

WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT
EEO PUBLIC FILE REPORT
September 30, 2024 - July 31, 2025

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 180 N Stetson Ave, Suite 1000, Chicago, IL - 60601	<u>Contact Person/Title:</u> Kevin Cassidy Market Manager
<u>Telephone Number:</u> 312-297-7705	<u>E-Mail Address:</u> kevin.cassidy@audacy.com

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
On Air Personality	1-29, 31, 34	28
Full-Time Morning Drive Editor/ Writer	1, 3-25, 27, 31, 33	31
Broadcast Engineer	1, 3-15, 17-25, 27, 31, 33	33
Account Executive	1, 3-15, 17-25, 27-29, 31, 33, 35	4
Account Executive	1, 3-15, 17-25, 27-29, 31, 33, 35	29
Account Executive	1, 3-15, 17-25, 27-29, 31, 33, 35	33
670 The Score Executive Producer	1, 3-7, 9-15, 17-25, 27, 29-33	32

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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	11
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	Blackburn College 700 College Ave Carlinville, Illinois 62626 Phone : 217-854-3231 Email : suzanne.krupica@blackburn.edu Suzanne Krupica	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	Career Spring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
8	City Colleges of Chicago 226 W Jackson Chicago, Illinois 60606 Phone : 312-553-3381 Email : awissmann@ccc.edu Aaron Wissmann	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	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tstutheit@missouribroadcasters.org Terri Stutheit	N	0
17	Moody Bible Institute 820 N LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Email : careerdev@moody.edu Patrick Friedline	N	0
18	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	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
20	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
21	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
22	Pyramid Partnership 3057 N Lincoln Ave Chicago, Illinois 60657 Phone : 773-975-9898 Email : hjackson@pyramid-pci.com Herman Jackson	N	0
23	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
24	Rainbow PUSH Coalition 930 E 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Marjorie McKinnon-Price	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	Roosevelt University 430 S Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3560 Email : careersdt@roosevelt.edu Christopher Willis	N	0
26	The Chicago Lighthouse 1850 W Roosevelt Rd Chicago, Illinois 60608 Phone : 312-997-3647 Email : sheila.perkins@chicagolighthouse.org Sheila Perkins	N	0
27	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

WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**EEO PUBLIC FILE REPORT****September 30, 2024 - July 31, 2025****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
28	Current Employee	N	2
29	Employee Referral	N	6
30	Former Employee	N	1
31	Indeed.com	N	5
32	Job Board	N	1
33	Linked In	N	28
34	On Air Recruitment Ad	N	1
35	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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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 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
2	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
3	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition

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4	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
5	4/8/2025	Participation in events sponsored by organizations representing the community	Audacy Chicago spoke to students at Loyola University about their career in broadcasting.	1	Vice President, Sports
6	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Chicago broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager
7	4/21/2025	Participation in other activities designed by the station employment unit	Audacy Chicago hosted a station tour for a student at Brother Rice who's interested in a career in broadcasting	1	On Air Personality
8	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.	3	Market Manager Brand Manager Sales Manager
9	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the company about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist

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10	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	Market Manager
11	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager
12	7/18/2025	Participation in events sponsored by organizations representing the community	Audacy Chicago spoke to fans about their careers in broadcasting at Wrigley Field	1	On Air Personality
13	7/23/2025	Participation in other activities designed by the station employment unit	Audacy Chicago hosted a station tour for a student from Innovations High School who is interested in a career in broadcasting	2	On Air Personality On Air Personality