

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 - August 1, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-11, 13-21, 23-42, 44, 47	44
Account Executive	1-11, 13-21, 23-42, 44, 47	41
Account Executive	1-11, 13-21, 23-42, 44, 47	41
Account Executive	1-11, 13-21, 23-42, 44, 47	41
Bru Show Producer	2-11, 13-21, 24, 26-28, 30-44, 46	41
On-Air Producer	1-11, 13-24, 26-28, 30-33, 35-44	41
On Air Personality	1-11, 13-24, 26-28, 30-33, 35-42, 44-45	45
On Air Personality	1-11, 13-24, 26-28, 30-33, 35-42, 44-45	41
On Air Personality	1-11, 13-24, 26-28, 30-33, 35-42, 44-45	41
Director of Sales	1-11, 13-24, 26-28, 30-33, 35-41, 44	41
Account Executive	1-21, 23-28, 30-33, 35-40, 42, 44	44
On Air Personality	1-21, 23-28, 30-33, 35-44, 48	48
Sales Assistant/Sales Project Manager	1-21, 23-28, 30-33, 35-40, 43-44, 46	46

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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	American News Women's Club 1607 22nd Street NW Washington, District of Columbia 20008 Phone : 202-332-6770 Url : <a href="http://www.anwc.org/">http://www.anwc.org/</a> Email : <a href="mailto:anwclub@comcast.net">anwclub@comcast.net</a> Job Listing	N	0
2	Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="https://www.aaaja.org/">https://www.aaaja.org/</a> Email : <a href="mailto:national@aaaja.org">national@aaaja.org</a> Job Listing	N	0
3	Asian Community Center 7334 Park City Dr Sacramento, California 95831 Phone : 916-393-9026 Url : <a href="https://www.accsv.org/">https://www.accsv.org/</a> Email : <a href="mailto:Office2@accsv.org">Office2@accsv.org</a> Job Listing	N	0
4	Asian Immigrant Women Advocates 310 8th St #301 Oakland, California 94607 Phone : 510-268-0192 Url : <a href="https://www.aiwa.org/">https://www.aiwa.org/</a> Email : <a href="mailto:info@aiwa.org">info@aiwa.org</a> Job Listing	N	0
5	Asian Resources 2411 Alhambra Boulevard Suite 110 Sacramento, California 95817 Phone : 916-745-4313 Url : <a href="https://asianresources.org/">https://asianresources.org/</a> Email : <a href="mailto:chong@asianresources.org">chong@asianresources.org</a> Chong Vang	N	0
6	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	7

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7	CA Veterans of Foreign Wars 9136 Elk Grove Blvd #100 Elk Grove, California 95624 Phone : 916-509-8712 Url : <a href="https://www.vfwca.org/">https://www.vfwca.org/</a> Fax : 1-916-509-8720 Job Listing	N	0
8	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
9	California Chicano News Media Association 300 South Grand Avenue Los Angeles, California 90071 Phone : 213-437-4408 Url : <a href="http://ccnma.org/">http://ccnma.org/</a> Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Job Listing	N	0
10	California State University Chico 400 W. First St. Chico, California 95929 Phone : 530-898-6771 Url : <a href="https://www.csuchico.edu/hr/">https://www.csuchico.edu/hr/</a> Email : <a href="mailto:humanresources@csuchico.edu">humanresources@csuchico.edu</a> Job Listing	N	0
11	CalWorks – Placer County Business Services 1000 Sunset Boulevard 220 Rocklin, California 95765 Phone : 916-784-6000 Url : <a href="https://www.placer.ca.gov/2096/human-services">https://www.placer.ca.gov/2096/human-services</a> Email : <a href="mailto:customerservice@placer.ca.gov">customerservice@placer.ca.gov</a> Fax : 1-916-784-6000 Human Services	N	0
12	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : <a href="mailto:aadams@careerspring.org">aadams@careerspring.org</a> Abby Adams	N	0

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13	Chinese for Affirmative Action 1225 8th Street Suite 480 Sacramento, California 95814 Phone : 916-248-3489 Url : <a href="https://caasf.org/">https://caasf.org/</a> Email : <a href="mailto:info@caasf.org">info@caasf.org</a> Job Listing	N	0
14	Department of Rehabilitation 721 Capitol Mall Sacramento, California 95814 Phone : 916-324-1313 Url : <a href="https://www.dor.ca.gov/">https://www.dor.ca.gov/</a> Email : <a href="mailto:wdsinfo@dor.ca.gov">wdsinfo@dor.ca.gov</a> Job Listing	N	0
15	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
16	Easter Seals 3205 Hurley Way Sacramento, California 95864 Phone : 916-485-6711 Url : <a href="https://www.easterseals.com/superior-ca/">https://www.easterseals.com/superior-ca/</a> Email : <a href="mailto:info@easterseals.com">info@easterseals.com</a> Job Listing	N	0
17	Filipinos for Affirmative Action 310 8th St #309 Oakland, California 94607 Phone : 510-465-9876 Url : <a href="http://filipinos4justice.org/f4j-who-we-are/">http://filipinos4justice.org/f4j-who-we-are/</a> Email : <a href="mailto:jolais@filipinos4justice.org">jolais@filipinos4justice.org</a> Job Listing	N	0

