

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 0700 SW Bancroft St, Portland, OR - 97239	<u>Contact Person/Title:</u> Ryan Cooley SVP/Market Manager
<u>Telephone Number:</u> 503-223-1441	<u>E-Mail Address:</u> ryan.cooley1@audacy.com

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	1-29	29
Account Executive	1-29	2
Director Technical Operations	1-28	26
IT Manager	1-25, 27-28	27

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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	Asian Health & Service Center 3430 SE Powell Blvd. Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpdx.org Daniel Chi	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	4
3	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Email : marketing@bufor.org Maria Ramirez	N	0
4	Chemeketa Community College PO Box 14007 Career Center Salem, Oregon 97309 Phone : 503-399-5000 Email : jobplacement@chemeketa.edu Jane Estrada	N	0
5	City University 3925 NE 72nd Ave Career Services Vancouver, Washington 98661 Phone : 206-239-4765 Email : careers@cityu.edu Deirdre Grimes	N	0
6	Clatsop Community College 1653 Jerome Ave Astoria, Oregon 97103 Phone : 503-338-2411 Email : cwedirector@clatsopcc.edu Joanie Weatherly	N	0

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 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
7	Confederate Tribes of Siletz 3789 River Rd. N #D Salem, Oregon 97303 Phone : 503-390-9494 Email : TamraR@ctsi.nsn.us Tamra Russell	N	0
8	Confederate Tribes of Warm Springs 2112 Wasco St Warm Springs, Oregon 97761 Phone : 503-238-1512 Email : personnel@wstribes.org Amelia Tewee	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	Goodwill Industries - Portland 1943 SE Sixth Ave Portland, Oregon 97214 Phone : 503-238-6100 Email : plangdon@gicw.org Paul Langdon	N	0
11	Hispanic Metropolitan Chamber PO Box 1837 Portland, Oregon 97207 Phone : 503-222-0280 Email : NLeon@hmccoregon.com Nicole Davison Leon	N	0
12	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 Email : jobs@IRCO.org Careers Center	N	0

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 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
13	Japan-America Society of Oregon 312 NW Second Ave Portland, Oregon 97209 Phone : 503-552-8811 Email : kmiyanaga@jaso.org Kaoru Miyanaga	N	0
14	LDS Employment Resource Services 4195 SW 99th Ave Beaverton, Oregon 97005 Phone : 503-643-4654 Email : Wel-ec-beaverton@ldschurch.org Marie Day	N	0
15	Linfield College 900 SE Baker McMinnville, Oregon 97128 Phone : 503-883-2200 Email : career@linfield.edu Career Center	N	0
16	Northwest China Council 127 NW Third Ave Portland, Oregon 97209 Phone : 503-973-5451 Email : johnwong@nwchina.org John Wong	N	0
17	Oregon Association of Broadcasters 2420 NE Sandy Blvd Suite 120 Portland, Oregon 97232 Phone : 503-443-2299 Email : theoab@theoab.org Bob Singer	N	0
18	Self Enhancement, Inc. 3920 N Kirby Portland, Oregon 97227 Phone : 503-249-1721 Email : StephanieP@selfenhancement.org Stephanie Peters	N	0

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 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
19	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 310-289-2000 Email : tdgaorg@gmail.com Career Services	N	0
20	United Cerebral Palsy of Oregon and SW Washington 305 NE 102nd Ave #100 Portland, Oregon 97220 Phone : 503-777-4166 Email : MMiller@UCPAORWA.org Melissa Miller	N	0
21	Urban League of Portland 10 N Russell Portland, Oregon 97227 Phone : 503-280-2600 Email : CareerConnections@ulpdx.org Nyadean Campbell	N	0
22	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
23	Watoto wa Dunia PO Box 11622 Portland, Oregon 97211 Phone : 000-000-0000 Email : watotowadunia@gmail.com Theresa Kurtak	N	0
24	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

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
25	YWCA of Portland 1111 SW 10th Ave Portland, Oregon 97202 Phone : 503-294-7400 Email : connect@ywcapdx.org Chris Forney	N	0

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****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
26	Employee Referral	N	2
27	Indeed.com	N	4
28	Linked In	N	6
29	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	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	1/29/2025	Participation in events sponsored by organizations representing the community	Audacy Portland participated in Portland's Diversity Career Fair where they spoke to participants who were interested in careers in broadcasting	1	Sales Assistant
4	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
5	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Portland 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

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	Ongoing Event	Participation in other activities designed by the station employment unit	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	Regional Talent Acquisition Associate
7	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
8	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
9	7/1/2025	Participation in events sponsored by organizations representing the community	Audacy Portland hosted the Molalla Rodeo where they discussed careers in broadcasting with attendees.	4	Promotions Director Promotions Director On-Air Talent On-Air Talent
10	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

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Portland provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Market Manager
12	8/20/2025	Participation in events sponsored by organizations representing the community	Audacy Portland attended Portland's 25th Annual Community Employment Day Job Fair	1	Sales Assistant