

KDKA, KDKA-FM, WBZZ, WDSY-FM
EEO PUBLIC FILE REPORT
April 1, 2025 - March 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
Producer	1-28, 30, 33-34	33
Account Executive	1-32, 34	31
Account Executive	1, 5-9, 12, 17-18, 21, 26-28, 30, 34	30
Chief Engineer	1, 5-9, 12, 17-18, 21, 26-28, 34-35	1

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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	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	2
2	Carlow College 3333 Fifth Avenue Pittsburgh, Pennsylvania 15213 Phone : 412-578-8725 Url : http://handshake.com Jennifer Holbert Manual Posting	N	0
3	Carnegie Mellon 5000 Forbes Ave. Pittsburgh, Pennsylvania 15213 Phone : 412-268-2000 Url : http://handshake.com Job Listings Manual Posting	N	0
4	Chatham University 106 Woodland Road Lindsay Hall- 2nd Floor Pittsburgh, Pennsylvania 15232 Phone : 412-365-1209 Url : http://handshake.com Matthew Spangler Manual Posting	N	0
5	College of Communications – Penn State 208D Carnegie Building University Park, Pennsylvania 16802 Phone : 814-863-4674 Email : rpm163@psu.edu Robert Martin	N	0
6	Columbus Campus for the Ohio Media School 5330 East Main Suite 200 Columbus, Ohio 43213 Phone : 614- 423-4945 Email : amoore@beonair.com Alvis Moore	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	Department of Labor & Industry 411 Seventh Ave. Pittsburgh, Pennsylvania 15219 Phone : 814-871-4301 Email : jpmiller@pa.gov JP Miller	N	0
8	Department of Veterans Affairs 1000 Liberty Ave. Pittsburgh, Pennsylvania 15222 Phone : 800-827-1000 Email : Samuel.green@va.gov Samuel Green	N	0
9	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
10	Duquesne University Career Services 614 Duquesne Union Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Url : http://handshake.com Kim Pierce Manual Posting	N	0
11	Geneva College 3200 College Ave. Beaver Falls, Pennsylvania 15010 Phone : 724-846-5100 Url : http://handshake.com Job Listings Manual Posting	N	0
12	Goodwill of Southwestern Pennsylvania Robert S. Foltz Building 118 52nd Street Pittsburgh, Pennsylvania 15201 Phone : 412-632-1736 Email : Andrew.Sabo@goodwillswpa.org Andrew Sabo	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	Grove City College 200 Campus Drive Grove City, Pennsylvania 16127 Phone : 724-458-3371 Url : http://handshake.com Linda Reash Manual Posting	N	0
14	Indiana University of PA 1011 South Dr. Indiana, Pennsylvania 15705 Phone : 724-357-2100 Url : http://handshake.com Job Listings Manual Posting	N	0
15	It's About The Warrior Foundation 12590 Perry Highway Suite 700 Wexford, Pennsylvania 15090 Phone : 724-712-1355 Email : itsaboutthewarrior@zoominternet.net Steve Monteleone	N	0
16	Lee Hecht Harrison 381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, Pennsylvania 15220 Phone : 412-719-4119 Email : ruth.mccabe@lhh.com Ruth McCabe	N	0
17	NAACP- Allegheny-Kiski Branch PO Box 215 Leechburg, Pennsylvania 15656 Phone : 724-842-5061 Email : d.ayers5@comcast.net Deborah Ayers	N	0
18	Native American Employment and Training Program 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : kjevsevar@cotraic.org Kerry Jevsevar	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	Office of Vocational Rehabilitation 531 Penn Ave. Pittsburgh, Pennsylvania 15222 Phone : 412-565-7938 Email : rhodapp@pa.gov Rob Hodapp	N	0
20	Robert Morris University 6001 University Blvd Moon Twp, Pennsylvania 15108 Phone : 412-262-8224 Url : http://handshake.com Beth Miller Manual Posting	N	0
21	Salvation Army PO Box 742 700 North Bell Avenue Carnegie, Pennsylvania 15106 Phone : 412- 446-1642 Email : Donna.Fencik@USE.SalvationArmy.Org Donna Fencik	N	0
22	Seton Hill University 1 Seton Hill Dr. Greensburg, Pennsylvania 15601 Phone : 800-826-6234 Url : http://handshake.com Job Listings Manual Posting	N	0
23	St. Francis University 117 Evergreen Dr. Loretto, Pennsylvania 15910 Phone : 814-472-3000 Url : http://collegecentral.com Job Listings Manual Posting	N	0
24	University of Pittsburgh 4200 Fifth Ave. Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Url : http://handshake.com Job Listings Manual Posting	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
25	Urban League of Greater Pittsburgh One Smithfield Street 3rd Floor Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : tharm@ulpgh.org Tiffany Harm	N	0
26	Veterans Leadership Program of Western PA 2934 Smallman Street Pittsburgh, Pennsylvania 15201 Phone : 412-481-8200 Email : gaineym@vlpwpa.org Michelle Gainey	N	0
27	Western Pennsylvania Career Transition Services 7175 Highland Drive Pittsburgh, Pennsylvania 15206 Phone : 412-441-8770 Email : Ely.Sherri@jobcorps.org Sherri Ely	N	0
28	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
29	Current Employee	N	1
30	Employee Referral	N	5
31	Former Employee	N	1
32	Indeed.com	N	1
33	Job Board	N	2
34	Linked In	N	10
35	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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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 Pittsburgh 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 Pittsburgh provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
3	4/21/2025	Participation in events sponsored by organizations representing the community	Audacy Pittsburgh gave a station tour to students from Brashear High School.	1	Regional Promotions 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	5/14/2025	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
6	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

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7	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
8	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	Director, Talent Acquisition
9	10/3/2025	Participation in Job Fairs	Audacy Pittsburgh attended the Waynesburg University Career Fair.	1	Regional Promotions Director
10	10/15/2025	Participation in events or programs sponsored by educational institutions	Audacy Pittsburgh spoke to a media communications class about careers in broadcasting from Indiana University of PA.	1	on air personality
11	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 Specialist Talent Acquisition Specialist
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	10/24/2025	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
14	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
15	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
16	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
17	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

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18	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
19	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
20	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacy 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 Audacy's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacy to help students stand out in their job search	1	Regional HR Director
21	3/25/2026	Participation in Job Fairs	Audacy's Director and Manager of Talent Acquisition attended the Syracuse University 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.	2	Director, Talent Acquisition Manager, Talent Acquisition