

KBZT, KSON, KWFN, KXSN, KYXY
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	1-3, 5-19, 21-22	19
Promotions Coordinator	1-3, 5, 7-8, 10-21	19
Account Executive	1-5, 7-8, 10-18, 21-22	22

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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 Journal 550 East 8th Street Suite 6 National City, California 91950 Phone : 619-474-0588 Email : asianjournal@aol.com Eugene De Leon	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	1
3	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
4	California Chicano News Media Association 727 W 27th St. Rm 201 Los Angeles, California Phone : 213-821-0075 Email : ccnmainfo@ccnmal.org Sylvia Wells	N	0
5	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
6	Center for Employment Training 4153 Market Street Suite C San Diego, California Phone : 619-233-6829 Email : sandiego@cet2000.org Dora Mendivil	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	Cuyamaca College Career Fair 900 Rancho San Diego Parkway El Cajon, California 92019 Phone : 619-660-4450 Email : cuyamaca.career@gcccd.edu Laurie Brown	N	0
8	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
9	El Latino Newspaper PO Box 120550 San Diego, California 92112 Phone : 619-426-1491 Email : carlos@ellatino.net Luz Martines	N	0
10	Inside Radio / M Street P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Url : http://www.insideradio.com Email : genemckay@insideradio.com Gene McKay	N	0
11	Marine Corps Recruit Depot : Personal, and Professional Development Center 4025 Tripoli Avenue Bldg 14 San Diego, California 92140 Phone : 619-524-1283 Email : mina.threat@usmc.mil Mina Threat	N	0
12	San Diego Job Corps Center 1325 Iris Ave Imperial Beach, California 91932 Phone : 619-429-8500 Email : whitehead.francesca@jobcorps.org Fax : 1-619-423-7631 Francesca Whitehead	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	South Metro Career Center 4389 Imperial Ave San Diego, California 92113 Phone : 619-266-4265 Email : rwooten@edd.ca.gov Fax : 1-619-266-3668 Rhonda Wooten-Savino	N	0
14	Southwestern College 900 Otay Lakes Road Chula Vista, California 91910 Phone : 619-482-6548 Email : Dan.falk@sckans.edu Fax : 1-619-482-6444 Dan Falk	N	0
15	University of La Verne/Communications Department 1950 3rd St. La Verne, California 91750 Phone : 909-392-2713 Email : srodrigu@ulv.edu Fax : 1-909-392-2706 Shane Rodrigues	N	0
16	Veteran Administration 8810 Rio San Diego Dr San Diego, California 92108 Phone : 619-400-5489 Email : fmejia@edd.ca.gov Felix Mejia	N	0
17	Voice & Viewpoint PO Box 120095 San Diego, California Phone : 619-266-2233 Email : news@sdvoice.com Fax : 1-619-266-0533 Vivian Alvar	N	0
18	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
19	Employee Referral	N	3
20	Internal Candidate	N	1
21	Linked In	N	12
22	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	9/8/2025	Sponsorship of events in the community designed to increase public awareness	Audacy San Diego hosted a station tour for students in the local community. The representative showed students the studio and discussed different roles available in broadcasting.	1	Brand Manager
2	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
3	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy had a representative speak to Bonita Vista High School's BTV program on Friday, October 17th. The representative spoke to students about his career in sports broadcasting and answered student questions.	1	On Air Personality Director, Technical Operations
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	10/24/2025	Participation in events sponsored by organizations representing the community	Audacy San Diego participated in the "Art of Marketing" conference hosted by the American Marketing Association. The representative discussed the need for trust in local media and what the future holds for the industry.	1	General Sales Manager
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	11/13/2025	Participation in other activities designed by the station employment unit	Audacy San Diego hosted a student from San Diego State University at the station. The Audacy representative spoke to this student to discuss the radio/media industry, her project for Barstool Sports and how she can break into the industry.	1	On Air Personality
9	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
10	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
11	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
12	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

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13	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
14	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
15	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
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 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	
20	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy San Diego 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	

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21	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy San Diego provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	