

**KBZT, KSON, KWFN, KXSN, KYXY**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-20	20

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.

**KBZT, KSON, KWFN, KXSN, KYXY****EEO PUBLIC FILE REPORT****September 30, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a> Careers Page Manual Posting	N	0
3	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
4	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : <a href="mailto:aadams@careerspring.org">aadams@careerspring.org</a> Abby Adams	N	0
5	Center for Employment Training 4153 Market Street Suite C San Diego, California Phone : 619-233-6829 Email : <a href="mailto:sandiego@cet2000.org">sandiego@cet2000.org</a> Dora Mendivil	N	0
6	Cuyamaca College Career Fair 900 Rancho San Diego Parkway El Cajon, California 92019 Phone : 619-660-4450 Email : <a href="mailto:cuyamaca.career@gcccd.edu">cuyamaca.career@gcccd.edu</a> Laurie Brown	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
8	El Latino Newspaper PO Box 120550 San Diego, California 92112 Phone : 619-426-1491 Email : <a href="mailto:carlos@ellatino.net">carlos@ellatino.net</a> Luz Martines	N	0
9	Inside Radio / M Street P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Url : <a href="http://www.insideradio.com">http://www.insideradio.com</a> Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Gene McKay	N	0
10	Marine Corps Recruit Depot : Personal, and Professional Development Center 4025 Tripoli Avenue Bldg 14 San Diego, California 92140 Phone : 619-524-1283 Email : <a href="mailto:mina.threat@usmc.mil">mina.threat@usmc.mil</a> Mina Threat	N	0
11	San Diego Job Corps Center 1325 Iris Ave Imperial Beach, California 91932 Phone : 619-429-8500 Email : <a href="mailto:whitehead.francesca@jobcorps.org">whitehead.francesca@jobcorps.org</a> Fax : 1-619-423-7631 Francesca Whitehead	N	0
12	South Metro Career Center 4389 Imperial Ave San Diego, California 92113 Phone : 619-266-4265 Email : <a href="mailto:rwooten@edd.ca.gov">rwooten@edd.ca.gov</a> Fax : 1-619-266-3668 Rhonda Wooten-Savino	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	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
14	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
15	Veteran Administration 8810 Rio San Diego Dr San Diego, California 92108 Phone : 619-400-5489 Email : fmejia@edd.ca.gov Felix Mejia	N	0
16	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
17	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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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Former Employee	N	1
19	Linked In	N	3
20	Recruiter	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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	1/30/2025	Participation in events or programs sponsored by educational institutions	Audacy San Diego participated in Career Day hosted by St. John of the Cross in Lemon Grove, CA. The representative spoke to students about her experiences in broadcasting and opportunities at Audacy.	1	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
5	3/20/2025	Participation in events sponsored by organizations representing the community	Audacy San Diego Brand Manager conducted a station tour for a San Diego State broadcasting student. This Audacy representative answered questions about broadcasting opportunities and shared his experience working at Audacy.	1	Brand Manager

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6	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
7	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
8	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	
9	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	
10	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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11	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
12	7/17/2025	Sponsorship of events in the community designed to increase public awareness	Audacy San Diego hosted a Student/Parent/Teacher station tour and job shadowing event. This event highlighted to students possible career paths in broadcasting and demonstrated the art of audio mixing and blending.	1	Director, Technical Operations