

KGON, KMTT, KNRK, KRSK, KRSK-FM, KWJJ-FM, KYCH-FM
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 0700 SW Bancroft St, Portland, OR - 97239	<u>Contact Person/Title:</u> Jeff Federman Regional President
<u>Telephone Number:</u> 503-223-1441	<u>E-Mail Address:</u> jeff.federman@audacy.com

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
Afternoon Drive Producer	1-28	26
Account Executive	2-26, 28-29	26

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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 Health & Service Center 3430 SE Powell Blvd. Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpdx.org Daniel Chi	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	0
3	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Email : marketing@bufor.org Maria Ramirez	N	0
4	Chemeketa Community College PO Box 14007 Career Center Salem, Oregon 97309 Phone : 503-399-5000 Email : jobplacement@chemeketa.edu Jane Estrada	N	0
5	City University 3925 NE 72nd Ave Career Services Vancouver, Washington 98661 Phone : 206-239-4765 Email : careers@cityu.edu Deirdre Grimes	N	0
6	Clatsop Community College 1653 Jerome Ave Astoria, Oregon 97103 Phone : 503-338-2411 Email : cwedirector@clatsopcc.edu Joanie Weatherly	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	Confederate Tribes of Siletz 3789 River Rd. N #D Salem, Oregon 97303 Phone : 503-390-9494 Email : TamraR@ctsi.nsn.us Tamra Russell	N	0
8	Confederate Tribes of Warm Springs 2112 Wasco St Warm Springs, Oregon 97761 Phone : 503-238-1512 Email : personnel@wstribes.org Amelia Tewee	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	Goodwill Industries - Portland 1943 SE Sixth Ave Portland, Oregon 97214 Phone : 503-238-6100 Email : plangdon@gicw.org Paul Langdon	N	0
11	Hispanic Metropolitan Chamber PO Box 1837 Portland, Oregon 97207 Phone : 503-222-0280 Email : NLeon@hmccoregon.com Nicole Davison Leon	N	0
12	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 Email : jobs@IRCO.org Careers Center	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	Japan-America Society of Oregon 312 NW Second Ave Portland, Oregon 97209 Phone : 503-552-8811 Email : kmiyanaga@jaso.org Kaoru Miyanaga	N	0
14	LDS Employment Resource Services 4195 SW 99th Ave Beaverton, Oregon 97005 Phone : 503-643-4654 Email : Wel-ec-beaverton@ldschurch.org Marie Day	N	0
15	Linfield College 900 SE Baker McMinnville, Oregon 97128 Phone : 503-883-2200 Email : career@linfield.edu Career Center	N	0
16	Northwest China Council 127 NW Third Ave Portland, Oregon 97209 Phone : 503-973-5451 Email : johnwong@nwchina.org John Wong	N	0
17	Oregon Association of Broadcasters 2420 NE Sandy Blvd Suite 120 Portland, Oregon 97232 Phone : 503-443-2299 Email : theoab@theoab.org Bob Singer	N	0
18	Self Enhancement, Inc. 3920 N Kirby Portland, Oregon 97227 Phone : 503-249-1721 Email : StephanieP@selfenhancement.org Stephanie Peters	N	0

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19	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
20	United Cerebral Palsy of Oregon and SW Washington 305 NE 102nd Ave #100 Portland, Oregon 97220 Phone : 503-777-4166 Email : MMiller@UCPAORWA.org Melissa Miller	N	0
21	Urban League of Portland 10 N Russell Portland, Oregon 97227 Phone : 503-280-2600 Email : CareerConnections@ulpdx.org Nyadean Campbell	N	0
22	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
23	Watoto wa Dunia PO Box 11622 Portland, Oregon 97211 Phone : 000-000-0000 Email : watotowadunia@gmail.com Theresa Kurtak	N	0
24	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
25	YWCA of Portland 1111 SW 10th Ave Portland, Oregon 97202 Phone : 503-294-7400 Email : connect@ywcapdx.org Chris Forney	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
26	Employee Referral	N	3
27	Indeed.com	N	1
28	Linked In	N	4
29	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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
2	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
3	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
4	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
5	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

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6	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
7	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
8	3/6/2026	Participation in events sponsored by organizations representing the community	Audacy Portland participated in Portland's Annual Community Employment Day where they spoke to participants about career opportunities at Audacy.	2	General Sales Manager Sales Assistant
9	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to and promoted career opportunities across all of Audacy to participants who reside across the country.	1	Promotions Director
10	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

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11	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
12	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 Brainspark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains
13	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

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14	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
15	7/25/2026	Participation in events or programs sponsored by educational institutions	Portland participated in Washington County Fair. During the event, members from Audacy Portland spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	On Air Personality Promotions Assistant
16	7/26/2026	Participation in events sponsored by organizations representing the community	Audacy Portland participated in concert at the ilani Casino Resort. During the event, members from Audacy Portland spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	On Air Personality Promotions Assistant
17	8/27/2026	Participation in Job Fairs	Portland Audacy participated in the Portland City Career Fair and met with candidates interested in career opportunities at Audacy.	2	General Sales Manager Sales Assistant
18	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Portland provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Market Manager
19	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Portland 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	Regional President

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20	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	Regional Talent Acquisition Associate