

**WKTK, WSKY-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

AUDACY Gainesville-Ocala,FL 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	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
2	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
3	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
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 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	Director, Talent Acquisition
5	4/17/2023	Participation in Job Fairs	Audacy Florida attended the Full Sail Career Fair.	2	General Sales Manager General Sales Manager

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6	4/22/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville worked with Soldier's Freedom Outdoor Campaign to help raise money for rehabilitation provided for Veterans suffering from PTSD as well as their families after they transition from service to civilian life. This event was promoted on air and used as recruitment for careers in broadcasting.	3	on air personality on air personality Brand Manager
7	6/8/2023	Provision of training to management	Members from Audacy's Talent Acquisition team attended Recruit-adelphia conference. Among the panels was a focus on a "skills first recruiting process" which allows organizations to create a more inclusive interview process. The Audacy Team also met with the keynote speaker from Integrate for Good who spoke to hiring neurodiverse talent and those with disabilities. The material from this conference is now part of the in-take process with the Talent Acquisition Team and Hiring Managers throughout the organization.	2	Talent Acquisition Specialist Talent Acquisition Specialist
8	7/27/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville partnered with SKY Valor Honors. This was an on-air campaign that recognized the Valor of local first responding law officers, paramedics, EMTs, emergency personnel, and firefighters. Each weekday in June Audacy Gainesville saluted first responders, nominated by 25 local agencies. Sky Valor is a campaign that highlights the significant contributions of important community agencies and individuals, that many times go unrecognized until emergencies strike. The on air staff promoted this event and spoke about how careers in broadcasting can be a rewarding way to provide community outreach.	4	SVP Market Manager Account Executive On Air Personality Bran Manager

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9	8/22/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville partnered with the Ronald McDonald House to raise funds through a significant month-long on-air campaign. Ronald McDonald House of Gainesville provides support for families of children receiving advanced medical treatments at UF Health Shands Children's Hospital. This event was promoted on air and used for recruitment efforts in broadcasting. On air staff spoke about how careers in broadcasting provide community outreach.	3	on air personality on air personality SVP/Market Manager
10	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Gainesville runs general recruitment spots in different dayparts to invite candidates to apply.	2	SVP Market Manager Traffic Manager