

KHMX, KIKK, KILT, KILT-FM, KKHH, KLOL
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
APD & On-Air Personality	1-2, 4-22	2
Jr. Account Executive	1-16, 18, 20-21	21
Jr. Account Executive	1-16, 18, 20-21	21
Jr. Account Executive	1-16, 18, 20-21	20
Jr. Account Executive	1-16, 18, 20-21	21
Jr. Account Executive	1-16, 18, 20-21	18
Jr. Account Executive	1-16, 18, 20-21	18
Sales Assistant	1-2, 4-16, 18, 21	18
Regional Promotions Director	1-2, 4-16, 18, 21	18
General Sales Manager	1-4, 6, 8, 10, 12, 15-16, 18, 21	18

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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	15
3	CareerSpring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
4	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
5	Houston Baptist University 7502 Fondren Road Houston, Texas 77074 Phone : 281-649-3000 Url : https://app.joinhandshake.com Aaron Swarts Manual Posting	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	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
8	Rice University Broadcast College 1152 Mae Street Hummelstown, Pennsylvania 17036 Phone : 713-348-2935 Email : cbjob@mailman.rice.edu Will Robedee	N	0
9	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
10	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
11	Texas Southern University Bell Building, 1st Floor 3100 Cleburne Street Houston, Texas 77004 Phone : 713-313-7541 Url : https://app.joinhandshake.com Andreas Boise Manual Posting	N	0
12	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

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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-Clear Lake 2700 Bay Area Blvd. Houston, Texas 77058 Phone : 512-293-2590 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
14	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
15	Urban League of Houston 1301 Texas Ave Houston, Texas 77002 Phone : 713-393-8700 Email : ericg@haul.org Eric Goddie	N	0
16	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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
17	Application already on file	N	1
18	Employee Referral	N	6
19	Facebook post	N	1
20	Indeed.com	N	4
21	Linked In	N	19
22	Other Source	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/4/2023	Participation in other activities designed by the station employment unit	Audacy Houston employees attended the HHCC Business Expo. They set up a booth and provided information on the broadcast industry, available jobs and marketing opportunities.	4	Brand Manager General Sales Manager Marketing Manager Director of Sales
2	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
3	6/14/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston promoted KILT Houston Collects Cards for the Troops. This event was promoted on air and social media. The on air talent spoke about how careers in broadcasting provide rewarding ways to give back to local communities with organizations and events like this one. The social media post highlighted how the power of radio can connect and bring local communities together.	1	Market Manager
4	8/16/2023	Participation in other activities designed by the station employment unit	Audacy Houston attended the Texas Association of Broadcasters Convention to speak about careers in Broadcasting.	3	Brand Manager General Sales Manager Marketing Manager
5	8/18/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston attended the KHOU Community Impact Show and spoke about careers at Audacy.	1	Market Manager
6	8/23/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston attended the Houston Hispanic Leadership Conference. The team worked with this group to provided information on the broadcast industry along with other career opportunities and address specific challenges for Hispanics in Houston and the business community.	2	Market Manager Marketing Manager

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7	Ongoing Event	Establishment of a mentoring program	Audacy Houston established a new hire training program to provide skills for employees to grow and succeed in their careers for higher positions within Audacy.	4	Market Manager Account Executive Account Executive Account Executive
8	9/18/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston promoted the Barbara Bush Houston Literacy Fundraiser event. This was a week long fundraiser to raise money for books for underprivileged children in the Houston area. This event was promoted on air and social media. The on air talent promoted the event and spoke about how careers in broadcasting provide rewarding ways to give back to local communities with organizations and events like this one.	4	SVP/Market Manager on air personality Brand Manager Director of Sales
9	9/19/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston promoted College Football Playoffs Houston Loves Teachers Campaign at William Sutton Elementary . Audacy Staff promoted this on air and not only presented money raised for teachers but took the opportunity to talk to the students about careers in broadcasting.	1	Market Manager
10	9/19/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston participated in the Pink Bows Foundation Event to raise awareness for concert security in Houston. This event was promoted on air and on social media. They spoke about this event and the job opportunities provided as well as local careers in broadcasting.	4	Market Manager Marketing Manager On Air Personality On Air Personality
11	9/28/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston attended the Houston Hispanic Leadership Conference. The team worked with this group to provided information on the broadcast industry along with other career opportunities and address specific challenges for Hispanics in Houston and the business community.	2	Market Manager Marketing Manager
12	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Houston works with the Texas Association of Broadcasters throughout the year to engage students across the state in the Broadcast industry.	1	Market Manager

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13	12/6/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston promoted an on air fundraiser to raise money and awareness for the Texas Children's Hospital This event was promoted on air and social media. The on air talent spoke about how careers in broadcasting provide rewarding ways to give back to local communities with organizations and events like this one.	4	Market Manager Brand Manager On Air Personality On Air Personality
14	12/7/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Houston promoted The Ten Man Jam concert benefitting the USO. This event was promoted on air and social media. The on air talent spoke about how careers in broadcasting provide rewarding ways to give back to local communities with organizations and events like this one.	4	Market Manager Marketing Manager On Air Personality On Air Personality
15	Ongoing Event	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.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
16	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
17	1/10/2024	Participation in events or programs sponsored by educational institutions	Audacy Houston employees hosted the KU Recruitment Seminar. The team hosted and provided information on the broadcast industry, available jobs and marketing opportunities to students looking to major in journalism.	1	Market Manager

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18	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Houston runs ongoing General Recruitment spots.	1	Regional Controller SVP/Market Manager
19	2/28/2024	Participation in events sponsored by organizations representing the community	Employees from Audacy Houston attended the Country Radio Seminar to promote broadcasting opportunities in education.	2	Market Manager Brand Manager