

**KCBS, KFRC-FM, KGMZ-FM, KITS, KLLC, KRBQ, KZDG**  
**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	1-6, 8-9, 11, 13-22	19
Sales Associate	1-3, 5, 7, 10-13, 15-17, 22	22
Sales Associate	1-3, 5, 7, 10-13, 15-17, 22	22
Account Executive	1-3, 5, 7, 10-13, 15-17, 22-23	22
Los Angeles Production Hub Commercial Producer	1-3, 5, 7, 10-11, 13, 16-17, 19	19
Account Executive	1-3, 5, 7, 10-11, 13, 16-17, 22-23	23

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	Alameda County SSA 6955 Foothill Blvd Suite 100 Oakland, California 94605 Phone : 510-259-3879 Email : dhawkins@acgov.org Darlene Sloan Hawkins	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	1
3	Bay Area Community Resources 171 Carlos Drive San Rafael, California 94530 Phone : 415-444-5580 Email : vpacana@bayareacs.org Veronica Pacana	N	0
4	Berkeley Adult School Workability II Program 1701 San Pablo Ave Berkeley, California 94702 Phone : 510-644-8968 Url : <a href="http://alameda.peralta.edu/one-stop-career-center/">http://alameda.peralta.edu/one-stop-career-center/</a> Kenneth L. Booker Manual Posting	N	0
5	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
6	Canada College 4200 Farm Hill Blvd Redwood City, California 94061 Phone : 650-305-3178 Url : <a href="https://www.collegecentral.com/canadacollege/">https://www.collegecentral.com/canadacollege/</a> Robert Haick Manual Posting	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	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
8	City College of San Francisco 50 Frida Kahlo Way San Francisco, California 94112 Phone : 415-452-5112 Url : <a href="https://www.collegecentral.com/ccsf/">https://www.collegecentral.com/ccsf/</a> Rudy Padilla Manual Posting	N	0
9	College of San Mateo 1700 W Hillsdale Blvd San Mateo, California 94402 Phone : 650-574-6625 Url : <a href="https://www.collegecentral.com/collegeofsanmateo/">https://www.collegecentral.com/collegeofsanmateo/</a> Rose Garcia Manual Posting	N	0
10	Department of Veteran Affairs 2 Gough St San Francisco, California 94103 Phone : 415-441-5051 Email : melissa.janosek@va.gov Melissa jonosek	N	0
11	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
12	East Bay Asian Local Development 1825 San Pablo Ave #200 Oakland, California 94612 Phone : 510-412-5353 Email : dlove@ebaldc.org Dawn Love	N	0

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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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	KQED 2601 Mariposa St San Francisco, California 94110 Phone : 415-553-2129 Email : acabanatuan@kqed.org Adrianne Cabanatuan	N	0
14	Laney College 900 Fallon St Oakland, California 94607 Phone : 510-834-5740 Url : <a href="https://laney-csm.symplicity.com/employers/?signin">https://laney-csm.symplicity.com/employers/?signin</a> Luis Serpa Manual Posting	N	0
15	Mass Mutual 2201 Walnut Ave Fremont, California 94538 Phone : 510-789-2432 Email : jlouie@financialguide.com Jane Louie	N	0
16	NAACP 1290 Fillmore St #109 San Francisco, California 94115 Phone : 510-652-8493 Email : naacpoaklandbranch@gmail.com Doug Blacksher	N	0
17	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
18	Young Community Developers 1715 Yosemite Ave San Francisco, California 94124 Phone : 415-822-3491 Email : jharrison@ycdjobs.org Joshua Harrison	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>
19	Employee Referral	N	3
20	Indeed.com	N	4
21	Job Board	N	1
22	Linked In	N	15
23	Recruiter	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>27</b>

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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	11/12/2024	Participation in events or programs sponsored by educational institutions	Audacy representatives participated in a career fair for high school and college students put on by Diablo Valley College. Representatives spoke to students about opportunities at Audacy.	1	Brand Manager
3	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
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	2/12/2025	Participation in events sponsored by organizations representing the community	Audacy hosted the California Conference for Women event geared towards mid-to-senior level professionals. Event representatives shared their experiences about working broadcasting and Audacy.	1	News Anchor

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6	3/14/2025	Participation in events sponsored by organizations representing the community	Audacy representatives participated in "Media Mayhem" at UC Berkeley School of Journalism. Students asked Audacy representatives about their careers in broadcasting and opportunities at Audacy.	3	News Brand Manager News Director
7	3/26/2025	Participation in Job Fairs	Audacy representatives participated in Saint Mary's College Spring Hiring Fair. Representatives offered career advice and discussed summer opportunities with prospective students.	3	TWIN Traffic Operations Manager Programming Assistant Producer/Reporter
8	3/31/2025	Participation in events or programs sponsored by educational institutions	Audacy representatives addressed a media class a Media Writing class at Ohlone College. The students had questions about the radio/podcasting industry, media writing style, and about opportunities for writing in broadcasting.	3	TWIN Traffic Operations Manager Producer/Reporter
9	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
10	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
11	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy San Francisco 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	
12	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy San Francisco provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	

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13	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	
14	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