

KBZT, KSON, KWFN, KXSN, KYXY
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Account Executive	1-12, 14-19, 21-23	21
On Air Personality	1-3, 5-24	24
On Air Personality	1-3, 5-24	21
National Sales Coordinator	1-3, 5-19, 23	23

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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	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 : http://www.entercom.com/careers Careers Page Manual Posting	N	4
3	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
4	California Chicano News Media Association 727 W 27th St. Rm 201 Los Angeles, California Phone : 213-821-0075 Email : ccnmainfo@ccnmal.org Sylvia Wells	N	0
5	Center for Employment Training 4153 Market Street Suite C San Diego, California Phone : 619-233-6829 Email : sandiego@cet2000.org Dora Mendivil	N	0
6	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

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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	CRASH, Inc. 4161 Marlborough Ave San Diego, California 92105 Phone : 619-282-7274 Fax : 1-619-282-7496 Career Services	N	0
8	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
9	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
10	El Latino Newspaper PO Box 120550 San Diego, California 92112 Phone : 619-426-1491 Email : carlos@ellatino.net Luz Martines	N	0
11	Inside Radio / M Street P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Url : http://www.insideradio.com Email : genemckay@insideradio.com Gene McKay	N	0
12	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

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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	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 : https://hiring.sandiegouniontribune.com/recruitmen 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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Agency Referral	N	1
21	Employee Referral	N	3
22	Indeed.com	N	4
23	Linked In	N	13
24	On Air Recruitment Ad	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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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 San Diego 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	10/7/2023	Participation in events sponsored by organizations representing the community	Producer did a meet and greet at San Diego City Employee Appreciation Day. Producer sat and talked to those interested in Audacy Career Opportunities and furthermore about the Radio Broadcasting industry.	1	Producer
3	10/22/2023	Participation in events sponsored by organizations representing the community	On Air Talent participated in ALS "Walk for Life" representing Audacy and provided Audacy business cards with a QR to our career site to those interested in opportunities.	1	On Air Personality
4	11/30/2023	Participation in other activities designed by the station employment unit	Director of Technical Operations lead a discussion and tour on Radio Broadcast Careers with USARMY. Director informed and educated the people in attendance about the Radio industry and more.	1	Director Technical Operational
5	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
6	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
7	2/2/2024	Participation in events or programs sponsored by educational institutions	On Air Talent attended the Cathedral Catholic Alumni Career Day to inform alumni on Audacy Career Opportunities.	1	On Air Personality

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8	3/4/2024	Participation in events sponsored by organizations representing the community	Producer attended the Master of Ceremonies for Rancho Penasquitos Little League's "Opening Day" celebration. The Producer spoke to the attendees about his Audacy journey and provided information on opportunities in the Radio Broadcasting industry.	1	Producer
9	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
10	5/21/2024	Participation in events or programs sponsored by educational institutions	Audacy San Diego Traffic Reporter was a guest speaker at San Diego City College's Radio/TV/Voiceover class.	1	Traffic Reporter
11	5/22/2024	Participation in events or programs sponsored by educational institutions	KyXy participated in a career day at Eastlake High School educating students about the Radio Broadcast industry.	1	Assistant Program Director
12	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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13	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
14	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
15	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