

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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
Account Executive	1-26	25

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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
1	Africa-American Chamber of Commerce: Central Florida 315 East Robinson St Suite 100 Orlando, Florida 32801- Phone : 407-420-4870 Url : http://blackcommerce.org Email : info@blackcommerce.org Pamela Martin	N	0
2	African American Accountability Alliance PO Box 5502 Gainesville, Florida 32627- Phone : 352-273-3840 Email : 4ASalachuacounty@gmail.com Deadra Harvey	N	0
3	Audacy Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Careers Page Manual Posting	N	0
4	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	0
5	Barry University 11300 NE 2nd Ave Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com Email : careerservices@barry.edu Ginette Melchiorre	N	0
6	California Chicano News Media Association 300 South Grand Avenue Suite 3920 Los Angeles, California 90071- Phone : 230- 437-4408 Url : http://ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	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	Central Florida Employment Council 450 Semolina Blvd. Casselberry, Florida 32707- Phone : 407-834-4223 Url : http://cfec.org Email : cfec@cfec.org Paulette Weir	N	0
8	Connecticut School of Broadcasting - Palm Beach Gardens 3450 North Lake Blvd. Suite 110 Palm Beach Gardens, Florida 33403-1712 Phone : 561-847-4126 Url : http://gocsb.com Email : mlayne@gocsb.com R Green	N	0
9	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
10	Emma L. Bowen Foundation for Minority Interests in Media 524 W 57th St New York, New York 10019- Phone : 212-975-2545 Url : http://cbs.com Email : ebfoundation@cbs.com Sandra Rice	N	0
11	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301- Phone : 800-825-5322 Url : http://fab.org Email : lvarn@fab.org Lindsay Varn	N	0

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12	Full Sail Real World Education 3300 University Blvd. Winter Park, Florida 32792- Phone : 800-226-7625 Url : http://fullsail.com Email : nargyri@fullsail.edu Natasha Argyri	N	0
13	Hispanic Chamber of Commerce of Metro Orlando 315 E Robinson St Suite 465 Orlando, Florida 32801- Phone : 407-428-5879 Url : http://hispanicchamber.net Email : info@HispanicChamber.net Diana Bolivar	N	0
14	Japanese American Cultural Community Center 244 San Pedro Street Room 505 Los Angeles, California 90011- Phone : 213-628-2725 Url : http://accc.org Email : info@jaccc.org Job Listing	N	0
15	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302- Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
16	National Federation of Filipino American Associations 1322 18th St NW Washington, District of Columbia 20036- Phone : 202-986-1153 Url : http://naffaa.org Email : admin@naffaa.org Jon Melegrito	N	0
17	National Lesbian & Gay Journalists Association 1420 K Street NW Washington, District of Columbia 20005- Phone : 202-588-9888 Url : http://nlgja.org Email : dejohnson@nlgja.org D.E. Johnson	N	0

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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
18	National Organization for Women 1100 H Street NW 3rd Floor Washington, District of Columbia 20005- Phone : 202-331-0066 Url : http://now.org Email : now@now.org Rebecca Farmer	N	0
19	National Urban League 120 Wall Street New York, New York 10005-3902 Phone : 212-558-5300 Url : http://nul.org Email : dwest@nul.org Dale West	N	0
20	Service Source 2735 Whitney Rd Clearwater, Florida 33760- Phone : 727-538-7370 Url : http://servicesource.org Email : cher.street@servicesource.org Cher Street	N	0
21	South Florida Minority Supplier Development Council 9499 NE 2nd Avenue Suite 201 Miami, Florida 33138- Phone : 305-762-6151 Url : http://fmsdc.org Email : sfmsdc@sfmsdc.org Beatrice Louissaint	N	0
22	Southern Tech College 1485 Florida Mall Ave Orlando, Florida 32809- Phone : 407-323-4141 Url : http://southerntech.edu Email : speek@southerntech.edu Stacy Peek	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
23	Worksource 215 North Market St Jacksonville, Florida 32202- Phone : 904-798-9229 Url : http://worksourcefl.com Email : jbox@worksourcefl.com Jerry Box	N	0
24	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 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
25	Employee Referral	N	1
26	Linked In	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	Audacy Gainesville provides the link to Audacy's career site on their website giving listeners access to job opportunities.	2	SVP Sales Regional President
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Gainesville broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	Regional President Traffic Director
3	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more	1	Talent Acquisition
4	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
5	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist
6	11/6/2025	Participation in Job Fairs	Audacy Gainesville attended the Orlando Job Fair.	1	Sales Administration
7	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition

