

KBZT, KSON, KWFN, KXSN, KYXY
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - San Diego	1-17, 19-25, 27, 29-30	27
Account Executive - San Diego	1-17, 19-25, 27, 29-30	29
Sales Administration Manager	2-3, 25, 28	28
Account Executive - San Diego	1-3, 5-12, 14, 16-21, 23-26, 29-30	26
Account Executive	1-3, 5-12, 14, 16-21, 23-26, 30	26

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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 Journal 550 East 8th Street Suite 6 National City, California 91950 Phone : 619-474-0588 Email : asianjournal@aol.com Eugene De Leon	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
3	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
4	California Chicano News Media Association 727 W 27th St. Rm 201 Los Angeles, California Phone : 213-821-0075 Email : ccnmainfo@ccnmal.org Sylvia Wells	N	0
5	Center for Community Solutions 4508 Mission Bay Dr San Diego, California 92109 Phone : 858-272-1767 Email : info@ccssd.org Paula Hermanson	N	0
6	Center for Employment Training 4153 Market Street Suite C San Diego, California Phone : 619-233-6829 Email : sandiego@cet2000.org Dora Mendivil	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
7	Coalition of Hispanic Professionals 1420 Kettner Blvd Suite 600 San Diego, California 92101 Phone : 619-531-0123 Fax : 1-619-544-0056 Career Services	N	0
8	CRASH, Inc. 4161 Marlborough Ave San Diego, California 92105 Phone : 619-282-7274 Fax : 1-619-282-7496 Career Services	N	0
9	Cuyamaca College Career Fair 900 Rancho San Diego Parkway El Cajon, California 92019 Phone : 619-660-4450 Email : cuyamaca.career@gcccd.edu Laurie Brown	N	0
10	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
11	East County Career Center 924 East Main Street El Cajon, California 92021 Phone : 619-590-3900 Email : john.jackson@ventura.org John Jackson	N	0
12	Inside Radio / M Street P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Url : http://www.insideradio.com Email : genemckay@insideradio.com Gene McKay	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
13	Latter Day Saints Employment Resource Services 4722 Mercury St San Diego, California 92111 Phone : 858-279-2338 Fax : 1-858-279-2527 Kirk Draper	N	0
14	Marine Corps Recruit Depot : Personal, and Professional Development Center 4025 Tripoli Avenue Bldg 14 San Diego, California 92140 Phone : 619-524-1283 Email : mina.threat@usmc.mil Mina Threat	N	0
15	Mesa College Job Fair 7250 Mesa College Dr Room I3-202 San Diego, California 92111 Phone : 619-388-2777 Fax : 1-619-388-5834 Monica Romero	N	0
16	Metro Career Center 3910 University Ave San Diego, California 92105 Phone : 619-516-2216 Email : metroregioncareercenter@gmail.com Stephanie Murphy	N	0
17	North County Coastal Career Center 1949 Aenida Del Oro Oceanside, California 92056 Phone : 760-631-6150 Email : business@workforce.org Kim Traci	N	0
18	San Diego Job Corps Center 1325 Iris Ave Imperial Beach, California 91932 Phone : 619-429-8500 Email : whitehead.francesca@jobcorps.org Fax : 1-619-423-7631 Francesca Whitehead	N	0

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19	San Diego Union Tribune PO Box 120191 San Diego, California Phone : 619-293-1905 Url : https://hiring.sandiegouniontribune.com/recruitmen Daryl Brady Manual Posting	N	0
20	South Metro Career Center 4389 Imperial Ave San Diego, California 92113 Phone : 619-266-4265 Email : rwooten@edd.ca.gov Fax : 1-619-266-3668 Rhonda Wooten-Savino	N	0
21	Southwestern College 900 Otay Lakes Road Chula Vista, California 91910 Phone : 619-482-6548 Email : Dan.falk@sckans.edu Fax : 1-619-482-6444 Dan Falk	N	0
22	University of La Verne/Communications Department 1950 3rd St. La Verne, California 91750 Phone : 909-392-2713 Email : srodrigu@ulv.edu Fax : 1-909-392-2706 Shane Rodrigues	N	0
23	Veteran Administration 8810 Rio San Diego Dr San Diego, California 92108 Phone : 619-400-5489 Email : fmejia@edd.ca.gov Felix Mejia	N	0
24	Voice & Viewpoint PO Box 120095 San Diego, California Phone : 619-266-2233 Email : news@sdvoice.com Fax : 1-619-266-0533 Vivian Alvar	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
25	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
26	Application already on file	N	2
27	Broadcast 1 Source Website	N	1
28	Current Employee	N	1
29	Former Employee Referral	N	3
30	Word of Mouth Referral	N	11
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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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	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	1	Business Administrator
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 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
3	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
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.	68	Market Manager General Sales Managers Brand Manager All FT & PT Staff
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.	68	Market Manager General Sales Managers Brand Manager All FT & PT Staff

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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