

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

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	1-29, 32	32
Promotions Manager	1-3, 5-19, 21-32	30
Sales Associate	1-3, 5-19, 21-29, 32	32
Sales Associate	1-3, 5-19, 21-29, 32	32

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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	Asian Health & Service Center 3430 SE Powell Blvd. Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpx.org Daniel Chi	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
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	Blue Mountain Community College 408 SE 7th Street Pendleton, Oregon 97801 Phone : 541-276-9050 Email : cluke@bluecc.edu Carrie Luke	N	0
5	Chemeketa Community College PO Box 14007 Career Center Salem, Oregon 97309 Phone : 503-399-5000 Email : jobplacement@chemeketa.edu Jane Estrada	N	0
6	City University 3925 NE 72nd Ave Career Services Vancouver, Washington 98661 Phone : 206-239-4765 Email : careers@cityu.edu Deirdre Grimes	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	Clatsop Community College 1653 Jerome Ave Astoria, Oregon 97103 Phone : 503-338-2411 Email : cwedirector@clatsopcc.edu Joanie Weatherly	N	0
8	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
9	Confederate Tribes of Warm Springs 2112 Wasco St Warm Springs, Oregon 97761 Phone : 503-238-1512 Email : personnel@wstribes.org Amelia Tewee	N	0
10	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
11	Goodwill Industries - Portland 1943 SE Sixth Ave Portland, Oregon 97214 Phone : 503-238-6100 Email : plangdon@gicw.org Paul Langdon	N	0
12	Hispanic Metropolitan Chamber PO Box 1837 Portland, Oregon 97207 Phone : 503-222-0280 Email : NLeon@hmccoregon.com Nicole Davison Leon	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	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 Email : jobs@IRCO.org Careers Center	N	0
14	Japan-America Society of Oregon 312 NW Second Ave Portland, Oregon 97209 Phone : 503-552-8811 Email : kmianaga@jaso.org Kaoru Miyanaga	N	0
15	Latino Journalists of California 231 H Street Bakersfield, California 93304 Phone : 424-229-9482 Email : jgarcia@ccnma.org Jacqueline Garcia	N	0
16	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
17	Linfield College 900 SE Baker McMinnville, Oregon 97128 Phone : 503-883-2200 Email : career@linfield.edu Career Center	N	0
18	Northwest China Council 127 NW Third Ave Portland, Oregon 97209 Phone : 503-973-5451 Email : johnwong@nwchina.org John Wong	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	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
20	Oregon Association of Minority Entrepreneurs 4134 N Vancouver Portland, Oregon 97217 Phone : 503-249-7744 Email : Matt@oame.org Matt Rutter	N	0
21	Self Enhancement, Inc. 3920 N Kirby Portland, Oregon 97227 Phone : 503-249-1721 Email : Stephanie@selfenhancement.org Stephanie Peters	N	0
22	Society of Broadcast Engineers 9247 N Meridian St Suite 305 Indianapolis, Indiana 42660 Phone : 317-846-9000 Scott Jones	N	0
23	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
24	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
25	Urban League of Portland 10 N Russell Portland, Oregon 97227 Phone : 503-280-2600 Email : CareerConnections@ulpdx.org Nyadean Campbell	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
26	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
27	Watoto wa Dunia PO Box 11622 Portland, Oregon 97211 Phone : 000-000-0000 Email : watotowadunia@gmail.com Theresa Kurtak	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
29	YWCA of Portland 1111 SW 10th Ave Portland, Oregon 97202 Phone : 503-294-7400 Email : connect@ywcapdx.org Chris Forney	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
30	Employee Referral	N	1
31	Indeed.com	N	3
32	Linked In	N	11
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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 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
2	Ongoing Event	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.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
3	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
4	2/1/2024	Participation in other activities designed by the station employment unit	During a local free concert hosted by Audacy Portland (KNRK) our Brand Manager and Promotions Manager set up a table at the venue entrance to talk with concert attendees about opportunities at Audacy. QR codes directing attendees to Audacy's career site were on display and distributed via business cards	3	Brand Manager Production/Asst Brand Manager Promotions Manager
5	2/27/2024	Participation in events sponsored by organizations representing the community	During a 1080 The FAN event for listeners Audacy set up a registration and career table to talk with attendees about opportunities at Audacy. Along with branded merchandise, QR codes directing attendees to Audacy's career site were on display and distributed via business cards	12	General Sales Manager Account Executive Account Executive On Air Personalities

