

KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Account Executive	1-18, 20-38, 46-47	47
Senior Account Executive	1-18, 20-38, 46-47	5
General Sales Manager	1-18, 20-38, 43, 45	5
On-Air Host & Digital Producer	1-16, 18-38, 44-45	5
Account Executive- Digital/Multi-platform Sales	1-18, 20-38, 42	42
Account Executive- Digital/Multi-platform Sales	1-18, 20-38, 42	5
On Air Talent- KSEG	1-18, 20-39	39
Chief Engineer- Sacramento	1-17, 20-38	5
Account Manager- Sacramento	1-5, 7-15, 17-18, 20-38, 40, 45	40
Sales Project Manager- Sacramento	1-15, 17-18, 20-38, 41, 43, 45	41

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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 American Journalists Association 5 Third St. Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : https://www.aaaja.org/ Email : national@aaaja.org Job Listing	N	0
2	Asian Community Center 7334 Park City Dr Sacramento, California 95831 Phone : 916-393-9026 Url : https://www.accsv.org/ Email : Office2@accsv.org Job Listing	N	0
3	Asian Immigrant Women Advocates 310 8th St #301 Oakland, California 94607 Phone : 510-268-0192 Url : https://www.aiwa.org/ Email : info@aiwa.org Job Listing	N	0
4	Asian Resources 2411 Alhambra Boulevard Suite 110 Sacramento, California 95817 Phone : 916-745-4313 Url : https://asianresources.org/ Email : chong@asianresources.org Chong Vang	N	0
5	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	18
6	CA Veterans of Foreign Wars 9136 Elk Grove Blvd #100 Elk Grove, California 95624 Phone : 916-509-8712 Url : https://www.vfwca.org/ Fax : 1-916-509-8720 Job Listing	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	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
8	California Chicano News Media Association 300 South Grand Avenue Los Angeles, California 90071 Phone : 213-437-4408 Url : http://cnma.org/ Email : cnmainfo@cnma.org Job Listing	N	0
9	California State University Chico 400 W. First St. Chico, California 95929 Phone : 530-898-6771 Url : https://www.csuchico.edu/hr/ Email : humanresources@csuchico.edu Job Listing	N	0
10	CalWorks – Placer County Business Services 1000 Sunset Boulevard 220 Rocklin, California 95765 Phone : 916-784-6000 Url : https://www.placer.ca.gov/2096/human-services Email : customerservice@placer.ca.gov Fax : 1-916-784-6000 Human Services	N	0
11	Chinese for Affirmative Action 1225 8th Street Suite 480 Sacramento, California 95814 Phone : 916-248-3489 Url : https://caasf.org/ Email : info@caasf.org Job Listing	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
12	Department of Rehabilitation 721 Capitol Mall Sacramento, California 95814 Phone : 916-324-1313 Url : https://www.dor.ca.gov/ Email : wdsinfo@dor.ca.gov Job Listing	N	0
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	Easter Seals 3205 Hurley Way Sacramento, California 95864 Phone : 916-485-6711 Url : https://www.easterseals.com/superior-ca/ Email : info@easterseals.com Job Listing	N	0
15	Filipinos for Affirmative Action 310 8th St #309 Oakland, California 94607 Phone : 510-465-9876 Url : http://filipinos4justice.org/f4j-who-we-are/ Email : jolais@filipinos4justice.org Job Listing	N	0
16	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8600 Url : http://www.gsul.org/ Email : rmathews@gsul.org Job Listing	N	0

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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
17	INALLIANCE (Sacramento Vocational Services) 6950 21st Ave. Sacramento, California 95820 Phone : 916-381-1300 Url : https://inallianceinc.com/ Email : ataurone@inallianceinc.com Job Listing	N	0
18	Mutual Asst. Network of Del Paso Heights 811 Grand Ave # A3 Sacramento, California 95838 Phone : 916-927-7694 Url : http://www.mutualassistance.org/ Email : info@mutualassistance.org Job Listing	N	0
19	NAACP - Sacramento 816 H St Sacramento, California 95814 Phone : 916-856-0155 Url : https://www.naACP.org/ Email : secnaACP1060@gmail.com Job Listing	N	0
20	National Association of Broadcasting 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-3928 Url : https://www.nab.org/default.asp Email : nab@nab.org Job Listing	N	0
21	Native American Media 10401 Wilshire Blvd Los Angeles, California 90024 Phone : 310-475-6845 Url : https://www.nativepublicmedia.org/ Email : info@nativeamericanmedia.org Job Listing	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
22	Newhouse Career Development Center 215 University Place Syracuse, New York 13244 Phone : 916-865-2440 Url : https://newhouse.syr.edu/career-development/alumni Email : nhcdc@syr.edu Job Listing	N	0
23	Placer County Employment Development 115 Ascot Roseville, California 95661 Phone : 530-889-4060 Url : https://askedd.edd.ca.gov/ Email : fcastro@placer.ca.gov Job Listing	N	0
24	Sacramento American Women in Radio & Television P.O. Box 254468 Sacramento, California 95865 Url : https://awmsac.org/ Email : kgong@hearst.com Job Listing	N	0
25	Sacramento Chamber of Commerce One Capitol Mal Ste 700 Sacramento, California 95814 Phone : 916-275-4663 Url : https://metrochamber.org/ Email : community@metrochamber.org Job Listing	N	0
26	Sacramento Works Career Center 7000 Franklin Blvd Suite 540 Sacramento, California 95823 Phone : 916-563-5151 Url : https://sacramentoworks.org/ Email : eren@crossroadsdiversified.com Job Listing	N	0
27	San Francisco Hispanic Chamber of Commerce 3597 Mission St San Francisco, California 94110 Phone : 415-735-6120 Url : https://hccsf.com/ Email : info@hccsf.com Job Listing	N	0

