

WBBM, WBBM-FM, WCFS-FM, WSCR, WSCR-FM, WUSN, WXRT
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 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
Brand Manager	1, 3-5, 7-26, 28	26
WBBM Newsradio Full-Time Anchor/Reporter	1, 3-5, 7-25, 27-28	28
Sales Associate	1-28	28

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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	Asian American Association of Journalists - Chicago 321 S Plymouth Court #6 Chicago, Illinois 60604 Url : https://aajachicago.org/ Email : chicagoaja@gmail.com Ariel Cheung	N	0
2	Asian Human Services 4753 N Broadway Suite 700 Chicago, Illinois 60640 Phone : 773-728-2235 Email : Ili@ahschicago.org Ivan Li	N	0
3	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : https://awc.careerwebsite.com/ Email : info@womcom.org Pamela Valenzuela	N	0
4	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	3
5	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : community@bync.org Ed Garcia	N	0
6	Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : bcrmail@aol.com Lo Jenks	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	Blackburn College 700 College Ave Carlinville, Illinois 62626 Phone : 217-854-3231 Email : suzanne.krupica@blackburn.edu Suzanne Krupica	N	0
8	Career Spring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
9	Columbia College Journalism Department 33 E Congress Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
10	Concordia University 7400 Augusta St River Forest, Illinois 60305 Phone : 708-209-3033 Email : career.services@CUChicago.edu Jenny Pinotti	N	0
11	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
12	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org N/A N/A	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	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3041 Email : sdrake@ic.edu Susie Drake	N	0
14	Illinois Media School - Lombard Campus 55 W 22nd St #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	N	0
15	Illinois News Broadcasters Association 1 University Circle Macomb, Illinois 61455 Url : https://www.inba.net/ Email : borowmaq@aol.com Bob Roberts	N	0
16	Moody Bible Institute 820 N LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Email : careerdev@moody.edu Patrick Friedline	N	0
17	National Able Network Inc 567 W Lake St Suite 1150 Chicago, Illinois 60661 Phone : 773-409-4996 Email : dclaxton@nationalable.org Donna Claxton	N	0
18	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : (301) 405-0248 Url : http://nabjchicago.org/ Email : vdodson@nabj.org Veronique Dodson	N	0

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19	National Association of Hispanic Journalists 2011 W Pershing Rd Chicago, Illinois 60609 Url : https://nahj-chi.org/ Email : carly.luque@fox.com Carly Luque	N	0
20	National Lesbian & Gay Journalists Association 2120 L Street Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Sachelle Brooks	N	0
21	Pyramid Partnership 3057 N Lincoln Ave Chicago, Illinois 60657 Phone : 773-975-9898 Email : hjackson@pyramid-pci.com Herman Jackson	N	0
22	Radio 1 Broadcast School 700 3rd Street N LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
23	Rainbow PUSH Coalition 930 E 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Marjorie McKinnon-Price	N	0
24	Roosevelt University 430 S Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3560 Email : careersdt@roosevelt.edu Christopher Willis	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
25	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
26	Employee Referral	N	2
27	Indeed.com	N	2
28	Linked In	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	8/15/2025	Participation in events sponsored by organizations representing the community	Chicago participated in The Chicago Air and Water Show. During the event, members from Audacy Chicago spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	On Air Personality On Air Personality
2	8/23/2025	Participation in events sponsored by organizations representing the community	Chicago participated in live broadcasting at Steinhafels. During the event, members from Audacy Chicago spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	On Air Personality On Air Personality
3	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
4	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
5	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
6	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

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7	1/8/2026	Participation in events sponsored by organizations representing the community	Audacy Chicago participated in The Chicago Bulls Career Fair. Audacy Chicago connected with students and job seekers looking to break into the Sports & Entertainment industry about Audacy career opportunities.	2	On Air Personality On Air Personality
8	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
9	2/15/2026	Participation in events sponsored by organizations representing the community	Chicago participated in Jewel-Osco's Annual Black History Month Celebration. During the event, members from Audacy Chicago spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	On Air Personality
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 across Audacy to all attendees from across the country.	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	4/11/2026	Participation in events sponsored by organizations representing the community	Audacy Chicago participated in The Museum of Broadcast Communications Career Fair. Audacy Chicago spoke with students looking to break into the Sports & Entertainment industry about Audacy career opportunities.	1	On Air Personality
16	4/26/2026	Participation in events sponsored by organizations representing the community	Chicago participated in Boot Barn's Grand Opening. During the event, members from Audacy Chicago spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	On Air Personality
17	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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18	6/5/2026	Participation in events sponsored by organizations representing the community	Chicago participated in Road To Smokeout Concert. During the event, members from Audacy Chicago spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	Brand Manager On Air Personality
19	6/11/2026	Participation in events sponsored by organizations representing the community	Chicago participated in Chicago Symphony Orchestra Concert. During the event, members from Audacy Chicago spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	On Air Personality
20	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
21	6/27/2026	Participation in events sponsored by organizations representing the community	Chicago participated in a live broadcasting at Metro Mobile Store. During the event, members from Audacy Chicago spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	On Air Personality

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22	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
23	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	Regional Talent Acquisition Associate
24	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Chicago provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Regional President
25	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Chicago broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager