

KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL
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
IT Support	1-37, 40-42	6
Client Success Strategist	1-36, 38, 42, 44	44
Senior Account Executive	1-7, 9-28, 30-35, 38, 40, 42, 45	38
Account Executive	1-7, 9-28, 30-35, 40, 42	42
Director of Sales	1-8, 10-28, 30-36, 42	42
Sales Assistant	1-28, 30-36, 38, 40, 42, 44	42
Sales Assistant	1-28, 30-36, 38, 40, 42, 44	44
Promotions Director	1-28, 30-36, 38-40, 42-43	39

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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American News Women's Club 1607 22nd Street NW Washington, District of Columbia 20008 Phone : 202-332-6770 Url : http://www.anwc.org/ Email : anwclub@comcast.net Job Listing	N	0
2	Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : https://www.aaaja.org/ Email : national@aaaja.org Job Listing	N	0
3	Asian Community Center 7334 Park City Dr Sacramento, California 95831 Phone : 916-393-9026 Url : https://www.accsv.org/ Email : Office2@accsv.org Job Listing	N	0
4	Asian Immigrant Women Advocates 310 8th St #301 Oakland, California 94607 Phone : 510-268-0192 Url : https://www.aiwa.org/ Email : info@aiwa.org Job Listing	N	0
5	Asian Resources 2411 Alhambra Boulevard Suite 110 Sacramento, California 95817 Phone : 916-745-4313 Url : https://asianresources.org/ Email : chong@asianresources.org Chong Vang	N	0
6	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	5

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7	CA Veterans of Foreign Wars 9136 Elk Grove Blvd #100 Elk Grove, California 95624 Phone : 916-509-8712 Url : https://www.vfwca.org/ Fax : 1-916-509-8720 Job Listing	N	0
8	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
9	California Chicano News Media Association 300 South Grand Avenue Los Angeles, California 90071 Phone : 213-437-4408 Url : http://ccnma.org/ Email : ccnmainfo@ccnma.org Job Listing	N	0
10	California State University Chico 400 W. First St. Chico, California 95929 Phone : 530-898-6771 Url : https://www.csuchico.edu/hr/ Email : humanresources@csuchico.edu Job Listing	N	0
11	CalWorks – Placer County Business Services 1000 Sunset Boulevard 220 Rocklin, California 95765 Phone : 916-784-6000 Url : https://www.placer.ca.gov/2096/human-services Email : customerservice@placer.ca.gov Fax : 1-916-784-6000 Human Services	N	0
12	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	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	Chinese for Affirmative Action 1225 8th Street Suite 480 Sacramento, California 95814 Phone : 916-248-3489 Url : https://caasf.org/ Email : info@caasf.org Job Listing	N	0
14	Department of Rehabilitation 721 Capitol Mall Sacramento, California 95814 Phone : 916-324-1313 Url : https://www.dor.ca.gov/ Email : wdsinfo@dor.ca.gov Job Listing	N	0
15	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
16	Easter Seals 3205 Hurley Way Sacramento, California 95864 Phone : 916-485-6711 Url : https://www.easterseals.com/superior-ca/ Email : info@easterseals.com Job Listing	N	0
17	Filipinos for Affirmative Action 310 8th St #309 Oakland, California 94607 Phone : 510-465-9876 Url : http://filipinos4justice.org/f4j-who-we-are/ Email : jolais@filipinos4justice.org Job Listing	N	0

