

KFRG, KXFG
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

AUDACY Riverside-San Bernardino,CA 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	9/11/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in a fall career fair hosted by the University of Southern California in Los Angeles. Representatives spoke to students about opportunities across multiple divisions of the organization.	4	Talent Acquisition Specialist Talent Acquisition Specialist Sales Project Manager Human Resources Generalist
2	9/26/2025	Participation in other activities designed by the station employment unit	Audacy representative hosted a Zoom call for students at Georgia Cyber Academy. The representative discussed his experiences in audio and spoke to students about potential careers in broadcasting.	1	On Air Personality
3	10/9/2025	Participation in events or programs sponsored by educational institutions	Audacy representative participated in Career Day at Three Rings Ranch Elementary School. The representative hosted a table, played the radio station, and let students practice talking into the microphone and hear their voices over a Bluetooth speaker.	1	On Air Personality
4	10/13/2025	Participation in other activities designed by the station employment unit	Audacy representative hosted a station tour for groups from VIP (Vocational Improvement Program) Solutions. The participants took a tour of the radio station and had discussions with engineering and airstaff about how to get started with a job in broadcasting.	1	On Air Personality
5	10/20/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in Career Day at Sky Country Elementary. The representative spoke to students about her experiences in radio and let students practice their "radio voices" over a loud speaker.	1	On Air Personality
6	10/23/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in Career Day at Alta Loma High School. The representative discussed with students her path in radio, how to get started in the industry, and highlighted the automation software they use daily.	1	On Air Personality
7	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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8	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
9	10/24/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in Career Day at Pedley Elementary in Jurupa Valley. The representative spoke to students on what it means to inform and entertain on the radio, the importance of good reading communication, and let students practice their radio voice over a loud speaker.	1	On Air Personality
10	10/27/2025	Participation in other activities designed by the station employment unit	Audacy Riverside conducted two station tours for groups from VIP (Vocational Improvement Program) Solutions. This organization assists developmentally disabled adults with prevocational training, employment options, and support services. Participants also discussed with the on air staff on how to get started with a job in radio.	1	On Air Personality
11	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
12	11/16/2025	Participation in other activities designed by the station employment unit	Audacy Riverside conducted a station tour with participants from VIP (Vocational Improvement Program) Solutions in Rancho Cucamonga. Participants were shown the radio equipment and learned about opportunities in broadcasting.	1	On Air Personality
13	12/8/2025	Participation in other activities designed by the station employment unit	Audacy Riverside hosted a station tour for players of Girls Flag Football at Eleanor Roosevelt High School. The players learned about different career paths in broadcasting and interviewed with on air talent about their flag football championship.	1	On Air Personality

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14	12/10/2025	Participation in other activities designed by the station employment unit	Audacy Riverside hosted a station tour for a Cal State Fullerton journalism major student. The Audacy representative answered the student's questions about broadcasting and the student also interviewed one of Audacy's on air talents for a communications class project.	1	On Air Personality
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
18	2/20/2026	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in Career Day hosted by Graciano Gomez Elementary. The Audacy representative spoke to hundreds of students about her career in the industry and potential opportunities in broadcasting.	1	On Air Personality

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19	2/25/2026	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in Career Day hosted by Kimbark Elementary School. The Audacy representative spoke to students about their career in the broadcasting industry and answered questions student had about working in radio.	1	
20	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
21	3/2/2026	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in 'College and Career Day' hosted by Coyote Canyon Elementary. The Audacy representative spoke to students about their career in broadcasting and answered all questions students had.	1	On Air Personality
22	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to help promote career opportunities at Audacy across Audacy to all attendees from across the country.	1	Promotions Director
23	3/13/2026	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in Vermont Elementary's "Read Across America Day." The representative read books to multiple classes and shared the importance of reading in her role in broadcasting.	1	On Air Personality
24	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

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25	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
26	Ongoing Event	Provision of training to management	To ensure ongoing compliance with federal regulations and support equitable hiring practices, Audacy 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
27	6/11/2026	Participation in other activities designed by the station employment unit	Audacy hosted participants from across the country in the 2026 Future Now Conference - Media Tour. We provided a robust panel of speakers and two station tours. Speaker line-up included: Director of Talent Acquisition, Corporate Communications Manager, Vice President, Digital Sales, On-Air Personality, VP of News, Brand Manager WFAN, Head of Podcasts, and Senior Creative Director. Participants were provided with advice on how to enter the media industry and were provided with resources to seek out opportunities at Audacy.	5	Director, Talent Acquisition Brand Manager Head of Podcast On Air Personality

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28	6/30/2026	Participation in other activities designed by the station employment unit	At the 2026 Barrett Media Audio Summit, Audacy was heavily represented across panels, headlined by the CEO in a keynote interview. Top programming executives, on-air personalities and regional leaders shared industry insights. Throughout the event, Audacy's attendees networked with industry professionals and up-and-coming media professionals, making them aware of career opportunities at Audacy.	5	CEO CBO Brand Manager Regional President
29	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	
30	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Riverside broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	1	
31	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Riverside provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	