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28	Sierra College Career Connections 5100 SIERRA COLLEGE BLVD. Rocklin, California 95677 Phone : 916-624-3333 Url : https://www.sierracollege.edu/ Job Listing Manual Posting	N	0
29	Solano Community College 4000 Suisun Valley Road Fairfield, California 94534 Phone : 707-864-7000 Url : http://www.solano.edu/ Email : careercenter@solano.edu Job Listing	N	0
30	State Department of Education 1430 N St Sacramento, California 95814 Phone : 916-319-0800 Url : https://www.cde.ca.gov/ Email : superintendent@cde.ca.gov Job Listing	N	0
31	The Internship & Career Center – University of Davis 1 Shields Ave Davis, California 95616 Phone : 530-752-2855 Url : https://icc.ucdavis.edu/ Email : clhotaling@ucdavis.edu Job Listing	N	0
32	United Cerebral Palsy 4350 Auburn Boulevard Sacramento, California 95841 Phone : 916-565-7700 Url : https://ucpsacto.org/ Email : info@ucp.org Job Listing	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
33	University of the Pacific 3601 Pacific Ave Stockton, California 95211 Phone : 209-932-3247 Url : https://www.pacific.edu/ Email : sdaugherty@pacific.edu Sue Daughtery	N	0
34	Volt Employment Services 1544 Eureka Rd #150 Roseville, California 95661 Phone : 916-923-0791 Url : http://www.volt.com/ Email : tfrey@volt.com Jeff Lachance	N	0
35	WEAVE 1900 K St #200 Sacramento, California 95811 Phone : 916-448-2321 Url : https://www.weaveinc.org/ Email : info@weaveinc.org Job Listing	N	0
36	Women's Civic Improvement Club 3555 3rd Ave Sacramento, California 95817 Phone : 916-451-8870 Url : https://www.wcicinc.org/index.html Email : moua@wcicinc.org Job Listing	N	0
37	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Yolo County One-Stop Career Center 500 Jefferson Blvd West Sacramento, California 95605 Phone : 916-375-6307 Url : https://www.yolocounty.org/health-human-services/e Email : Valarie.stapleton@yolocounty.org Job Listing	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
39	Current Employee	N	2
40	Current Employee - Transfer/Promotion	N	1
41	Employee Referral	N	1
42	Former Employee	N	1
43	Indeed.com	N	3
44	Job Board	N	1
45	Linked In	N	4
46	Recruiter	N	1
47	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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 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	EEO Coordinator
2	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
3	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
4	9/25/2020	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.	76	Market Manager/SVP Operations Manager General Sales Manager General Sales Manager
5	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
6	9/30/2020	Participation in Job Fairs	Participated in a virtual job fair put on by SacJobs. Business Administrator spoke to potential candidates about our open positions within the Sacramento market.	1	Business Administrator

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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.	76	Market Manager/SVP Operations Manager General Sales Manager General Sales Manager
9	3/2/2021	Provision of training to management	The market Business Administrator received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/13/2021	Participation in events or programs sponsored by educational institutions	Partnered with Sacramento City Unified School District's Youth Development Support services and the Student Attendance & Engagement Office to mentor high school students from their Source Media Agency. The mentorship session on April 13th included a discussion on finding your "why" and an overview of how broadcast media works.	2	Account Executive Account Executive
11	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
12	4/27/2021	Participation in events or programs sponsored by educational institutions	Partnered with Sacramento City Unified School District's Youth Development Support services and the Student Attendance & Engagement Office to mentor high school students from their Source Media Agency. The mentorship session on April 27th included a discussion and Q&A session with our Market Manager and Operations Manager.	2	Market Manager/SVP Operations Manager
13	5/11/2021	Participation in events or programs sponsored by educational institutions	Partnered with Sacramento City Unified School District's Youth Development Support services and the Student Attendance & Engagement Office to mentor high school students from their Source Media Agency. The mentorship session on May 11th included a discussion around creating your own brand.	3	Regional Contesting Director Regional Promotions Director Videographer

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14	5/25/2021	Participation in events or programs sponsored by educational institutions	Partnered with Sacramento City Unified School District's Youth Development Support services and the Student Attendance & Engagement Office to mentor high school students from their Source Media Agency. The mentorship session on May 25th included a discussion around their Enneagram personality test results and how to be a good teammate.	4	Market Manager/SVP Business Administrator Account Executive Account Executive
15	6/8/2021	Participation in events or programs sponsored by educational institutions	Partnered with Sacramento City Unified School District's Youth Development Support services and the Student Attendance & Engagement Office to mentor high school students from their Source Media Agency. The mentorship session on June 8th included a question and answer session with three of our on-air personalities.	3	On-Air Personality On-Air Personality On-Air Personality
16	6/10/2021	Participation in Job Fairs	Participated in virtual job fair put on by Best Hire. Business Administrator spoke to potential candidates through a private chat about our open positions within the Sacramento market.	1	Business Administrator
17	7/5/2021	Participation in events sponsored by community groups	Partnered with Sacramento City Unified School District's Youth Development Support services and the Student Attendance & Engagement Office to mentor high school students from their Source Media Agency. The mentorship session on July 5th included a presentation by the students of Source Media to showcase what they have learned from our mentorship. This was a practice run before they present at their Youth Media Conference at the end of the month.	4	Operations Manager Business Administrator Account Executive Account Executive