

**KBZT, KSON, KWFN, KXSN, KYXY**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

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	2, 8, 21-22, 24	24
Account Executive	2, 8, 21-22, 24	21
Account Executive	2, 8, 21-22, 24	22
Sales Coordinator	1-20, 22-24	22
Account Executive	1-20, 23-25	25
Events Coordinator	1-10, 13-16, 18-20, 22, 24	24
Assistant Brand Manager/Music Director/On Air Personality	1-11, 13-16, 18-20, 22-24, 26	26

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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>
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. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	3
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	Center for Employment Training 4153 Market Street Suite C San Diego, California Phone : 619-233-6829 Email : sandiego@cet2000.org Dora Mendivil	N	0
5	Coalition of Hispanic Professionals 1420 Kettner Blvd Suite 600 San Diego, California 92101 Phone : 619-531-0123 Fax : 1-619-544-0056 Career Services	N	0
6	CRASH, Inc. 4161 Marlborough Ave San Diego, California 92105 Phone : 619-282-7274 Fax : 1-619-282-7496 Career Services	N	0

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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 : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	1
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 : genemckay@insideradio.com 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 : mina.threat@usmc.mil Mina Threat	N	0
11	Mesa College Job Fair 7250 Mesa College Dr Room I3-202 San Diego, California 92111 Phone : 619-388-2777 Fax : 1-619-388-5834 Monica Romero	N	0
12	Metro Career Center 3910 University Ave San Diego, California 92105 Phone : 619-516-2216 Email : metroregioncareercenter@gmail.com Stephanie Murphy	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	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
14	San Diego Union Tribune PO Box 120191 San Diego, California Phone : 619-293-1905 Url : <a href="https://hiring.sandiegouniontribune.com/recruitmen">https://hiring.sandiegouniontribune.com/recruitmen</a> Daryl Brady Manual Posting	N	0
15	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
16	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
17	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
18	Veteran Administration 8810 Rio San Diego Dr San Diego, California 92108 Phone : 619-400-5489 Email : fmejia@edd.ca.gov Felix Mejia	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	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
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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>
21	Current Employee	N	1
22	Employee Referral	N	8
23	Indeed.com	N	3
24	Linked In	N	15
25	Recruiter	N	1
26	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>33</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	9/22/2022	Participation in Job Fairs	On Air Personality was a guest speaker at Palomar College to answer questions about the broadcasting industry.	1	Air Talent
2	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist
3	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
4	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
5	12/9/2022	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
6	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff

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7	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
8	3/10/2023	Participation in Job Fairs	Producer spoke to the radio class at TCU in person about the industry.	1	Producer
9	3/21/2023	Participation in Job Fairs	Commercial Producer was a guest Speak in San Diego College to educate students in the broadcasting industry.	1	Commercial Producer
10	6/8/2023	Provision of training to management	Members from Audacy's Talent Acquisition team attended Recruit-adelphia conference. Among the panels was a focus on a "skills first recruiting process" which allows organizations to create a more inclusive interview process. The Audacy Team also met with the keynote speaker from Integrate for Good who spoke to hiring neurodiverse talent and those with disabilities. The material from this conference is now part of the in-take process with the Talent Acquisition Team and Hiring Managers throughout the organization.	2	Talent Acquisition Specialist Talent Acquisition Specialist
11	6/22/2023	Participation in other activities designed by the station employment unit	On Thursday June 22nd, 2023 Technical Director met with Major and Sergeant First Class as well as 14 members of the 416 Civil Affairs Battalion (Airborne). We discussed broadcast operations as well as interfacing with the community. Some of the additional members of the Battalion were interested in a career path into the technical side of broadcasting. It was an open forum and all members interacted with questions. We then toured the studios as well as the technical center. The meeting was in our Performance center and lasted approximately two and a half hours.	1	Technical Director



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12	7/16/2023	Participation in other activities designed by the station employment unit	Brand Manager brought in a sports journalism major and podcasting minor student from USC Annenberg, to tour the station, talk about the industry, his career, and answer his questions.	1	Brand Manager