

KHTP, KISW, KKWF, KNDD, KSWD
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

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	1-30	29

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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	AARP Employment 115 N 85th St #105 Seattle, Washington 98103 Phone : 888-687-2277 Email : waaarp@aarp.org Job Listings	N	0
2	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome	N	0
3	American School of Broadcast Student Services 530 South State St Chicago, Illinois 60605 Phone : 331-215-4762 Email : michelle@radioschool.com Career Services	N	0
4	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	2
5	Bates Technical College Work Source Specialist 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7008 Url : http://batestech.edu Email : jcarroll@batestech.edu Jason Carroll	N	0
6	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0

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7	Chinese Information and Service Center 611 S Lane St Seattle, Washington 98104 Phone : 206-624-5633 Email : Kevinc@cisc-seattle.org Kevin Chan	N	0
8	City University 521 Wall St Suite 100 Seattle, Washington 98121 Phone : 206-239-4500 Email : careers@cityu.edu Career Services	N	0
9	Clark College 1933 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360-699-6398 Email : akison@clark.edu Alex Kison	N	0
10	Clover Park Technical College 4500 Steilacoom Blvd SW Lakewood, Washington 98499 Phone : 253-589-5800 Email : jobs@cptc.edu Career Services	N	0
11	Commission on African American Affairs 2101 11th Ave SW #301A Olympia, Washington 98501 Phone : 360-725-5664 Email : ckerney@caa.wa.gov Charlotte Kerney	N	0
12	Commission on Hispanic Affairs 1110 Capitol Way S Olympia, Washington 98501 Phone : 360-725-5661 Email : Hispanic@cha.wa.gov Job Board	N	0

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13	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
14	Division of Vocational Rehabilitation 1402 E Main Ave Puyallup, Washington 98372 Phone : 253-256-0160 Email : moel@dshe.wa.gov Lorrie Moe	N	0
15	Edmonds Community College 20000 68th Ave W Lynnwood, Washington 98036 Phone : 425-640-1459 Email : careeractioncenter@edcc.edu Career Center	N	0
16	Emma Bowen Foundation 524 W 57 Street New York, New York 10019 Phone : 212-975-2597 Url : https://www.emmabowenfoundation.com Email : crystal.aldape@nbcuni.com Cyrstal Aldape	N	0
17	Goodwill Industries Seattle 1400 S Lane St Seattle, Washington 98144 Phone : 206-861-5711 Email : goodwill@seattlegoodwill.org James Lockhart	N	0
18	Hearing Speech and Deafness 1625 19th Ave Seattle, Washington 98122 Phone : 206-323-5770 Email : ab@hscd.org Career Opportunities	N	0

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19	Hispanic Achievers Program PO Box 3376 Tri-Cities, Washington 99302 Phone : 5095458290 Email : haapscholarships@gmail.com Anel Suarez	N	0
20	Metropolitan Seattle Urban League 105 14th Ave Ste 200 Seattle, Washington 98122 Phone : 206-461-3792 Email : info@urbanleague.org Michelle Merriweather	N	0
21	MLK Jr. Family Outreach Center 500 South Stone Street Spokane, Washington 99202 Phone : 509-868-0856 Email : jcarrol@mlkspokane.org Jeffrey Carrol	N	0
22	National Association of Hispanic Journalists PO Box 117 Windsor, California 95492 Phone : 000-000-0000 Email : nahj@nahj.org Joseph Torres	N	0
23	North Seattle Community College 9600 College Way North Seattle, Washington 98103 Phone : 206-934-3600 Email : careerservices@seattlecolleges.edu Career Services	N	0
24	Skagit Valley College 2405 E College Way Mount Vernon, Washington 98273 Phone : 360-416-7600 Email : Brian.murphy@skagit.edu Brian Murphy	N	0

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25	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
26	Washington Vocational Services 10000 NE 7th Ave Vancouver, Washington 98685 Phone : 360-397-9960 Email : pbouwer@wvs.org Paula Bouwer	N	0
27	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
28	YWCA –Pierce County 1144 Market St Tacoma, Washington 98402 Phone : 253-272-4181 Email : ralonzo@ywcapiercecounty.org Rolinda Alonzo	N	0

KHTP, KISW, KKWF, KNDD, KSWD
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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Employee Referral	N	2
30	Linked In	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/19/2024	Participation in events sponsored by organizations representing the community	Audacy Seattle attended the American Cancer Society Making Strides event where they spoke to attendees about their careers in broadcasting	2	On Air Personality On Air Personality
2	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
3	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition
4	12/22/2024	Participation in events sponsored by organizations representing the community	Audacy Seattle attended Seattle's Hometown Holiday Christmas event where they spoke to attendees about careers in broadcasting	2	On Air Personality On Air Personality
5	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	Market Manager
6	1/30/2025	Participation in other activities designed by the station employment unit	Audacy Seattle gave a station tour to a student from Kirkland Elementary School	1	On Air Personality

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7	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
8	2/11/2025	Participation in events sponsored by organizations representing the community	Audacy Seattle read books & made Valentine Day cards for troops with students at Ella Baker Elementary School & spoke about careers in broadcasting.	2	On Air Personality On Air Personality
9	2/13/2025	Participation in events sponsored by organizations representing the community	Audacy Seattle read books & made Valentine cards for troops with students at Donald Eismann Elementary School & spoke about careers in broadcasting.	2	On Air Personality On Air Personality
10	2/22/2025	Participation in events sponsored by organizations representing the community	Audacy Seattle broadcasted live at Boot Barn and spoke to customers about their careers in broadcasting	1	On Air Personality
11	3/1/2025	Participation in events sponsored by organizations representing the community	Audacy Seattle attended the Special Olympics of Washington Winter Games & spoke to attendees about their careers in broadcasting	1	On Air Personality
12	3/24/2025	Participation in events sponsored by organizations representing the community	Audacy Seattle attended The Leukemia & Lymphoma Society Big Climb where they spoke to attendees about careers in broadcasting	2	On Air Personality On Air Personality

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13	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
14	5/7/2025	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.	3	Market Manager Brand Manager Sales Manager
15	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the company about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
16	5/17/2025	Participation in events sponsored by organizations representing the community	Audacy Seattle attended the Viking Fest where they discussed careers in broadcasting to attendees	1	On Air Personality
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 our stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager

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18	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager