2
Staff Engineer (Audacy Dallas)	1-17, 22-23	17
Board Operator (Audacy Dallas)	1-17, 20, 22	22
Producer / On Air (Audacy Dallas)	1-15, 17, 20	17
Traffic Assistant (Audacy Dallas)	1-15, 17, 20	17
Sales Assistant (Audacy Dallas)	1-15, 17, 21	17
Morning Co-Host	1-15, 17-18	2
Account Executive	1-17, 21-22	21
Account Executive	1-17, 21-22	16
Account Executive	1-17, 21-22	17

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**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	All Access 1222 16th Ave South suite 25 Nashville , Tennessee 37212 Phone : 615-252-6400 Url : <a href="https://www.AllAccess.com">https://www.AllAccess.com</a> Career Services Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> 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 : <a href="https://allwomeninmedia-dfw.org/classin.php">https://allwomeninmedia-dfw.org/classin.php</a> Adella Fremstad-Nolden Manual Posting	N	0
4	Dallas College 1601 S Lamar Dallas, Texas 75215 Phone : 214-378-1500 Url : <a href="https://www.Dallascollege.edu">https://www.Dallascollege.edu</a> Careers Services Manual Posting	N	0
5	Dallas Ft Worth Assn Black Journalists 320 S RL Thornton Freeway Dallas, Texas 75203 Email : <a href="mailto:dfwabj@gmail.com">dfwabj@gmail.com</a> Cheryl Smith	N	0
6	Dallas Hispanic Chamber of Commerce 1402 N Corinth St #225 Dallas, Texas 75215 Phone : 214-521-6007 Email : <a href="mailto:sortiz@gdhcc.com">sortiz@gdhcc.com</a> S. Ortiz	N	0

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

#### 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 : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
8	Southern Methodist University 6425 Boaz Lane Dallas, Texas 75205 Phone : 214-768-2000 Url : <a href="https://app.joinhandshake.com/schools/216">https://app.joinhandshake.com/schools/216</a> 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	1
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 : <a href="https://twu.joinhandshake.com/schools/421">https://twu.joinhandshake.com/schools/421</a> Elizabeth MacDonald Manual Posting	N	0
12	University of North Texas 7300 University Hills Blvd Dallas, Texas 75241 Phone : 940-565-2105 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Daisy Gillam Manual Posting	N	0

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

**KJKK, KLUV, KMKV, KRLD, KRLD-FM, KVIL****EEO PUBLIC FILE REPORT****April 1, 2022 - March 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****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>
16	Current Employee	N	7
17	Employee Referral	N	18
18	Facebook post	N	2
19	Former Employee	N	3
20	Indeed.com	N	9
21	Job Board	N	4
22	Linked In	N	11
23	On Air Recruitment Ad	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>73</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	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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
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 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
4	7/20/2022	Establishment of training programs for station personnel	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.	4	General Managers General Sales Managers Brand Managers Promotions Managers
5	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
6	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist

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7	10/3/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Dallas hosted a community forum for National Night Out with the same group in October of 2022. Our KLUV 98.7 and News 1080 brands coordinated and participated in the event.	1	Promotions Director
8	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
9	12/9/2022	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
10	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff
11	2/10/2023	Participation in events or programs sponsored by educational institutions	Daniel Brounoff participated in Lorenzo De Zavala Environmental Science Academy's Career Day in Grand Prairie, TX. Spoke to all classes K - 5.	1	Announcer