

WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WQAM-FM
EEO PUBLIC FILE REPORT
October 1, 2024 - September 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
Account Executive - Miami	1-51, 53-55	54
Account Executive - Miami	1-51, 53-55	55
Assistant Director Technical Operations	1-19, 21-23, 25-53	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 3201 E. Colonial Drive S A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org Email : info@blackcommerce.org Sheena Jackson	N	0
2	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : mldavis@miamidade.gov Marshall Davis	N	0
3	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : ahcac@miamidade.gov AHCAC Miami	N	0
4	American Adult Education Center 18350 NW 67 Avenue Hialeah, Florida 33015 Phone : 305-548-4044 Url : https://www.americanadultedu.com/ Email : 169982@dadeschools.net Carlena Mitchell	N	0
5	American Inter-Continental University 6600 Peachtree Dunwoody Road 500 Embassy Row Atlanta, Georgia 30328 Phone : 404-965-6500 Url : https://www.aiuniv.edu/campus-locations/atlanta Email : careerservices@aiuonline.edu Career Services	N	0
6	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	1

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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	Barry University 11300 NE 2nd Avenue Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com Email : careerservices@barry.edu Ginette Melchiorre	N	0
8	Bethune-Cookman University 640 Dr. McLeod Blvd. Daytona Beach, Florida 32114 Phone : 386-481-2884 Url : https://www.cookman.edu/ Email : walkerg@cookman.edu Glenn Walker	N	0
9	Broward College Ft. Lauderdale 3051 SW David Road Bldg 19, Room 116 Davie, Florida 33314 Phone : 954-201-6612 Url : http://www.broward.edu Email : awhitefie@broward.edu Autumn Whitfield	N	0
10	Broward College Pembroke Pines 7200 Hollywood Blvd. Pembroke Pines, Florida 33024 Phone : 954-201-8938 Url : http://www.broward.edu Email : cdelancy@broward.edu Caron DeLancy-Simard	N	0
11	Career Source South Florida NMB 801 NE 167 Street Miami, Florida 33162 Phone : 305-654-7175 Url : http://www.careersourcesfl.com/career-center/ Email : roxanne.isaacs@careersourcesfl.com Roxanne Isaacs	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
12	Career Source South Florida Northside 7900 NW 27 Avenue Suite 200 Miami, Florida 33147 Phone : 305-693-2060 Url : http://www.careersourcesfl.com/career-center/ Email : hesterline.hall2@careersourcesfl.com Hesterline Hall	N	0
13	Career Source South Florida Re-Employment Center 325 NW 62 Street Miami, Florida 33150 Phone : 305-795-2058 Url : http://www.careersourcesfl.com/career-center/ Email : yian.perrin@careersourcesfl.com Yian Perrin	N	0
14	Career Source South Florida West Dade Center 8485 Bird Road 2nd Floor Miami, Florida 33155 Phone : 305-228-2300 Url : http://www.careersourcesfl.com/career-center/ Email : carl.alexis@careersourcesfl.com Carl Alexis	N	0
15	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : 407-834-4223 Url : https://www.cfec.org/ Email : cfec@cfec.org Paulette Weir	N	0
16	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 Url : https://www.cful.org/ Email : Info@cful.org Job Listings	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
17	Coalition of Hispanic American Women Hispanic Coalition 5659 W Flagler Street Miami, Florida 33134 Phone : 305-262-0060 Url : https://hispanicoalition.org/ Email : Hispacol2@aol.com Marlene Arribas	N	0
18	Connecticut School of Broadcasting N Palm Beach 760 US Hwy 1 Suite 101 North Palm Beach, Florida 33408 Phone : 561-847-4126 Url : https://gocsb.com/ Email : csbpalmbeach@gocsb.com Jim York	N	0
19	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
20	Epilepsy Foundation Florida 7300 SW 88 Street #700 Miami, Florida 33156 Phone : 305-670-4479 Url : https://www.epilepsyfl.com/ Email : jclausner@efof.org Judy Clauser	N	0
21	Florida A&M University (FAMU) 1676 S Martin Luther King Dr. Blvd Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famu.edu Career Center	N	0
22	Florida Assn of Broadcasters 201 S Monroe Street #201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : https://fab.org/ Email : intern@fab.org Job Listings	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	Florida Dept. of Education 325 W Gaines Street #734 Tallahassee, Florida 32399 Phone : 850-245-0446 Url : http://www.fldoe.org/academics/career-adult-edu/ Email : Careerandadulted@fldoe.org Rod Duckworth	N	0
24	Florida Memorial University 15800 NE 42 Street Miami Gardens, Florida 33054 Phone : 305-626-3782 Url : https://www.fmuniv.edu/ Email : Athena.jackson@fmuniv.edu Kareem Coney	N	0
25	Florida Technical College 12520 Pines Blvd. Pembroke Pines, Florida 33027 Phone : 787-664-5699 Url : http://feedback.ftccollege.edu/employers/ Email : Kmwhite@ftccollege.edu Karen White-Goyzueta	N	0
26	Freeform Radio Initiative 411 Walnut Street #5561 Green Cover Springs, Florida 32043 Phone : 305-982-7233 Url : https://freeformradio.org/site/ Email : leads@freeformradio.org Scott McWilliams	N	0
27	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-226-7625 Url : https://hello.fullsail.edu/ Email : nargyri@fullsail.edu Natasha Argyri	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
