

KCBS, KFRC-FM, KGMZ, KGMZ-FM, KITS, KLLC, KRBQ

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
Producer - Midday	2, 12, 22, 29	29
Staff Engineer	1-8, 10-16, 18-21	2
Account Executive	2, 12, 25-30	29
Account Executive	2, 12, 25-30	2
Business Administrator	1-8, 10-16, 18-21	2
ON-AIR TALENT - KGMZ-FM 95.7 The Game	1-8, 10-16, 18-21	2
KLLC-FM MID-DAY ON-AIR PERSONALITY	1-8, 10-16, 18-21	2
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-16, 18-21, 25, 27	2
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-16, 18-21, 25, 27	25
Integrated Sales Planner	1-8, 10-21, 27	27
Chief Engineer	1-8, 10-16, 18-21	2
FT PM Drive Producer (The Game)	1-8, 10-16, 18-21, 24	24
Digital Content Producer	2, 4, 7	2
Digital Content Producer	2, 4, 7	2
Digital Content Producer	2, 4, 7	2
Manager of Podcast & Multimedia	2, 6-7, 12	2
Multimedia Producer	2, 6-7, 12, 23	23
Social Media Producer	2, 6-7, 12, 23	23
Social Media Producer	2, 6-7, 12, 23	2

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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	Alameda County SSA 6955 Foothill Blvd Suite 100 Oakland, California 94605 Phone : 510-259-3879 Email : dhawkins@acgov.org Darlene Sloan Hawkins	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	30
3	Bay Area Community Resources 171 Carlos Drive San Rafael, California 94530 Phone : 415-444-5580 Email : vpacana@bayareacs.org Veronica Pacana	N	0
4	Berkeley Adult School Workability II Program 1701 San Pablo Ave Berkeley, California 94702 Phone : 510-644-8968 Url : http://alameda.peralta.edu/one-stop-career-center/ Kenneth L. Booker Manual Posting	N	0
5	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
6	Canada College 4200 Farm Hill Blvd Redwood City, California 94061 Phone : 650-305-3178 Url : https://www.collegecentral.com/canadacollege/ Robert Haick Manual Posting	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	City College of San Francisco 50 Frida Kahlo Way San Francisco, California 94112 Phone : 415-452-5112 Url : https://www.collegecentral.com/ccsf/ Rudy Padilla Manual Posting	N	0
8	College of San Mateo 1700 W Hillsdale Blvd San Mateo, California 94402 Phone : 650-574-6625 Url : https://www.collegecentral.com/collegeofsanmateo/ Rose Garcia Manual Posting	N	0
9	Contra Costa Vocational Services 1485 Civic Ct Concord, California 94520 Phone : 925-602-3953 Email : Thomas.mcaninley@hsd.ccounty.us Thomas McAninley	N	0
10	County of San Mateo Human Services 2415 University Ave #3 East Palo Alto, California 94303 Phone : 650-802-6527 Email : sbstewart@smchsa.org Susana Stewart	N	0
11	Department of Veteran Affairs 2 Gough St San Francisco, California 94103 Phone : 415-441-5051 Email : melissa.janosek@va.gov Melissa jonosek	N	0
12	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

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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
13	East Bay Asian Local Development 1825 San Pablo Ave #200 Oakland, California 94612 Phone : 510-412-5353 Email : dlove@ebaldc.org Dawn Love	N	0
14	KQED 2601 Mariposa St San Francisco, California 94110 Phone : 415-553-2129 Email : acabanatuan@kqed.org Adrienne Cabanatuan	N	0
15	Laney College 900 Fallon St Oakland, California 94607 Phone : 510-834-5740 Url : https://laney-csm.symplicity.com/employers/?signin Luis Serpa Manual Posting	N	0
16	Mass Mutual 2201 Walnut Ave Fremont, California 94538 Phone : 510-789-2432 Email : jlouie@financialguide.com Jane Louie	N	0
17	Mission Economic Development Agency 2301 Mission St #301 San Francisco, California 94110 Phone : 415-282-3334 Email : owillis@medasf.org Orrian Willis	N	0
18	NAACP 1290 Fillmore St #109 San Francisco, California 94115 Phone : 510-652-8493 Email : Oaklandnaacp1051@yahoo.com Doug Blacksher	N	0

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a. Agencies Notified by Outreach

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19	st. Vincent De Paul Society 1175 Howard St San Francisco, California 94103 Phone : 415-757-6524 Email : Jchase@svdp-sf.org Tony Chase	N	0
20	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
21	Young Community Developers 1715 Yosemite Ave San Francisco, California 94124 Phone : 415-822-3491 Email : jharrison@ycdjobs.org Joshua Harrison	N	0

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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
22	Current Employee	N	2
23	Current Employee - Transfer/Promotion	N	2
24	Employee Promotion	N	1
25	Employee Referral	N	4
26	Former Employee Referral	N	3
27	Linked In	N	4
28	Non-Employee Referral	N	1
29	Re-hire	N	2
30	Self Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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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	Establishment of an intern program designed to assist members of the community	Entercom San Francisco has in place internship programs for KGMZ-FM, KLLC-FM & other local ETM stations allowing local people to gain work experience and skills.	4	Programming Director Music Director Producer Programming Director
2	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
3	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
4	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
5	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
6	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.	98	FT and PT Staff

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7	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
8	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
9	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.	110	FT and PT Staff

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10	1/30/2021	Participation in events or programs sponsored by educational institutions	A representative talked to new journalism students at the Intro to Radio class at UC Santa Cruz each quarter this year (3x)	1	Producer/Editor, KCBS Radio
11	3/23/2021	Participation in events or programs sponsored by educational institutions	Participated on a panel for high school students in SF earlier this year about careers after college/what radio is like.	1	Producer/Editor, KCBS Radio
12	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
13	6/15/2021	Participation in events or programs sponsored by educational institutions	Judge at The Hearst Awards June 15th 2021.	1	Reporter