

KALV-FM, KMLE, KOOL-FM EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 840 N Central Ave, Phoenix, AZ - 85004	<u>Contact Person/Title:</u> Dave Pugh SVP/Market Manager
<u>Telephone Number:</u> 602-452-1000	<u>E-Mail Address:</u> dave.pugh@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
Account Executive	1-7, 9-11	4
Sales Assistant-Phoenix	1, 3-5, 7-10, 13	13
Account Executive	1, 3-7, 9-10, 12	4

**KALV-FM, KMLE, KOOL-FM
EEO PUBLIC FILE REPORT**

June 1, 2020 - May 31, 2021

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	Arizona Broadcasters Association 426 N 44th st 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	N	1
2	Arizona Women's Education and Employment Inc. 640 N First Ave Phoenix, Arizona 85003 Phone : 602-223-4333 Url : http://awe.org Email : info@awee.org Trina Jenkins	N	0
3	ASU Cronkite School of Journalism and Mass Communication 555 N Cental #302 Phoenix, Arizona 85004 Phone : 602-527-0820 Url : http://cronkite.asu.edu Email : Mike.wong@asu.edu Mike Wong	N	1
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	8
5	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

**KALV-FM, KMLE, KOOL-FM
EEO PUBLIC FILE REPORT**

June 1, 2020 - May 31, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
6	Gateway Community College 108 N. 40th St., Phoenix, Arizona 85034 Phone : 602-286-8000 Url : https://www.gatewaycc.edu/ Email : careercenter@gatewaycc.edu Career Services	N	0
7	Glendale Community College 6000 W. Olive Ave. Phoenix, Arizona 85302 Phone : 623-845-3137 Url : https://www.gccaz.edu/ Email : Career.services@gccaz.edu Career Services	N	0
8	Maricopa Workforce Connections 1840 N. 95th Ave. Ste. Phoenix, Arizona 85037 Phone : 480-731-8000 Url : https://www.maricopa.edu/ Email : Eboni.Farmer@Maricopa.gov Jerry Carlton	Y	0
9	National Alliance of State Broadcasters Associations 2333 Wisconsin St Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://careerpage.org Email : suzanstrong@nmba.org Suzan Strong	N	0
10	Phoenix Indian Center 4520 N Central Ave Ste. 250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : http://phxindcenter.com Email : cortiz@phxindcenter.org Carol Ortiz	Y	0

**KALV-FM, KMLE, KOOL-FM
EEO PUBLIC FILE REPORT**

June 1, 2020 - May 31, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
11	Scottsdale Community College 90000 E. Chaparral Rd. Scottsdale, Arizona 85256 Phone : 480-425-6645 Url : https://www.scottsdalecc.edu/ Email : career.services@scottsdalecc.edu Christopher Fonda	N	0
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

**KALV-FM, KMLE, KOOL-FM
EEO PUBLIC FILE REPORT**

June 1, 2020 - May 31, 2021

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
13	Rehire from COVID-19 pandemic layoff	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

KALV-FM, KMLE, KOOL-FM EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

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	<p>The Websites for each of the stations in the Employment Union include a link to the Entercom Careers page which has information about careers in broadcasting.</p> <p>This initiative is done on an ongoing basis</p>	1	EEO Coordinator
2	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	<p>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 organizations whose memberships 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.</p> <p>This initiative is done on an ongoing basis.</p>	1	EEO Coordinator
3	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Once a week, Entercom Phoenix airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Phoenix area of Entercom EOE policy and invite all organizations to be a part of our recruitment process.</p> <p>This initiative is done on an ongoing basis.</p>	3	EEO Coordinator Sales Manager Traffic Department
4	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.	1	Business Administrator
5	9/25/2020	Provision of training to management	All employees of Audacy were required to participate in 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.	38	BA Station Manager Director of Sales Manager Brand Manager

KALV-FM, KMLE, KOOL-FM EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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
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 much 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	38	BA Station Manager Director of Sales Manager Brand Manager

KALV-FM, KMLE, KOOL-FM EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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	5/10/2021	Participation in events sponsored by community groups	Audacy On Air talent had a career discussion on the phone for over thirty minutes. One on One discussion with student regarding the industry and how to get their foot in the door.	1	On Air
11	5/13/2021	Participation in events or programs sponsored by educational institutions	Two On Air Talent participated in Jefferson Elementary's career discovery day.	2	On Air On Air