28	Futuri 1320 Summer Avenue #100 Cleveland, Ohio 44115 Phone : 877-221-7979 Url : https://futurimedia.com/ Email : tracy@futurimedia.com Tracy Gilliam	N	0
29	Greater Ft. Lauderdale Chamber of Commerce 512 NE 3rd Avenue Ft. Lauderdale, Florida 33301 Phone : 954-462-4911 Url : https://www.ftlchamber.com/ Email : dan@ftlchamber.com Dan Lindblade	N	0
30	Greater Hollywood Chamber of Commerce 330 N Federal Highway Hollywood, Florida 33020 Phone : 954-923-4000 Url : http://hollywoodchamber.org/ Email : information@hollywoodchamber.org Anne Hotte	N	0
31	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : 415-921-5225 Url : https://jacl.org Email : jacl@jacl.org David Inoue	N	0
32	Latin Chamber of Commerce 1417 W Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Url : http://www.camacol.org/ Email : patricia@camacol.org Patricia Arias	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
33	Lindsey Hopkins Technical College 750 NW 20 Street Room D232 Miami, Florida 33127 Phone : 305-324-6070 Url : https://www.lindseyhopkins.edu/ Email : 173463@dadeschools.net Christina Brownlow	N	0
34	Lutheran Services Florida 8532 SW 8 Street #270 Miami, Florida 33144 Phone : 305-567-2511 Url : https://www.lsfnet.org/ Email : careers@lsfnet.org Aimee Fraguella	N	0
35	Miami Dade Chamber of Commerce 100 S Biscayne Blvd. 3rd Floor Miami, Florida 33131 Phone : 305-751-8648 Url : http://m-dcc.org/ Email : mdcc@m-dcc.org Debbie Pearson	N	0
36	Miami Dade College 627 SW 27 Avenue Room 1112 Miami, Florida 33135 Phone : 305-237-6247 Url : https://www.mdc.edu Email : Jorge.hernandez2@mdc.edu Jorge Hernandez	N	0
37	Miami Dade Office of Community Advocacy 111 NW 1 Street #1034 Miami, Florida 33128 Phone : 305-375-4606 Url : https://www8.miamidade.gov/global/government/commi Email : rboone@miamidade.gov Retha Boone-Fye	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
38	Miami Lakes Tech 5780 NW 158 Street Miami Lakes, Florida 33014 Phone : 305-557-1100 Url : http://www.miamilakes.edu/ Email : rzilka@dadeschools.net Richard Zilka	N	0
39	Miami Media School 901 S Miami Avenue #303 Miami, Florida 33180 Phone : 305-728-1120 Url : https://beonair.com/ Email : Allamazares@beonair.com Angel Llamazares	N	0
40	Mount Bethel Human Services 1021 NW 6 Street Sistrunk Blvd. Ft. Lauderdale, Florida 33311 Phone : 954-768-0920 Url : http://www.mbhsc.org Email : tsmith@preventioncentral.org Tierra Smith	N	0
41	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org/about/ Email : info@nhmc.org Job Bank	N	0
42	National Lesbian & Gay Journalist Association 1420 K Street NW #910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : https://www.nlgja.org/ Email : info@nlgja.org Job Listings	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
43	New Birth Baptist Church/Employment Services 13242 NW 7th Avenue Miami, Florida 33168 Phone : 305-769-1100 Ext 237 Url : https://nbbcmiami.org/ Email : mfreeman@nbbcmiami.org Marietta Freeman	N	0
44	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://www.seminolestate.edu Email : obriencs@seminolestate.edu Christopher O'Brien	N	0
45	Society of Broadcast Engineers 9102 N Meridian Street #150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/career_jobonline K Jones	N	0
46	South Florida Hispanic Chamber of Commerce 333 Arthur Godfrey Road Suite 300 Miami Beach, Florida 33140 Phone : 305-534-1903 Url : https://sflhcc.com Email : info@sflhcc.com Anielka Loaisiga	N	0
47	Urban League of Greater Miami 8500 NW 25 Avenue Miami, Florida 33147 Phone : 305-696-4450 Url : https://miamiurbanleague.org/ Email : shenley@miamiurbanleague.org Sharron Henley	N	0
48	Valencia Community College 1800 S Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Url : https://valenciacollege.edu/ Email : mabalos@valenciacollege.edu Carmen Diaz	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
49	Women In Distress PO Box 50187 Lighthouse Point, Florida 33074 Phone : 954-760-9800 Url : https://www.womenindistress.org/ Email : info@womenindistress.org Sheryl Bain	N	0
50	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
51	Youth Co-Op, Inc. 5040 NW 7 Street #200 Miami, Florida 33126 Phone : 305-442-6900 Url : http://www.careersourcesfl.com Email : felipe.reboucas@careersourcesfl.com Felipe Reboucas	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
52	Indeed.com	N	3
53	Linked In	N	6
54	Non-Employee Referral	N	1
55	Self Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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	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.	2	Market Manager Traffic Manager
2	10/13/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Miami was the host of the Coffee, Chocolate and Culture Expo. This event was promoted on air. During the event, members from Audacy Miami spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	on air personality
3	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
4	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
5	11/23/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Miami attended the Miami-Dade Heart Walk. This event was promoted on air. During the event, members from Audacy Miami spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	Promotions Assistant on air personality