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18	INALLIANCE (Sacramento Vocational Services) 6950 21st Ave. Sacramento, California 95820 Phone : 916-381-1300 Url : <a href="https://inallianceinc.com/">https://inallianceinc.com/</a> Email : <a href="mailto:ataurone@inallianceinc.com">ataurone@inallianceinc.com</a> Job Listing	N	0
19	Maynard Institute for Journalism Education 663 13th St Oakland, California 94612 Phone : 501-891-9202 Url : <a href="https://www.mije.org/">https://www.mije.org/</a> Email : <a href="mailto:info@mije.org">info@mije.org</a> Job Listing	N	0
20	Mutual Asst. Network of Del Paso Heights 811 Grand Ave # A3 Sacramento, California 95838 Phone : 916-927-7694 Url : <a href="http://www.mutualassistance.org/">http://www.mutualassistance.org/</a> Email : <a href="mailto:info@mutualassistance.org">info@mutualassistance.org</a> Job Listing	N	0
21	NAACP - Sacramento 816 H St Sacramento, California 95814 Phone : 916-856-0155 Url : <a href="https://www.naACP.org/">https://www.naACP.org/</a> Email : <a href="mailto:secnaACP1060@gmail.com">secnaACP1060@gmail.com</a> Job Listing	N	0
22	NAACP – Stanislaus 608 13th St Modesto, California 95354 Phone : 209-544-2810 Url : <a href="https://www.naACP.org/">https://www.naACP.org/</a> Email : <a href="mailto:info@naACP.org">info@naACP.org</a> Job Listing	N	0

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23	Native American Media 10401 Wilshire Blvd Los Angeles, California 90024 Phone : 310-475-6845 Url : <a href="https://www.nativepublicmedia.org/">https://www.nativepublicmedia.org/</a> Email : <a href="mailto:info@nativeamericanmedia.org">info@nativeamericanmedia.org</a> Job Listing	N	0
24	Newhouse Career Development Center 215 University Place Syracuse, New York 13244 Phone : 916-865-2440 Url : <a href="https://newhouse.syr.edu/career-development/alumni">https://newhouse.syr.edu/career-development/alumni</a> Email : <a href="mailto:nhcdc@syr.edu">nhcdc@syr.edu</a> Job Listing	N	0
25	Placer County Employment Development 115 Ascot Roseville, California 95661 Phone : 530-889-4060 Url : <a href="https://askedd.edd.ca.gov/">https://askedd.edd.ca.gov/</a> Email : <a href="mailto:fcastro@placer.ca.gov">fcastro@placer.ca.gov</a> Job Listing	N	0
26	Sacramento American Women in Radio & Television P.O. Box 254468 Sacramento, California 95865 Url : <a href="https://awmsac.org/">https://awmsac.org/</a> Email : <a href="mailto:kgong@hearst.com">kgong@hearst.com</a> Job Listing	N	0
27	Sacramento Chamber of Commerce One Capitol Mal Ste 700 Sacramento, California 95814 Phone : 916-275-4663 Url : <a href="https://metrochamber.org/">https://metrochamber.org/</a> Email : <a href="mailto:community@metrochamber.org">community@metrochamber.org</a> Job Listing	N	0
28	Sacramento Hispanic Chamber of Commerce 1451 River Park Dr #220 Sacramento, California 95815 Phone : 916-486-7700 Url : <a href="http://www.sachcc.org/">http://www.sachcc.org/</a> Email : <a href="mailto:info@sachcc.org">info@sachcc.org</a> Job Listing	N	0

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29	Sacramento Works Career Center 7000 Franklin Blvd Suite 540 Sacramento, California 95823 Phone : 916-563-5151 Url : <a href="https://sacramentoworks.org/">https://sacramentoworks.org/</a> Email : <a href="mailto:eren@crossroadsdiversified.com">eren@crossroadsdiversified.com</a> Job Listing	N	0
30	San Francisco Hispanic Chamber of Commerce 3597 Mission St San Francisco, California 94110 Phone : 415-735-6120 Url : <a href="https://hccsf.com/">https://hccsf.com/</a> Email : <a href="mailto:info@hccsf.com">info@hccsf.com</a> Job Listing	N	0
31	Sierra College Career Connections 5100 SIERRA COLLEGE BLVD. Rocklin, California 95677 Phone : 916-624-3333 Url : <a href="https://www.sierracollege.edu/">https://www.sierracollege.edu/</a> Job Listing Manual Posting	N	0
32	Solano Community College 4000 Suisun Valley Road Fairfield, California 94534 Phone : 707-864-7000 Url : <a href="http://www.solano.edu/">http://www.solano.edu/</a> Email : <a href="mailto:careercenter@solano.edu">careercenter@solano.edu</a> Job Listing	N	0
33	State Department of Education 1430 N St Sacramento, California 95814 Phone : 916-319-0800 Url : <a href="https://www.cde.ca.gov/">https://www.cde.ca.gov/</a> Email : <a href="mailto:superintendent@cde.ca.gov">superintendent@cde.ca.gov</a> Job Listing	N	0

