

KCBS, KFRC-FM, KGMZ-FM, KITS, KLLC, KRBQ, KZDG**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
Chief Engineer	1-12, 14, 17, 19	14
Digital Sales Manager	1-9, 11-12, 17, 19	17
Full-Time News Reporter/Anchor (KCBS-AM All News Radio)	1-9, 11-13, 15-18	15
Full-Time News Reporter/Anchor (KCBS-AM All News Radio)	1-9, 11-13, 15-18	18
Full-Time News Reporter/Anchor (KCBS-AM All News Radio)	1-9, 11-13, 15-18	17
Account Executive	1-7, 9, 11-13, 17, 19	19
Sales Project Manager	1-7, 9, 11-14, 16-17, 19	2

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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 : https://audacyinc.com/careers/ 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	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
5	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
6	Department of Veteran Affairs 2 Gough St San Francisco, California 94103 Phone : 415-441-5051 Email : melissa.janosek@va.gov Melissa jonosek	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	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
8	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
9	KQED 2601 Mariposa St San Francisco, California 94110 Phone : 415-553-2129 Email : acabanatuan@kqed.org Adrianne Cabanatuan	N	0
10	Mass Mutual 2201 Walnut Ave Fremont, California 94538 Phone : 510-789-2432 Email : jlouie@financialguide.com Jane Louie	N	0
11	NAACP 1290 Fillmore St #109 San Francisco, California 94115 Phone : 510-652-8493 Email : naacpoaklandbranch@gmail.com Doug Blacksher	N	0
12	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
13	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Employee Referral	N	4
15	Indeed.com	N	1
16	Job Board	N	2
17	Linked In	N	13
18	Non-Employee Referral	N	1
19	Recruiter	N	10
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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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	9/11/2025	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	9/30/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in University of San Francisco's Club Connect: A Student Club & Employer Meet-up. Representatives spoke to students about current openings in the market and how to get their career started in the industry.	3	Talent Acquisition Specialist Brand Manager Traffic Operations Manager
3	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
4	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
5	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
6	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	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
8	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
9	2/24/2026	Participation in events or programs sponsored by educational institutions	Audacy San Francisco participated in UC Berkeley's Resume and Portfolio Review Night. Representatives reviewed the resumes and portfolio's of journalism students and spoke to them about opportunities in the market.	3	Brand Manager On Air Personality Editor
10	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
11	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
12	3/13/2026	Participation in events or programs sponsored by educational institutions	Audacy San Francisco participated in UC Berkeley's Media Mayhem event. The representatives spoke to media students about opportunities available in the San Francisco market and skills they look for in the newsroom.	3	TWIN Traffic Operations Manager Managing Editor Traffic Reporter

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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	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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16	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
17	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
18	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	
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	

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20	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	