

KFRG, KXFG
EEO PUBLIC FILE REPORT
September 30, 2024 - July 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	1-20	19

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.

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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	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Mark Capuano Manual Posting	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	2
3	CA State Polytechnic University-Pomona 3801 W Temple Ave Pomona, California 91768 Phone : 909-869-4734 Url : https://app.joinhandshake.com/ David Craig Manual Posting	N	0
4	CA State University, San Bernadino 5500 University Pkwy San Bernardino, California 92407 Phone : 909-537-5250 Url : https://app.joinhandshake.com/ Sarai Maldonado Manual Posting	N	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
6	California Broadcasters Assoc. 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com/job-bank Joe Berry Manual Posting	N	0

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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	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
8	Chapman University 1 University Drive Orange, California 92866 Phone : 717-997-6942 Url : https://app.joinhandshake.com/ Franciska Morlet Manual Posting	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	Employment Development Department 1325 Spruce Street Riverside, California 92507 Phone : 951-955-3100 Url : http://www.caljobs.ca.gov Job Listing Manual Posting	N	0
11	Norco Community College 2001 Third Street Norco, California 92860 Phone : 951-372-7147 Url : http://www.norcollege.edu/cte Career Services Manual Posting	N	0
12	Radio Online LLP 3500 Tripp Ave Amarillo, Texas 79121 Phone : 806-352-7503 Url : http://jobs.radio-online.com Lisa Chase Manual Posting	N	0

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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	Southern CA Broadcasters Association 5670 Wilshire Blvd Ste 200 Los Angeles, California 90036 Phone : 323-930-5597 Url : http://www.scba.com/jobs/submit Job Listing Manual Posting	N	0
14	University of CA, Irvine 20162 SW Birch #250 Irvine, California 92697 Phone : 949-824-6881 Url : https://app.joinhandshake.com/ Andrea Chung Manual Posting	N	0
15	University of CA, Riverside 900 University Ave Riverside, California 92521 Phone : 951-827-3631 Url : https://app.joinhandshake.com/ Kristen Roberts Manual Posting	N	0
16	University of Redlands 1200 E Colton Ave Redlands, California 92374 Phone : 800-215-4178 Url : https://app.joinhandshake.com/ Career Center Manual Posting	N	0
17	Victor Valley Community College 18422 Bear Valley Rd Victorville, California 92395 Phone : 760-245-4271 Url : http://vvc.studentemployment.ngwebsolutions.com Job Listing Manual Posting	N	0

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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
18	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. 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
19	Employee Referral	N	1
20	Linked In	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	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	1/27/2025	Participation in events sponsored by organizations representing the community	Audacy On Air Personalities conducted a station tour and discussed opportunities in broadcasting and Audacy.	3	On Air Personality On Air Personality On Air Personality
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

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5	2/19/2025	Participation in events sponsored by organizations representing the community	Audacy On Air Personality was a panelist on the PRSA (Public Relations Society of America)'s Inland Empire Chapter's panel on "Connecting Media & Communicators" at San Bernardino Valley College. The Audacy representative discussed her experiences in broadcasting and working for Audacy.	1	On Air Personality
6	2/26/2025	Participation in events sponsored by organizations representing the community	Audacy Morning Show host participated in Career Day hosted by Kimbark Elementary. This Audacy representative discussed her experiences working in broadcasting and working for Audacy.	1	Morning Show Host
7	3/3/2025	Participation in events sponsored by organizations representing the community	Audacy On Air Personality participated in a Career Day at Coyote Canyon Elementary. This Audacy representative discussed her experience working in broadcasting and at Audacy.	1	On Air Personality
8	3/7/2025	Participation in events sponsored by organizations representing the community	Audacy Morning Show Host participated in Career Day at Jupiter Elementary. This Audacy representative discussed her experiences in broadcasting and working for Audacy.	1	Morning Show Host
9	3/7/2025	Participation in events or programs sponsored by educational institutions	Audacy Riverside On Air Personality read books to students at Woodcrest Elementary as part of Read Across America Day. This Audacy representative also discussed her experiences working for Audacy.	1	On Air Personality
10	3/14/2025	Participation in events sponsored by organizations representing the community	Audacy On Air Personality participated Career Day at Davidson Elementary, speaking to fifth grade students about careers in radio and at Audacy.	1	On Air Personality
11	3/14/2025	Participation in events sponsored by organizations representing the community	Audacy On Air Personality participated in a Read Across America Day at Vermont Elementary School and explained the importance of reading/writing in her role at Audacy.	1	
12	4/22/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in Cal State Fullerton's "Comm Week." The Audacy representative spoke to communications students about her experiences in radio and about reaching the community through public affairs radio.	1	On Air Personality

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13	5/2/2025	Participation in events or programs sponsored by educational institutions	Audacy representative participated in a "Trade Wave" Career Fair hosted by Marina High School. The representative spoke to high school students about her experiences in broadcasting.	1	On Air Personality
14	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
15	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 country about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
16	5/15/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in Sierra Vista Elementary School's Upland Career Day. The representative spoke to students about her experiences and what it means to talk on the radio.	1	On Air Personality
17	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	
18	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	
19	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	

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20	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