

KDKA, KDKA-FM, WBZZ, WDSY-FM  
EEO PUBLIC FILE REPORT  
September 30, 2024 - March 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
Account Executive	1-31	30
Account Executive	1-31	31
Sales Assistant- Pittsburgh	1, 5-9, 12, 15-19, 21, 25-28, 30, 32-33	33

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.

**KDKA, KDKA-FM, WBZZ, WDSY-FM****EEO PUBLIC FILE REPORT****September 30, 2024 - March 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a> Careers Page Manual Posting	N	0
2	Carlow College 3333 Fifth Avenue Pittsburgh, Pennsylvania 15213 Phone : 412-578-8725 Url : <a href="http://handshake.com">http://handshake.com</a> Jennifer Holbert Manual Posting	N	0
3	Carnegie Mellon 5000 Forbes Ave. Pittsburgh, Pennsylvania 15213 Phone : 412-268-2000 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0
4	Chatham University 106 Woodland Road Lindsay Hall- 2nd Floor Pittsburgh, Pennsylvania 15232 Phone : 412-365-1209 Url : <a href="http://handshake.com">http://handshake.com</a> Matthew Spangler Manual Posting	N	0
5	College of Communications – Penn State 208D Carnegie Building University Park, Pennsylvania 16802 Phone : 814-863-4674 Email : <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a> 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 : <a href="mailto:amoore@beonair.com">amoore@beonair.com</a> Alvis Moore	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
10	Duquesne University Career Services 614 Duquesne Union Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Url : <a href="http://handshake.com">http://handshake.com</a> Kim Pierce Manual Posting	N	0
11	Geneva College 3200 College Ave. Beaver Falls, Pennsylvania 15010 Phone : 724-846-5100 Url : <a href="http://handshake.com">http://handshake.com</a> 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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Grove City College 200 Campus Drive Grove City, Pennsylvania 16127 Phone : 724-458-3371 Url : <a href="http://handshake.com">http://handshake.com</a> Linda Reash Manual Posting	N	0
14	Indiana University of PA 1011 South Dr. Indiana, Pennsylvania 15705 Phone : 724-357-2100 Url : <a href="http://handshake.com">http://handshake.com</a> 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 : <a href="mailto:itsaboutthewarrior@zoominternet.net">itsaboutthewarrior@zoominternet.net</a> Steve Monteleone	N	0
16	Lee Hecht Harrison 381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, Pennsylvania 15220 Phone : 412-719-4119 Email : <a href="mailto:ruth.mccabe@lhh.com">ruth.mccabe@lhh.com</a> Ruth McCabe	N	0
17	NAACP- Allegheny-Kiski Branch PO Box 215 Leechburg, Pennsylvania 15656 Phone : 724-842-5061 Email : <a href="mailto:d.ayers5@comcast.net">d.ayers5@comcast.net</a> Deborah Ayers	N	0
18	Native American Employment and Training Program 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : <a href="mailto:kjevsevar@cotraic.org">kjevsevar@cotraic.org</a> Kerry Jevsevar	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : <a href="http://handshake.com">http://handshake.com</a> 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 : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0
23	St. Francis University 117 Evergreen Dr. Loretto, Pennsylvania 15910 Phone : 814-472-3000 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Job Listings Manual Posting	N	0
24	University of Pittsburgh 4200 Fifth Ave. Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	Current Employee	N	1
30	Employee Referral	N	3
31	Indeed.com	N	1
32	Job Board	N	1
33	Linked In	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

**KDKA, KDKA-FM, WBZZ, WDSY-FM****EEO PUBLIC FILE REPORT****September 30, 2024 - March 31, 2025****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/11/2024	Participation in events or programs sponsored by educational institutions	Audacy Pittsburgh participated in a Q&A panel discussion with seniors at Slippery Rock University Communication and Media. Audacy employee discussed their careers in broadcasting.	1	On-Air Personality
2	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
3	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
4	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Pittsburgh participates on a call 4x/year with Commonwealth Charter Academy as an Advisory Board Member and works with the Senior Vice President of K-12 Career Readiness and other board members to help provide insight and information in the area of communications / media / broadcasting as a resource for their students across the state.	1	Regional Promotions Director



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5	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
6	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Pittsburgh hosted KDKA's Next Take. The students at University of Pittsburgh hosted an overnight show on KDKA. Each semester 4-6 students are part of this program. KDKA and the students connect weekly on calls and also have a meet-up date at the beginning and end of their semester. Audacy employees discussed their careers in broadcasting.	1	Regional Promotions Director
7	2/21/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative, Vice President of Sales, Regional Promotions Director and Technical Engineer Representative participated in the JobExpo.Comm 2025 career fair at Penn State University speaking with undergrad and grad students from across the state regarding open opportunities at Audacy.	4	Talent Acquisition Specialist Vice President Sales Regional Promotions Director Technical Engineer
8	2/26/2025	Participation in events sponsored by organizations representing the community	Audacy Pittsburgh participated in mock Interviews with students with developmental disabilities to help them prepare for future interviews. The mock interviews were held by Transition Coordinating Council of Allegheny County for Allegheny Intermediate Unit and Office of Vocational Rehabilitation. Audacy employees discussed their careers in broadcasting.	3	Regional Promotions Director On Air Personality On Air Personality

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9	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.	2	Market Manager Brand Manager
10	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
11	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	Market Manager Traffic Coordinator