

KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

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	1-6, 8-11, 13-36, 38-39	38
Promotions/Fulfillment Manager	1-18, 20-27, 29-36, 38-40	40
Account Executive	1-4, 6-18, 20-27, 29-36, 41	41
Assistant Brand Manager/On Air Personality	1-4, 6-18, 20-27, 29-36, 38-40	38
Account Executive	1-4, 6-18, 20-27, 29-37, 41	37

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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	1

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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	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 Steve Stuck 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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	CAPITAL – Council of Asian Pacific Islanders for Advocacy and Leadership 5665 Freeport Boulevard Suite 2 Sacramento, California 95822 Url : https://capitalofsacramento.org/ Email : Sonney.chong@att.net Sonney Chong	N	0
13	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
14	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
15	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
16	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
17	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

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18	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
19	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
20	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
21	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
22	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

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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	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
24	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
25	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
26	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
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	Sacramento Job Corp Center 3100 Meadowview Rd Sacramento, California 95832 Phone : 916-394-0770 Url : https://sacramento.jobcorps.gov/ Email : business@jobs corps.gov Job Listing	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
29	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
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 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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Current Employee	N	1
38	Employee Referral	N	7
39	Indeed.com	N	3
40	Linked In	N	3
41	Recruiter	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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	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	10/14/2025	Participation in events sponsored by organizations representing the community	Audacy representatives attended the "I Am Able" disability job fair hosted by PRIDE Industries. Representatives spoke to prospective candidates about their experiences and potential opportunities in broadcasting/Audacy.	2	HR Generalist HR Director
3	10/22/2025	Participation in events sponsored by organizations representing the community	Audacy Sacramento participated in the "You Betta Work Fair" at the Sacramento LGBT Community Center. The representatives spoke to candidates about opportunities across the organization.	2	Human Resources Generalist Human Resources Director
4	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
5	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
6	11/5/2025	Participation in events or programs sponsored by educational institutions	Audacy Sacramento participated in the Florin High School Career Fair. Representatives spoke to students about careers in media and answered questions students had about the industry.	4	HR Director HR Generalist On Air Personality On Air Personality
7	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

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8	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
9	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
10	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
11	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
12	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

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13	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
14	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
15	4/23/2026	Participation in events or programs sponsored by educational institutions	Audacy Sacramento participated in a mock interview event at Florin High School. Representatives conducted mock interviews with students and spoke to them about career opportunities in broadcasting.	1	HR Generalist
16	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 Brainshark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains

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17	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
18	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
19	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	
20	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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21	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	