

**KHTP, KISW, KKWF, KNDD, KSWD**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2025 - September 30, 2026**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

|                                                                                       |                                                                                |
|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| <b><u>Address:</u></b><br><br>800 Fifth Avenue,<br>Suite 1400,<br>Seattle, WA - 98104 | <b><u>Contact Person/Title:</u></b><br><br>Jeff Federman<br>Regional President |
| <b><u>Telephone Number:</u></b><br><br>206-577-8600                                   | <b><u>E-Mail Address:</u></b><br><br>jeff.federman@audacy.com                  |

## I. VACANCY LIST

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

| <b>Job Title</b>         | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--------------------------|------------------------------------------------------------|-------------------------------|
| Senior Account Executive | 1-26, 28-29, 31                                            | 31                            |
| Digital Sales Manager    | 1-26, 29, 31                                               | 31                            |
| Sales Project Manager    | 1-26, 28-30                                                | 30                            |
| Account Executive        | 1-23, 25-27, 29                                            | 27                            |
| Account Executive        | 1-23, 25-27, 29                                            | 29                            |

**KHTP, KISW, KKWF, KNDD, KSWD****EEO PUBLIC FILE REPORT****October 1, 2025 - September 30, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

| <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                | AARP Employment<br>115 N 85th St #105<br>Seattle, Washington 98103<br>Phone : 888-687-2277<br>Email : waaarp@aarp.org<br>Job Listings                                                                                                                                                                        | N                                                        | 0                                                               |
| 2                | African American Chamber of Commerce<br>3201 E. Colonial Dr. Suite A-20<br>Orlando, Florida 32803<br>Phone : 407-420-4870<br>Url : <a href="http://www.blackcommerce.org/">http://www.blackcommerce.org/</a><br>Email : <a href="mailto:info@blackcommerce.org">info@blackcommerce.org</a><br>Sabrina Jerome | N                                                        | 0                                                               |
| 3                | American School of Broadcast Student Services<br>530 South State St<br>Chicago, Illinois 60605<br>Phone : 331-215-4762<br>Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a><br>Career Services                                                                                  | N                                                        | 0                                                               |
| 4                | Audacy, Inc. Career Site<br>2400 Market Street<br>Philadelphia, Pennsylvania 19103<br>Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a><br>Careers Page<br>Manual Posting                                                                                                    | N                                                        | 2                                                               |
| 5                | Career Spring<br>5311 Valerie Street<br>Bellaire, Texas 77401<br>Email : <a href="mailto:aadams@careerspring.org">aadams@careerspring.org</a><br>Abby Adams                                                                                                                                                  | N                                                        | 0                                                               |
| 6                | Chinese Information and Service Center<br>611 S Lane St<br>Seattle, Washington 98104<br>Phone : 206-624-5633<br>Email : <a href="mailto:Kevinc@cisc-seattle.org">Kevinc@cisc-seattle.org</a><br>Kevin Chan                                                                                                   | 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> |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 7                | City University<br>521 Wall St Suite 100<br>Seattle, Washington 98121<br>Phone : 206-239-4500<br>Email : careers@cityu.edu<br>Career Services                                                                                                                | N                                                        | 0                                                               |
| 8                | Clark College<br>1933 Fort Vancouver Way<br>Vancouver, Washington 98663<br>Phone : 360-699-6398<br>Email : akison@clark.edu<br>Alex Kison                                                                                                                    | N                                                        | 0                                                               |
| 9                | Clover Park Technical College<br>4500 Steilacoom Blvd SW<br>Lakewood, Washington 98499<br>Phone : 253-589-5800<br>Email : jobs@cptc.edu<br>Career Services                                                                                                   | N                                                        | 0                                                               |
| 10               | Commission on African American Affairs<br>2101 11th Ave SW #301A<br>Olympia, Washington 98501<br>Phone : 360-725-5664<br>Email : ckerney@caa.wa.gov<br>Charlotte Kerney                                                                                      | N                                                        | 0                                                               |
| 11               | Commission on Hispanic Affairs<br>1110 Capitol Way S<br>Olympia, Washington 98501<br>Phone : 360-725-5661<br>Email : Hispanic@cha.wa.gov<br>Job Board                                                                                                        | N                                                        | 0                                                               |
| 12               | Direct Employers Association<br>9002 N. Purdue Rd. Suite 100<br>Indianapolis, Indiana 46268<br>Phone : 866-268-6206<br>Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a><br>Diversity Outreach<br>Manual Posting | 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               | Division of Vocational Rehabilitation<br>1402 E Main Ave<br>Puyallup, Washington 98372<br>Phone : 253-256-0160<br>Email : moel@dshe.wa.gov<br>Lorrie Moe                                                                                           | N                                                        | 0                                                               |
| 14               | Emma Bowen Foundation<br>524 W 57 Street<br>New York, New York 10019<br>Phone : 212-975-2597<br>Url : <a href="https://www.emmabowenfoundation.com">https://www.emmabowenfoundation.com</a><br>Email : crystal.aldape@nbcuni.com<br>Cyrstal Aldape | N                                                        | 0                                                               |
| 15               | Goodwill Industries Seattle<br>1400 S Lane St<br>Seattle, Washington 98144<br>Phone : 206-861-5711<br>Email : goodwill@seattlegoodwill.org<br>James Lockhart                                                                                       | N                                                        | 0                                                               |
| 16               | Hearing Speech and Deafness<br>1625 19th Ave<br>Seattle, Washington 98122<br>Phone : 206-323-5770<br>Email : ab@hscd.org<br>Career Opportunities                                                                                                   | N                                                        | 0                                                               |
| 17               | Hispanic Achievers Program<br>PO Box 3376<br>Tri-Cities, Washington 99302<br>Phone : 5095458290<br>Email : haapscholarships@gmail.com<br>Anel Suarez                                                                                               | N                                                        | 0                                                               |
| 18               | Metropolitan Seattle Urban League<br>105 14th Ave Ste 200<br>Seattle, Washington 98122<br>Phone : 206-461-3792<br>Email : info@urbanleague.org<br>Michelle Merriweather                                                                            | 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               | MLK Jr. Family Outreach Center<br>500 South Stone Street<br>Spokane, Washington 99202<br>Phone : 509-868-0856<br>Email : jcarrol@mlkspokane.org<br>Jeffrey Carrol                        | N                                                        | 0                                                               |
| 20               | National Association of Hispanic Journalists<br>PO Box 117<br>Windsor, California 95492<br>Phone : 000-000-0000<br>Email : nahj@nahj.org<br>Joseph Torres                                | N                                                        | 0                                                               |
| 21               | North Seattle Community College<br>9600 College Way North<br>Seattle, Washington 98103<br>Phone : 206-934-3600<br>Email : careerservices@seattlecolleges.edu<br>Career Services          | N                                                        | 0                                                               |
| 22               | Skagit Valley College<br>2405 E College Way<br>Mount Vernon, Washington 98273<br>Phone : 360-416-7600<br>Email : Brian.murphy@skagit.edu<br>Brian Murphy                                 | N                                                        | 0                                                               |
| 23               | Traffic Directors Guild of America<br>26000 Avenida Aeropuerto Bldg 114<br>San Juan Capistrano, California 92675<br>Phone : 310-289-2000<br>Email : tdgaorg@gmail.com<br>Career Services | N                                                        | 0                                                               |
| 24               | Washington Vocational Services<br>10000 NE 7th Ave<br>Vancouver, Washington 98685<br>Phone : 360-397-9960<br>Email : pbouwer@wvs.org<br>Paula Bouwer                                     | N                                                        | 0                                                               |

