

KALC, KAMP, KQKS, KQMT
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

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
On Air Personality	1-9, 11-12, 14-34, 36-41, 43-44	41
Account Executive	1-15, 17-33, 35-41, 43	43
Account Executive	1, 3-9, 11-12, 14-15, 17-20, 23-28, 30-33, 35-40, 42-43, 45	45

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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	Adams County Workforce and Business Center 12200 Pecos Street Westminster, Colorado 80234 Phone : 303-375-2980 Email : acbussvc@adcogov.org job listings	N	0
2	Adams State College 208 Edgemont Blvd. Alamosa, Colorado 81102 Phone : 719-587-8105 Email : saatenci@adams.edu Shriley Atencio	N	0
3	Asian Chamber of Commerce 924 W Colfax Ave Denver, Colorado 80204 Phone : 303-595-9737 Email : info@accolorado.org John Wright	N	0
4	Association of Hispanic Media Professionals 1945 Allen Parkway Houston, Texas 77019 Phone : 713-526-1111 Email : aprilzarias@gmail.com April Arias	N	0
5	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	0
6	Broomfield Workforce Center 100 Spader Way Broomfield, Colorado 80020 Phone : 303-464-5855 Email : voldham@ci.broomfield.co.us Vanessa Oldham	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	CCLARO 309 West 1st Ave Denver, Colorado 80223 Phone : 303-722-5153 Email : cllaro@cllaro.org job listings	N	0
8	Center for Work Education and Employment (CWEE) 1175 Osage Street #300 Denver, Colorado 80204 Phone : 303-892-8444 Email : leads@cwee.org Kate Schreiber	N	0
9	Colorado Community Church 2220 S Chambers Rd Aurora, Colorado 80014 Phone : 303-783-3838 Email : arussell@coloradocommunity.org job listings	N	0
10	Colorado Dept. of Human Services; Division of Vocational Rehab 2211 West Evans Ave Denver, Colorado 80223 Phone : 303-866-3297 Email : joy.caine@state.co.us Joy Caine	N	0
11	Colorado Division of Veterans Affairs 1355 South Colorado Boulevard Building C Suite 113 Denver, Colorado 80222 Phone : 303-284-6077 Email : cdvainfo@dmva.state.co.us job listings	N	0
12	Colorado Media School 404 S Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0

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13	Community College of Aurora 710 Alton Way Denver, Colorado 80230 Phone : 303-360-4700 Email : kazia.washington@ccaaurora.edu Kazia Washington	N	0
14	Community College of Denver - North Campus 6211 Downing Street Denver, Colorado 80216 Phone : 303-556-3823 Email : frances.robles@ccd.edu Frances Robles	N	0
15	Denver Hispanic Chamber of Commerce 924 W Colfax Ave #201 Denver, Colorado 80204 Phone : 303-534-7783 Email : jespinoza@hispanicchamberdenver.org J Espinosa	N	0
16	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Email : ryan@denverindiancenter.org Ryan Ryan	N	0
17	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
18	Emily Griffith Opportunity School 1860 Lincoln St Denver, Colorado 80203 Phone : 720-423-4764 Email : cdc@dpsk12.org Chris McGuire	N	0

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19	Haskell Indian Nations University 155 Indian Ave Box 5030 Lawrence, Kansas 66046 Phone : 785-749-8404 Email : registrar@haskell.edu Sherry Girty	N	0
20	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-366-2248 Email : advising@lamarcc.edu Ket Winsor	N	0
21	LARASA 309 W 1st Ave Denver, Colorado 80223 Phone : 303-722-5150 Email : fredfell@cllaro.org job listing	N	0
22	Little Priest Tribal College 601 East College Drive PO Box 270 Winnebago, Nebraska 68071 Phone : 402-878-2380 Email : sandra.francis@littlepriest.edu Sandra Francis	N	0
23	Morgan Community College 920 Barlow Rd Fort Morgan, Colorado 80701 Phone : 970-542-3157 Email : maria.cardenas@morgancc.edu Maria Cardenas	N	0
24	National American University 1325 S Colorado Boulevard Suite 100 Denver, Colorado 80222 Phone : 800-609-1431 Email : centadmissions@national.edu job listing	N	0

