

KHMX, KIKK, KILT, KILT-FM, KKHH, KLOL
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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 SportsRadio 610	2-3, 5-7, 9, 11, 14, 17-18, 20-23, 25	21
Account Executive	1-3, 5-6, 9, 11, 14, 17-19, 21, 23-25	21
Account Executive	1-3, 5-6, 9, 11, 14, 17-19, 21, 23-25	21
Account Executive	1-3, 5-6, 9, 11, 14, 17-19, 21, 23-25	21
Account Executive	1-3, 5-6, 9, 11, 14, 17-19, 21, 23-25	24
Account Executive	1-3, 5-6, 9, 11, 14, 17-19, 21, 23-25	21
Broadcast Engineer	1-3, 5-6, 9, 11, 14, 17-18, 21, 23	21
General Sales Manager	1-3, 6, 9, 11, 13-14, 17-18, 20, 23	20
Account Executive	1-4, 6, 8-18, 21, 23	21

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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	4
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 Baptist University 7502 Fondren Road Houston, Texas 77074 Phone : 281-649-3000 Url : https://app.joinhandshake.com Aaron Swarts Manual Posting	N	0
5	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
6	Houston NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Email : branch@naacphouston.org Yolanda Smith	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	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
8	Prairie View A&M University Anderson Hall, Room 201 LW Minor Street Prairie View, Texas 77446 Phone : 936-261-3570 Url : https://app.joinhandshake.com Shadia Washington Manual Posting	N	0
9	Rice University Broadcast College 1152 Mae Street Hummelstown, Pennsylvania 17036 Phone : 713-348-2935 Email : cbjob@mailman.rice.edu Will Robedee	N	0
10	Sam Houston State University PO Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
11	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
12	Texas Southern University Bell Building, 1st Floor 3100 Cleburne Street Houston, Texas 77004 Phone : 713-313-7541 Url : https://app.joinhandshake.com Andreaus Boise Manual Posting	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
13	University of Houston 106 Student Service Center 1 Houston, Texas 77024 Phone : 713-743-5100 Url : https://uhouston-csm.symplicity.com/employers/Career Services Manual Posting	N	0
14	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
15	University of Houston-Clear Lake 2700 Bay Area Blvd. Houston, Texas 77058 Phone : 512-293-2590 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
16	University of Houston-Victoria 3007 N. Ben Wilson St. University North Suite 214 Victoria, Texas 77901 Phone : 361-570-4369 Url : https://app.joinhandshake.com Amy Hatmaker Manual Posting	N	0
17	Urban League of Houston 1301 Texas Ave Houston, Texas 77002 Phone : 713-393-8700 Email : ericg@haul.org Eric Goddie	N	0
18	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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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
19	Corporate Recruiter	N	2
20	Current Employee	N	3
21	Employee Referral	N	10
22	Job Board	N	1
23	Linked In	N	13
24	Non-Employee Referral	N	1
25	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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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	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.	3	EEO Coordinator Traffic Managers
2	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
3	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
4	5/15/2022	Participation in events sponsored by organizations representing the community	<p>Audacy Houston conducted the following interview on all HD stations and KHMx, KILT AM, KILT FM, KKHH and KIKK AM:</p> <p>Eli Escobar interviewed Chief Program Officer for YES Prep, Nella Garcia Urban. YES Prep is an open-enrollment public charter school system serving grade-school students in Houston's most underserved communities. They are a free charter school that helps students prepare for college starting from a very early age. They are currently enrolling students from grades Pre K -12 grade for the upcoming 2022-2023 school year and are also looking for great teachers to help guide students to reach their greater potential and goals. For more information you can reach them at www.yesprep.org/sayes.</p>	1	Assistant Brand Manager

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5	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
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
7	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
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

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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	1/12/2023	Participation in other activities designed by the station employment unit	Audacy Houston hosted current and prospective KU Journalism students for a visit. Sarah shared what we do here at the station, and then the students shared what they were learning in school that was related to our operations. Sarah talked about some potential radio career paths after graduation.	1	Market Manager
12	2/16/2023	Participation in events or programs sponsored by educational institutions	Sean Pendergast was the guest lecturer for University of Houston's Sports Marketing class in January, discussing his career path, the challenges of the changing landscape in radio, and what the trends of the industry will be in the future from both a content and business standpoint. The students had a chance to do Q&A with Sean, as well, and several have kept in contact with him through LinkedIn for advice and career opportunities.	1	On Air Personality