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8	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist
9	2/11/2026	Participation in Job Fairs	Audacy's Talent Acquisition Team attended the University of Texas Austin career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	1	Talent Acquisition Specialist
10	2/20/2026	Participation in events sponsored by organizations representing the community	Audacy's programming and production leadership team represented Audacy at the annual IBS National College Radio Conference, held at the Sheraton Times Square in New York City. Skip, Andre Yancy, and Shelley Wade spoke directly with students, sharing industry insights and career perspectives with the next generation of media professionals. Also included on panels at the event were Audacy experts Rob Miller, Mindy Hoffman, Heather Bermudez, John Foxx, Dave Stewart, Jodi Vale, Kristie Keleshian, and Ryan Hurley.	4	Brand Manager Assistant Brand Manager on air personality Brand Manager
11	2/27/2026	Participation in Job Fairs	Audacy's Talent Acquisition Recruiters attended the Penn State Career Fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, engineering/tech, and revenue and corporate central jobs.	3	Talent Acquisition Specialist Talent Acquisition Specialist engineer
12	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to help promote career opportunities at Audacy.	1	Promotions Director

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13	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacy representatives spoke to a Senior Seminar class at Temple University's Klein College of Media and Communication in Philadelphia about career fair preparation. They discussed Audacy's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacy to help students stand out in their job search	1	Regional HR Director
14	3/25/2026	Participation in Job Fairs	Audacy's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	2	Director, Talent Acquisition Manager, Talent Acquisition
15	Ongoing Event	Provision of training to management	To ensure ongoing compliance with federal regulations and support equitable hiring practices, Audacy provides comprehensive OFCCP training across the company for all personnel involved in the recruitment and employee lifecycle. This training, which covers EEO guidelines, non-discriminatory practices, and our responsibilities as a federal contractor, was officially communicated and assigned via Brainshark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains

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16	6/11/2026	Participation in other activities designed by the station employment unit	Audacy hosted participants from across the country in the 2026 Future Now Conference - Media Tour. We provided a robust panel of speakers and two station tours. Speaker line-up included: Director of Talent Acquisition, Corporate Communications Manager, Vice President, Digital Sales, On-Air Personality, VP of News, Brand Manager WFAN, Head of Podcasts, and Senior Creative Director. Participants were provided with advice on how to enter the media industry and were provided with resources to seek out opportunities at Audacy.	5	Director, Talent Acquisition Brand Manager Head of Podcast On Air Personality
17	6/18/2026	Participation in events or programs sponsored by educational institutions	Audacy Gainesville attended Full Sail Universities Career Fair.	1	Sales Administration
18	6/30/2026	Participation in other activities designed by the station employment unit	At the 2026 Barrett Media Audio Summit, Audacy was heavily represented across panels, headlined by the CEO in a keynote interview. Top programming executives, on-air personalities and regional leaders shared industry insights. Throughout the event, Audacy's attendees networked with industry professionals and up-and-coming media professionals, making them aware of career opportunities at Audacy.	5	CEO CBO Brand Manager Regional President
19	7/16/2026	Participation in events or programs sponsored by educational institutions	Audacy Gainesville attended the FIRST Institute College Career Day.	1	Sales Administration

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20	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