

KHTP, KISW, KKWF, KNDD, KSWD
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

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
Regional Promotions Manager - Live Nation PNW	1-4, 6-30, 33-34	30
Technical Engineer	1-29, 31, 33-34	33
Account Executive	1-5, 7-33	30
Account Executive	1-5, 7-33	4
Sales Assistant	1-5, 7-20, 22, 24-31, 33	30

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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	AARP Employment 115 N 85th St #105 Seattle, Washington 98103 Phone : 888-687-2277 Email : waaarp@aarp.org Job Listings	N	0
2	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome	N	0
3	American School of Broadcast Student Services 530 South State St Chicago, Illinois 60605 Phone : 331-215-4762 Email : michelle@radioschool.com Career Services	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	1
5	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
6	Central Area Motivational Program 240 2nd Ave S Suite 208 Seattle, Washington 98104 Phone : 206-324-0808 Url : http:// https://byrdbarrplace.org Email : cassie@seattleworks.org Cassie Whitebread	N	0

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7	Chinese Information and Service Center 611 S Lane St Seattle, Washington 98104 Phone : 206-624-5633 Email : Kevinc@cisc-seattle.org Kevin Chan	N	0
8	City University 521 Wall St Suite 100 Seattle, Washington 98121 Phone : 206-239-4500 Email : careers@cityu.edu Career Services	N	0
9	Clark College 1933 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360-699-6398 Email : akison@clark.edu Alex Kison	N	0
10	Clover Park Technical College 4500 Steilacoom Blvd SW Lakewood, Washington 98499 Phone : 253-589-5800 Email : jobs@cptc.edu Career Services	N	0
11	Commission on African American Affairs 2101 11th Ave SW #301A Olympia, Washington 98501 Phone : 360-725-5664 Email : ckerney@caa.wa.gov Charlotte Kerney	N	0
12	Commission on Hispanic Affairs 1110 Capitol Way S Olympia, Washington 98501 Phone : 360-725-5661 Email : Hispanic@cha.wa.gov Job Board	N	0

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13	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
14	Division of Vocational Rehabilitation 1402 E Main Ave Puyallup, Washington 98372 Phone : 253-256-0160 Email : moel@dshs.wa.gov Lorrie Moe	N	0
15	Edmonds Community College 20000 68th Ave W Lynnwood, Washington 98036 Phone : 425-640-1459 Email : careeractioncenter@edcc.edu Career Center	N	0
16	Emma Bowen Foundation 524 W 57 Street New York, New York 10019 Phone : 212-975-2597 Url : https://www.emmabowenfoundation.com Email : crystal.aldape@nbcuni.com Cyrstal Aldape	N	0
17	Goodwill Industries Seattle 1400 S Lane St Seattle, Washington 98144 Phone : 206-861-5711 Email : goodwill@seattlegoodwill.org James Lockhart	N	0
18	Hearing Speech and Deafness 1625 19th Ave Seattle, Washington 98122 Phone : 206-323-5770 Email : ab@hsrc.org Career Opportunities	N	0

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19	Hispanic Achievers Program PO Box 3376 Tri-Cities, Washington 99302 Phone : 5095458290 Email : haapscholarships@gmail.com Anel Suarez	N	0
20	Metropolitan Seattle Urban League 105 14th Ave Ste 200 Seattle, Washington 98122 Phone : 206-461-3792 Email : info@urbanleague.org Michelle Merriweather	N	0
21	MLK Jr. Family Outreach Center 500 South Stone Street Spokane, Washington 99202 Phone : 509-868-0856 Email : jcarrol@mlkspokane.org Jeffrey Carrol	N	0
22	National Association of Hispanic Journalists PO Box 117 Windsor, California 95492 Phone : 000-000-0000 Email : nahj@nahj.org Joseph Torres	N	0
23	Naval Station Everett 2000 W Marine View Dr Everett, Washington 98207 Phone : 425-304-3366 Email : W_CNI_EVRT_NSE-N0-PAO-POCs_US01@navy.mil Career Services	N	0
24	North Seattle Community College 9600 College Way North Seattle, Washington 98103 Phone : 206-934-3600 Email : careerservices@seattlecolleges.edu Career Services	N	0