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| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                                                                                                | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 25                   | www.mediagignow.com<br>625 West Adams St. Suite 20-110<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                                    | 0                                                                           |
| 26                   | YWCA –Pierce County<br>1144 Market St<br>Tacoma, Washington 98402<br>Phone : 253-272-4181<br>Email : ralonzo@ywcapiercecounty.org<br>Rolinda Alonzo                                                                                                  | N                                                                    | 0                                                                           |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b> | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|------------------------------------------------|-----------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 27                                             | Employee Referral     | N                                                                    | 1                                                                           |
| 28                                             | Indeed.com            | N                                                                    | 2                                                                           |
| 29                                             | Linked In             | N                                                                    | 6                                                                           |
| 30                                             | Other Source          | N                                                                    | 2                                                                           |
| 31                                             | Recruiter             | N                                                                    | 2                                                                           |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                       |                                                                      | <b>15</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 | 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<br>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<br>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<br>Talent Acquisition Specialist<br>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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|    | <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>                                                        |
|----|-------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------|
| 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<br>Assistant Brand Manager<br>on air personality<br>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<br>Talent Acquisition Specialist<br>engineer      |
| 8  | 3/12/2026   | Participation in Job Fairs                                                    | Audacy participated in the Employ NV Career Fair and promoted job opportunities throughout Audacy to all participants who reside across the country.                                                                                                                                                                                                                                                                                                                                                                               | 1                                   | Promotions Director                                                             |
| 9  | 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                                                            |
| 10 | 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<br>Manager, Talent Acquisition                     |

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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>                                                               |
|----|---------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------------------|
| 11 | 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 Brainshark on April 28, 2026, with a required completion date of June 1, 2026.                                                     | 4                                   | RVP Sales<br>SVP Sales<br>Brand Managers<br>Format Captains                            |
| 12 | 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<br>Brand Manager<br>Head of Podcast<br>On Air Personality |
| 13 | 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.<br><br>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<br>CBO<br>Brand Manager<br>Regional President                                      |

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|----|---------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------|
| 14 | 8/11/2026     | Participation in other activities designed by the station employment unit                     | Audacy Seattle hosted a charity event guitar winner for a tour of the Audacy Seattle station after he expressed interest in pursuing a career with Audacy. The visit provided an opportunity to introduce him to the station's operations, discuss career pathways in radio and media, and connect his community involvement and interest in music with potential professional opportunities in broadcasting.                              | 1                                   | On Air Personality                    |
| 15 | 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 |
| 16 | Ongoing Event | Participation in other activities designed by the station employment unit                     | Audacy Seattle provides the link to Audacy's career site on their website giving listeners access to job opportunities.                                                                                                                                                                                                                                                                                                                    | 1                                   | Regional President                    |
| 17 | Ongoing Event | Participation in other activities designed by the station employment unit                     | Audacy Seattle 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                                   | Traffic Manager                       |
| 18 | 9/4/2026      | Participation in events or programs sponsored by educational institutions                     | Audacy Seattle connected with the General Manager of the Seattle Public Schools high school radio station to discuss the station's updated radio programming and explore opportunities for student engagement. The conversation also provided leads for potential internship placements, helping connect high school students with hands-on experience and career pathways in radio, broadcasting, media, and communications.              | 1                                   | On Air Personality                    |