

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV
EEO PUBLIC FILE REPORT
September 30, 2024 - July 31, 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 |
|--------------------------|--|-------------------------------|
| Senior Account Executive | 1-4, 6-15, 17 | 14 |
| Account Executive | 1-13, 17 | 17 |
| Account Executive | 1-13, 17 | 17 |
| Account Executive | 1-16 | 14 |

On September 30, 2024, there was an assignment and transfer of control of the Stations in the Employment Unit. See FCC File No. 0000241074. Therefore, in accordance with Section 47 C.F.R. § 73.2080(c)(6), information in this report is from September 30, 2024 going forward.

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV**EEO PUBLIC FILE REPORT****September 30, 2024 - July 31, 2025****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 | Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting | N | 2 |
| 2 | California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting | N | 0 |
| 3 | California Lutheran University 60 West Olsen Rd Thousand Oaks, California 91360 Phone : 805-493-3200 Email : clewis@callutheran.edu Cindy Lewis | N | 0 |
| 4 | Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams | N | 0 |
| 5 | CCNMA: Latino Journalists of California 725 Arizona Ave. Ste. 206 Santa Monica, California 90401 Phone : 424-229-0482 Email : ccnmaininfo@ccnma.org Sylvia Wells | N | 0 |
| 6 | Department of Veterans Affairs 11301 Wilshire Blvd Bldg 220 Los Angeles, California 90073 Phone : 310-478-3711 Email : calvin.payne@va.gov Calvin Payne | 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 | 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 |
| 8 | East Los Angeles College Career Center 1301 Avienda Cesar Chavez Monterey Park, California 91754 Phone : 323-415-4126 Email : elac_career@elac.edu Maira Cruz | N | 0 |
| 9 | JVS Worksource-Jaramillo 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : tjaramillo@jvsla.org Tony Jaramillo | N | 0 |
| 10 | JVS Worksource-Rodriguez 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : ARodriguez@jvsla.org Anthony Rodriguez | N | 0 |
| 11 | National Association for the Placement of Colored People-Hollywood Bureau 4929 Wilshire Blvd Ste. 3310 Los Angeles, California 90034 Phone : 323-938-5268 Email : chinds@naacpnet.org Cynthia Hinds | N | 0 |
| 12 | National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Brenda Rivas | 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 | 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 |
|--|-----------------------|--|---|
| 14 | Employee Referral | N | 4 |
| 15 | Linked In | N | 9 |
| 16 | Non-Employee Referral | N | 1 |
| 17 | Recruiter | N | 4 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 20 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|---|--|-------------------------------------|--|
| 1 | 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 |
| 2 | 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 |
| 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 | 2/5/2025 | Participation in events or programs sponsored by educational institutions | Audacy representatives participated in Cal State LA's Arts, Media, & Entertainment Event. Representatives discussed with students their experiences in media and opportunities at Audacy. | 2 | Programming Assistant Sales Project Manager |
| 5 | 4/30/2025 | Participation in other activities designed by the station employment unit | Audacy Los Angeles hosted a station tour for students of Granada Hills Charter High School. Students were shown different aspects of the station and representatives shared their experiences working in broadcasting. | 1 | |

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|----|---------------|---|--|-------------------------------------|--|
| 6 | 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 |
| 7 | 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 country about their background, interests, and current openings across multiple markets within the organization. | 1 | Talent Acquisition Specialist |
| 8 | 6/5/2025 | Participation in events or programs sponsored by educational institutions | Audacy participated in a Career Launch Fair hosted by Cal State University in Los Angeles. The representative spoke to students about their experiences at Audacy and opportunities in our Los Angeles market. | 1 | Human Resources Generalist |
| 9 | Ongoing Event | Participation in other activities designed by the station employment unit | Audacy Los Angeles 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 | |
| 10 | Ongoing Event | Sponsorship of events in the community designed to increase public awareness | Audacy Los Angeles provides the link to Audacy's career site on their website giving listeners access to job opportunities. | 1 | |
| 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 | |

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|----|-----------|---|---|------------------------------|---|
| 12 | 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 |