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6	3/21/2024	Participation in events sponsored by organizations representing the community	Promotions Manager, Account Executive, and On Air Personality held an event at Rogue Brewing (local brewery). The Audacy Team engaged listeners with contests and spoke with them about opportunities at Audacy. QR code cards were displayed at the table directing attendees to our career site and job postings.	3	Account Executive Promotions Manager On Air Personality
7	4/9/2024	Participation in other activities designed by the station employment unit	Audacy Portland (KNRK) hosted a free, all-ages concert showcasing an up-and-coming musician. During the concert our Sales Assistant and On-Air Personality had a booth designed to talk with concert attendees about opportunities at Audacy. QR codes directing attendees to Audacy's career site were on display and distributed via business cards	2	Sales Assistant On Air Personality
8	4/25/2024	Provision of training to management	Members of Audacy's Talent Acquisition team participated in Reach Out for Happy Hour (ROFHH): Operation Warfighter where they learned how to tap into transitioning service members from all branches of the military for recruitment purposes via the Operation Warfighter program. These resources can be utilized for recruitment efforts across Audacy.	4	Director, Talent Acquisition Talent Acquisition Associate Talent Acquisition Associate Talent Acquisition Associate
9	4/28/2024	Participation in other activities designed by the station employment unit	Audacy Portland (KNRK) hosted a live free, all-ages 94.7 show to promote Audacy Careers. Sales Assistant and On-Air Personality had a table with swag and information about Audacy Careers for attendees. QR codes directing attendees to Audacy's career site were on display and distributed via business cards	2	Sales Assistant On Air Personality
10	5/8/2024	Participation in events or programs sponsored by educational institutions	On Air Personalities and Promotions Manager attended Carrington College to promote enrollment and to educate students on Radio Broadcasting. The booth had QR codes displayed for students to scan and visit Audacy Careers.	3	On Air Personality On Air Personality Promotions Manager

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11	6/18/2024	Participation in events sponsored by organizations representing the community	On June 18th, leaders from across Audacy, including our COO and EVP of Programming, attended the prestigious Gracies luncheon in New York. This award ceremony and networking event provided a valuable opportunity for our team to connect with rising talent in the industry. It was a platform to discuss potential opportunities at Audacy and share inspiring stories from their careers in broadcasting.	3	COO EVP, Programming On Air Personality
12	6/25/2024	Provision of training to management	A representative from TA attended a webinar hosted by Direct Employers to learn how companies can leverage advanced sourcing platforms and utilize innovative outreach strategies to bridge the talent gap and ensure they attract and retain a diverse, skilled workforce while maintaining compliance with OFCCP guidelines. and disseminated the information to the Talent Acquisition team. The knowledge transfer is disseminated to hiring managers during the in-take process with each open requisition.	2	Talent Acquisition Talent Acquisition
13	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	Market Manager Brand Manager Regional President Talent Acquisition Specialist
14	7/17/2024	Establishment of a mentoring program	Audacy's COO serves as an industry leader and mentor in the Rising Through the Ranks Scholarship program. Each year, two dozen women are selected to participate in a multi-day session, providing them with the opportunity to learn and engage in meaningful discussions on topics such as outperforming the competition, gender in the workplace, emerging best practices, overcoming challenges, and leadership strategies. Among the 2024 class, participants from our New Orleans, LA, and New York offices were selected, joining their peers from across the country.	1	COO

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15	8/21/2024	Participation in events sponsored by organizations representing the community	Regional Promotions Manager and Sales Assistant attended the Diversity Employment Day Career Fair and educated students about Radio Broadcasting. They also passed out QR code business cards to the Audacy Careers page.	2	Sales Assistant Regional Promotions Manager
16	9/4/2024	Participation in other activities designed by the station employment unit	An executive from Audacy participated in a panel at The Barrett News Media, a two-day event at George Washington University in Washington, DC, on September 4th and 5th. The series of presentations and panels covered topics such as the state of journalism, the impact of AI, digital audio consumption trends, and revenue and audience strategies. Hundreds of industry professionals attended, along with local college students.	1	Regional President/Market Manager