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18	INALLIANCE (Sacramento Vocational Services) 6950 21st Ave. Sacramento, California 95820 Phone : 916-381-1300 Url : https://inallianceinc.com/ Email : ataurone@inallianceinc.com Job Listing	N	0
19	Maynard Institute for Journalism Education 663 13th St Oakland, California 94612 Phone : 501-891-9202 Url : https://www.mije.org/ Email : info@mije.org Job Listing	N	0
20	Mutual Asst. Network of Del Paso Heights 811 Grand Ave # A3 Sacramento, California 95838 Phone : 916-927-7694 Url : http://www.mutualassistance.org/ Email : info@mutualassistance.org Job Listing	N	0
21	NAACP - Sacramento 816 H St Sacramento, California 95814 Phone : 916-856-0155 Url : https://www.naACP.org/ Email : secnaACP1060@gmail.com Job Listing	N	0
22	Native American Media 10401 Wilshire Blvd Los Angeles, California 90024 Phone : 310-475-6845 Url : https://www.nativepublicmedia.org/ Email : info@nativeamericanmedia.org Job Listing	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
23	Newhouse Career Development Center 215 University Place Syracuse, New York 13244 Phone : 916-865-2440 Url : https://newhouse.syr.edu/career-development/alumni Email : nhcdc@syr.edu Job Listing	N	0
24	Placer County Employment Development 115 Ascot Roseville, California 95661 Phone : 530-889-4060 Url : https://askedd.edd.ca.gov/ Email : fcastro@placer.ca.gov Job Listing	N	0
25	Sacramento American Women in Radio & Television P.O. Box 254468 Sacramento, California 95865 Url : https://awmsac.org/ Email : kgong@hearst.com Job Listing	N	0
26	Sacramento Chamber of Commerce One Capitol Mall Ste 700 Sacramento, California 95814 Phone : 916-275-4663 Url : https://metrochamber.org/ Email : community@metrochamber.org Job Listing	N	0
27	Sacramento Hispanic Chamber of Commerce 1451 River Park Dr #220 Sacramento, California 95815 Phone : 916-486-7700 Url : http://www.sachcc.org/ Email : info@sachcc.org Job Listing	N	0
28	San Francisco Hispanic Chamber of Commerce 3597 Mission St San Francisco, California 94110 Phone : 415-735-6120 Url : https://hccsf.com/ Email : info@hccsf.com Job Listing	N	0

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29	Sierra College Career Connections 5100 SIERRA COLLEGE BLVD. Rocklin, California 95677 Phone : 916-624-3333 Url : https://www.sierracollege.edu/ Job Listing Manual Posting	N	0
30	Solano Community College 4000 Suisun Valley Road Fairfield, California 94534 Phone : 707-864-7000 Url : http://www.solano.edu/ Email : careercenter@solano.edu Job Listing	N	0
31	State Department of Education 1430 N St Sacramento, California 95814 Phone : 916-319-0800 Url : https://www.cde.ca.gov/ Email : superintendent@cde.ca.gov Job Listing	N	0
32	United Cerebral Palsy 4350 Auburn Boulevard Sacramento, California 95841 Phone : 916-565-7700 Url : https://ucpsacto.org/ Email : info@ucp.org Job Listing	N	0
33	University of the Pacific 3601 Pacific Ave Stockton, California 95211 Phone : 209-932-3247 Url : https://www.pacific.edu/ Email : sdaugherty@pacific.edu Sue Daughtery	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
34	Volt Employment Services 1544 Eureka Rd #150 Roseville, California 95661 Phone : 916-923-0791 Url : http://www.volt.com/ Email : tfrey@volt.com Jeff Lachance	N	0
35	WEAVE 1900 K St #200 Sacramento, California 95811 Phone : 916-448-2321 Url : https://www.weaveinc.org/ Email : info@weaveinc.org Job Listing	N	0
36	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
37	Yolo County One-Stop Career Center 500 Jefferson Blvd West Sacramento, California 95605 Phone : 916-375-6307 Url : https://www.yolocounty.org/health-human-services/e Email : Valarie.stapleton@yolocounty.org Job Listing	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
38	Employee Referral	N	7
39	Former Employee	N	1
40	Indeed.com	N	6
41	Job Board	N	1
42	Linked In	N	19
43	On Air Recruitment Ad	N	1
44	Recruiter	N	3
45	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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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	10/9/2024	Participation in Job Fairs	Audacy participated in Pride Industries Disability Job Fair. Representatives talked to candidates with disabilities, homeless and veterans about job openings at Audacy and careers in media.	2	HR Director HR Generalist
2	10/29/2024	Participation in events or programs sponsored by educational institutions	Audacy representatives attended a career fair hosted by Florin High School. Representatives spoke to high school students about careers in media.	4	HR Director HR Generalist On Air Personality On Air Personality
3	11/7/2024	Participation in Job Fairs	Audacy representatives attended a Veterans Job Fair and discussed job openings at Audacy and careers in media.	2	HR Director HR Generalist
4	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
5	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

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6	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
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 country about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
9	5/19/2025	Participation in events or programs sponsored by educational institutions	Audacy Sacramento participated in a career fair hosted by Florin High School. The representative spoke to students about her experiences and opportunities at Audacy.	1	HR Director
10	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Sacramento 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	
11	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Sacramento provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	

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12	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	
13	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