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25	New Mexico Highlands University 1005 Diamond St Las Vegas, New Mexico 87701 Phone : 505-454-3251 Email : careerservices@nmhu.edu job listing	N	0
26	New Mexico State University 1780 E University Ave Las Cruces, New Mexico 88003 Phone : 575-646-1631 Email : employer@nmsu.edu job listing	N	0
27	Northeastern Junior College 100 College Ave Sterling, Colorado 80751 Phone : 800-626-4637 Email : cindy.carey@njc.edu Cindy Carey	N	0
28	Pueblo Latino Chamber of Commerce 215 S Victoria Ave Pueblo, Colorado 81003 Phone : 719-542-5513 Email : office@pueblolatinochamber.com job listing	N	0
29	Pueblo of Acoma PO Box 309 Acoma Pueblo, New Mexico 87034 Phone : 505-552-6604 Email : administration@poamail.org Governor Kurt Riley	N	0
30	San Juan College 4601 College Blvd Farmington, New Mexico 87402 Phone : 505-326-3311 Email : hailk@sanjuancollege.edu Kathi Hail	N	0

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31	Santa Fe University of Art and Design 1600 St Michael's Dr Santa Fe, New Mexico 87505 Phone : 877-762-9801 Email : careerservices@santafeuniversity.edu job listing	N	0
32	Servicios de La Raza 3131 w 14th Ave Denver, Colorado 80204 Phone : 303-458-5851 Email : silviag@serviciosdelaraza.org Silvia G	N	0
33	Trinidad State Jr. College-Valley Campus 600 Prospect St Trinidad, Colorado 81082 Phone : 719-589-7000 Email : roberta.taylor-hill@trinidadstate.edu Roberta Taylor-Hill	N	0
34	Univeristy of Colorado- Colorado Springs 1420 Austin Bluffs Parkway PO Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3723 Email : dpape@uccs.edu Danny Pape	N	0
35	Webster University of Denver 9250 W Costilla Ave Suite 310 Aurora, Colorado 80112 Phone : 303-708-8305 Email : mreed@webster.edu job listing	N	0
36	Western State Colorado University College Union 102 Gunnison, Colorado 81231 Phone : 970-943-0120 Email : swighting@western.edu Svea Whiting	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
37	Women's College Coalition 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-892-8444 Email : colleges@womenscolleges.org job listing	N	0
38	Women's Foundation of Colorado 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-285-2960 Email : wfco@wfco.org job listing	N	0
39	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
40	YWCA of Boulder County 2222 14th St Boulder, Colorado 80302 Phone : 303-443-0419 Email : renee@ywcaboulder.org Renee Rieder	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
41	Employee Referral	N	4
42	Indeed.com	N	1
43	Linked In	N	10
44	On Air Recruitment Ad	N	1
45	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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 Denver 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	SVP Market Manager Director Traffic Operations
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Denver provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
3	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
4	5/7/2025	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
5	5/12/2025	Participation in other activities designed by the station employment unit	Audacy Denver gave a station tour to a student from Loyola University.	1	Brand Manager
6	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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7	6/14/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Denver participated in Rock the Outlets outreach event. They spoke to passerby's about career opportunities and encouraged them to scan our careers QR code to see our available jobs.	2	Brand Manager Promotions Director
8	7/8/2025	Participation in events or programs sponsored by educational institutions	Audacy Denver visited and spoke to students at The Colorado Media School. They spoke about Audacy and career opportunities in broadcasting.	1	Promotions Director
9	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
10	7/20/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Denver participated in Beats and Sneaks outreach event. They spoke to passerby's about career opportunities and encouraged them to scan our careers QR code to see our available jobs.	2	Promotions Director on air personality
11	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	Talent Acquisition Manager
12	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

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13	10/23/2025	Participation in events sponsored by organizations representing the community	Audacy Denver was a guest panelist at the College Broadcasters Inc. Convention. They spoke to college students about careers in broadcasting and careers at Audacy.	4	SVP Market Manager General Sales Manager Digital Sales Manager Promotions Director
14	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
15	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