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25	Skagit Valley College 2405 E College Way Mount Vernon, Washington 98273 Phone : 360-416-7600 Email : Brian.murphy@skagit.edu Brian Murphy	N	0
26	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 310-289-2000 Email : tdgaorg@gmail.com Career Services	N	0
27	Washington Vocational Services 10000 NE 7th Ave Vancouver, Washington 98685 Phone : 360-397-9960 Email : pbouwer@wvs.org Paula Bouwer	N	0
28	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
29	YWCA –Pierce County 1144 Market St Tacoma, Washington 98402 Phone : 253-272-4181 Email : ralonzo@ywcapiercecounty.org Rolinda Alonzo	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Employee Referral	N	4
31	Indeed.com	N	3
32	Job Board	N	1
33	Linked In	N	11
34	On Air Recruitment Ad	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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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	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Seattle broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager
2	Ongoing Event	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.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
3	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	Director, Talent Acquisition
4	3/22/2024	Participation in other activities designed by the station employment unit	Members of the Morning Wolfpack With Executive Producer and On-Air Personality, on KKWF, hosted students of Ingraham High School and their "Bridges Program" at the station. Executive Producer provided insight into the Radio industry.	2	Executive Producer On Air Personality
5	4/25/2024	Provision of training to management	Members of Audacy's Talent Acquisition team participated in Reach Out for Happy Hour (ROFHH): Operation Warfighter where they learned how to tap into transitioning service members from all branches of the military for recruitment purposes via the Operation Warfighter program. These resources can be utilized for recruitment efforts across Audacy.	4	Director, Talent Acquisition Talent Acquisition Associate Talent Acquisition Associate Talent Acquisition Associate

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6	6/1/2024	Participation in events sponsored by organizations representing the community	Audacy attended the 50th Anniversary of Seattle Pride at Pride in the Park. The promotions manager had a table where attendees scanned our QR code to our career site and spoke about opportunities at Audacy.	6	Promotions Promotions People Manager Promotions
7	6/4/2024	Participation in other activities designed by the station employment unit	On Air Personality with station KNDD hosted a college student studio tour to educate them about Radio Broadcasting.	2	On Air Personality Programming Assistant
8	6/6/2024	Participation in events sponsored by organizations representing the community	Audacy Seattle team attended the Metro Parks Tacoma's Point Defiance Flower & Garden Festival with our KSWD team (94.1 The Sound). Audacy set up a booth, interacted with attendees, and spoke about career opportunities at Audacy.	4	People Manager Personality Personality Personality
9	6/18/2024	Participation in events sponsored by organizations representing the community	On June 18th, leaders from across Audacy, including our COO and EVP of Programming, attended the prestigious Gracies luncheon in New York. This award ceremony and networking event provided a valuable opportunity for our team to connect with rising talent in the industry. It was a platform to discuss potential opportunities at Audacy and share inspiring stories from their careers in broadcasting.	3	COO EVP, Programming On Air Personality
10	6/25/2024	Provision of training to management	A representative from TA attended a webinar hosted by Direct Employers to learn how companies can leverage advanced sourcing platforms and utilize innovative outreach strategies to bridge the talent gap and ensure they attract and retain a diverse, skilled workforce while maintaining compliance with OFCCP guidelines. and disseminated the information to the Talent Acquisition team. The knowledge transfer is disseminated to hiring managers during the in-take process with each open requisition.	2	Talent Acquisition Talent Acquisition
11	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	Market Manager Brand Manager Regional President Talent Acquisition Specialist

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12	7/17/2024	Establishment of a mentoring program	Audacy's COO serves as an industry leader and mentor in the Rising Through the Ranks Scholarship program. Each year, two dozen women are selected to participate in a multi-day session, providing them with the opportunity to learn and engage in meaningful discussions on topics such as outperforming the competition, gender in the workplace, emerging best practices, overcoming challenges, and leadership strategies. Among the 2024 class, participants from our New Orleans, LA, and New York offices were selected, joining their peers from across the country.	1	COO
13	7/18/2024	Participation in other activities designed by the station employment unit	The Seattle team participated in the EQ Plaza Party hosted by the building management team, which included building residents and community guests. An Audacy table was set up with information about careers, directions to our career site and job postings.	6	Regional Assistant Controller People Manager People Manager Regional President
14	9/4/2024	Participation in other activities designed by the station employment unit	An executive from Audacy participated in a panel at The Barrett News Media, a two-day event at George Washington University in Washington, DC, on September 4th and 5th. The series of presentations and panels covered topics such as the state of journalism, the impact of AI, digital audio consumption trends, and revenue and audience strategies. Hundreds of industry professionals attended, along with local college students.	1	Regional President/Market Manager