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6	12/7/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Miami attended the Seminole Toy Drive. This event was promoted on air. During the event, members from Audacy Miami spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	4	Promotions Assistant on air personality on air personality Account Executive
7	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Miami 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
8	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Miami provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
9	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
10	2/27/2025	Participation in events or programs sponsored by educational institutions	Audacy Miami hosted a career day at the Somerset Academy where they spoke to the students about careers in broadcasting.	3	on air personality on air personality SVP Market Manager
11	3/12/2025	Participation in Job Fairs	Audacy Miami attended a job fair at Barry University.	3	Sales Assistant General Sales Manager Promotions Assistant
12	5/5/2025	Participation in other activities designed by the station employment unit	Audacy Miami hosted a station tour for students at Barry University.	3	on air personality on air personality SVP Market Manager

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13	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
14	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
15	5/23/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Miami hosted the Somerset Academy Explore Your Future Night. This event was promoted on air where they encouraged local schools to contact the station to host more events like these to help introduce students to careers in broadcasting. During the event, members from Audacy Miami 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
16	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

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17	7/22/2025	Participation in events or programs sponsored by educational institutions	Audacy Miami spoke at the Careers in Sports Summit . This group helps young high school students interested in careers in broadcasting and podcasting by giving media tours of the studios. This helps the students get a closer look at the broadcasting equipment and meet on-air personalities with backgrounds in sports media.	4	on air personality on air personality on air personality SVP Market Manager - RP
18	9/7/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Miami attended the Boys and Girls Club Stuff the Bus Event. This event was promoted on air. During the event, members from Audacy Miami spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	4	Promotions Assistant Promotions Director Music Director Promotions Assistant