

KALV-FM, KMLE, KOOL-FM
EEO PUBLIC FILE REPORT
June 1, 2025 - May 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
Account Executive	2-9, 11	11
Account Executive	2-9, 11-12	8
Manager Digital Operations	1-9, 11	8
Sales Assistant	1-7, 10-11	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	Arizona Broadcasters Association 426 N 44th st 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	N	0
2	ASU Cronkite School of Journalism and Mass Communication 555 N Cental #302 Phoenix, Arizona 85004 Phone : 602-527-0820 Url : http://cronkite.asu.edu Email : Mike.wong@asu.edu Mike Wong	N	0
3	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	4
4	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
5	National Alliance of State Broadcasters Associations 2333 Wisconsin St Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://careerpage.org Email : suzanstrong@nmba.org Suzan Strong	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
6	Phoenix Indian Center 4520 N Central Ave Ste. 250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : http://phxindcenter.com Email : cortiz@phxindcenter.org Carol Ortiz	N	0
7	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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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
8	Employee Referral	N	6
9	Indeed.com	N	5
10	Job Board	N	1
11	Linked In	N	8
12	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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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	6/14/2025	Participation in events or programs sponsored by educational institutions	Audacy Phoenix participated in ASU Preparatory Academy. During the event, members from Audacy Phoenix spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	On Air Personality
2	6/28/2025	Participation in events sponsored by organizations representing the community	Audacy Phoenix participated in Road Runner Cafe KMLE Koozie Stop. During the event, members from Audacy Phoenix 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	7/1/2025	Participation in events sponsored by organizations representing the community	Audacy Phoenix participated in Sam Hunt KMLE Koozie Concert. During the event, members from Audacy Phoenix 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
4	7/2/2025	Participation in other activities designed by the station employment unit	Audacy Phoenix hosted a station tour for a Central High School student who is interested in a career in radio.	1	On Air Personality
5	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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6	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
7	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more.	2	Talent Acquisition Talent Acquisition
8	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
9	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
10	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

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11	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
12	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Phoenix provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Market Manager
13	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
14	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
15	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
16	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to help promote career opportunities at Audacy.	1	Promotions Director

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17	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacity 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 Audacity's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacity to help students stand out in their job search	1	Regional HR Director
18	3/25/2026	Participation in Job Fairs	Audacity's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacity 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
19	Ongoing Event	Participation in other activities designed by the station employment unit	Audacity Phoenix 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
20	Ongoing Event	Provision of training to management	To ensure ongoing compliance with federal regulations and support equitable hiring practices, Audacity 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 Brainspark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains