

KLUC-FM, KMXB, KXNT, KXQQ-FM, KXST, KXTE EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

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, Las Vegas	7, 9	9
Account Executive, Las Vegas	7, 9	7
Las Vegas Staff Engineer	1-6, 8-9	9
Las Vegas Staff Engineer	1-6, 8-9	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
2	Catholic Charities Of Southern Nevada 1501 Las Vegas Blvd Las Vegas, Nevada 89101 Phone : 702-385-2662 Url : https://www.catholiccharities.com/ Email : Dbrabham@catholiccharities.com David Brabham	Y	0
3	CCSN Career Services 6375 W Charleston Las Vegas, Nevada 89146 Phone : 702-651-5089 Fax : 1-702-651-4612 Erica O'Toole	N	0
4	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
5	Help of Southern Nevada 1640 East Flamingo Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : https://www.helpsonv.org/about_us-employment.php Email : Jlima@helpsonv.org Joan Lima	N	0
6	United States Veteran Initiative 525 E Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-947-4457 Url : https://www.usvetsinc.org/lasvegas/ Email : jbeverly@usvetsinc.org Rashida Williams	N	0

KLUC-FM, KMXB, KXNT, KXQQ-FM, KXST, KXTE**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****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
7	Employee Referral	N	1
8	Linked In	N	1
9	Station Website	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	The websites for each of the stations in the employment unit include a link to the Entercom Careers page which has information regarding careers in broadcasting.	1	Business Admin
2	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 Employees Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes 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	Business Admin
3	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	6	Business Administrator
4	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
5	Ongoing Event	Provision of training to management	All employees of Audacy were required to participate in an Anti-Harassment training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	50	All employees
6	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director

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7	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
8	12/10/2020	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discrimination in the workplace.	50	All employees

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9	4/15/2021	Participation in events sponsored by community groups	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
10	4/16/2021	Participation in Job Fairs	Virtual Job Fair -We sent videos showing a "day in the life" of a sales rep and Market Manager for the Nevada Broadcaster's Association virtual job fair.	2	Account Executive General Manager
11	4/19/2021	Participation in events or programs sponsored by educational institutions	On Air Talent provided a video to Fay Galloway Elementary School demonstrating on how a commercial is made and how she is broadcasting from home during the pandemic.	1	On Air Talent