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34	The Internship & Career Center – University of Davis 1 Shields Ave Davis, California 95616 Phone : 530-752-2855 Url : <a href="https://icc.ucdavis.edu/">https://icc.ucdavis.edu/</a> Email : <a href="mailto:clhotaling@ucdavis.edu">clhotaling@ucdavis.edu</a> Job Listing	N	0
35	United Cerebral Palsy 4350 Auburn Boulevard Sacramento, California 95841 Phone : 916-565-7700 Url : <a href="https://ucpsacto.org/">https://ucpsacto.org/</a> Email : <a href="mailto:info@ucp.org">info@ucp.org</a> Job Listing	N	0
36	University of the Pacific 3601 Pacific Ave Stockton, California 95211 Phone : 209-932-3247 Url : <a href="https://www.pacific.edu/">https://www.pacific.edu/</a> Email : <a href="mailto:sdaugherty@pacific.edu">sdaugherty@pacific.edu</a> Sue Daughtery	N	0
37	Volt Employment Services 1544 Eureka Rd #150 Roseville, California 95661 Phone : 916-923-0791 Url : <a href="http://www.volt.com/">http://www.volt.com/</a> Email : <a href="mailto:tfrey@volt.com">tfrey@volt.com</a> Jeff Lachance	N	0
38	WEAVE 1900 K St #200 Sacramento, California 95811 Phone : 916-448-2321 Url : <a href="https://www.weaveinc.org/">https://www.weaveinc.org/</a> Email : <a href="mailto:info@weaveinc.org">info@weaveinc.org</a> Job Listing	N	0



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39	<p>www.mediagignow.com            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 : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a>            MediaGigNow.com</p>	N	0
40	<p>Yolo County One-Stop Career Center            500 Jefferson Blvd            West Sacramento, California 95605            Phone : 916-375-6307            Url : <a href="https://www.yolocounty.org/health-human-services/e">https://www.yolocounty.org/health-human-services/e</a>            Email : <a href="mailto:Valarie.stapleton@yolocounty.org">Valarie.stapleton@yolocounty.org</a>            Job Listing</p>	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>
41	Employee Referral	N	13
42	Indeed.com	N	9
43	Job Board	N	8
44	Linked In	N	32
45	On-Air Announcement (One or More SEU Stations)	N	1
46	Other Source	N	2
47	Recruiter	N	7
48	Unknown Referral Source	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>80</b>

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	<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	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Sacramento broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	2	EEO Coordinator Traffic Manager
2	10/5/2023	Participation in events sponsored by organizations representing the community	Human Resource Director and Generalist attended "You Betta Work" job fair put on by the Sacramento LGBTQ Community Center. They informed community members about the Radio and Audacy Careers.	2	HR Director HR Generalist
3	10/9/2023	Sponsorship of events in the community designed to increase public awareness	Human Resource Director and Generalist sponsored and attended the Greater Sacramento Urban League job fair to discuss Audacy job openings with job seekers.	2	HR Director HR Generalist
4	Ongoing Event	Participation in Job Fairs	Human Resource Director and Generalist conducted an online booth for the Junior Achievement of Northern CA Career Fair featuring information about Audacy and our various jobs.	2	HR Director HR Generalist
5	10/18/2023	Sponsorship of events in the community designed to increase public awareness	Human Resource Director and Generalist sponsored and attended "I Am Able" job fair for people with disabilities. Spreading awareness to all Audacy Career opportunities.	2	HR Director HR Generalist
6	11/16/2023	Participation in events or programs sponsored by educational institutions	Human Resource Director and Generalist attended Florin High School career fair to talk to the students about careers in Radio Broadcasting.	2	HR Director HR Generalist
7	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

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8	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
9	1/31/2024	Participation in events or programs sponsored by educational institutions	Human Resource Director and On Air Staff attended Valley High School career fair to talk to the students about careers in Audacy. Informed them more about Radio life.	6	HR Director HR Generalist On Air Personality On Air Personality
10	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
11	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

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12	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
13	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
14	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