

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 0700 SW Bancroft St, Portland, OR - 97239	<u>Contact Person/Title:</u> Kim Martinez SVP/Market Manager
<u>Telephone Number:</u> 503-223-1441	<u>E-Mail Address:</u> kim.martinez@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
Associate Producer/Social Media Captain	1-18, 20, 22-25, 27, 29-44, 47-48	48
Account Executive - Portland	1-6, 8-20, 22-30, 32-44, 46, 48	16
Account Executive - Portland	1-6, 8-20, 22-30, 32-44, 46, 48	48
Account Executive - Portland	1-6, 8-20, 22-30, 32-44, 46, 48	3
KGON Morning Co-Host	1-3, 5-6, 8-27, 29-36, 38-45	45

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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	Alternative Services of Oregon 7165 SW Fir Loop STE 200 Tigard, Oregon 97223 Phone : 503-941-5256 Email : efleming@asioregon.org Erin Fleming	N	0
2	Asian Health & Service Center 3430 SE Powell Blvd. Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpdx.org Daniel Chi	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	6
4	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Email : info@bufor.org Maria Ramirez	N	0
5	Blue Mountain Community College 408 SE 7th Street Pendleton, Oregon 97801 Phone : 541-276-9050 Email : cluke@bluecc.edu Carrie Luke	N	0
6	California State University Chico 400 W. 1st St. Chico, California 95929 Phone : 530-898-4636 Student Services Manual Posting	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
7	Career Makers 7659 SW Mohawk St Tualatin, Oregon 97062 Phone : 503-699-3192 Email : Peter@careermakers.com Pater Paskill	N	0
8	Cascade Aids Project 208 SW 5th Ave Suite 800 Portland, Oregon 97204 Phone : 503-223-5907 Email : developmentcontact@cascadeaids.org Yasenia Pascual-Buendia	N	0
9	Chemeketa Community College PO Box 14007 Career Center Salem, Oregon 97309 Phone : 503-399-5000 Email : jobplacement@chemeketa.edu Jane Estrada	N	0
10	City University 3925 NE 72nd Ave Career Services Vancouver, Washington 98661 Phone : 206-239-4765 Email : careers@cityu.edu Deirdre Grimes	N	0
11	Clatsop Community College 1653 Jerome Ave Astoria, Oregon 97103 Phone : 503-338-2411 Email : cwedirector@clatsopcc.edu Joanie Weatherly	N	0
12	Confederate Tribes of Siletz 3789 River Rd. N #D Salem, Oregon 97303 Phone : 503-390-9494 Email : TamraR@ctsi.nsn.us Tamra Russell	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
13	Confederate Tribes of Warm Springs 2112 Wasco St Warm Springs, Oregon 97761 Phone : 503-238-1512 Email : personnel@wstribes.org Amelia Tewee	N	0
14	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
15	Eastern Oregon University 1 University Blvd LaGrande, Oregon 97850 Phone : 541-962-3672 Url : https://app.joinhandshake.com Jessie Bowman Manual Posting	N	0
16	George Fox University 414 N Meridian Newberg, Oregon 97132 Phone : 503-538-8383 Url : https://app.joinhandshake.com Kaitlyn Ragan Manual Posting	N	1
17	Goodwill Industries - Portland 1943 SE Sixth Ave Portland, Oregon 97214 Phone : 503-238-6100 Email : plangdon@gicw.org Paul Langdon	N	0
18	Hispanic Metropolitan Chamber PO Box 1837 Portland, Oregon 97207 Phone : 503-222-0280 Email : NLeon@hmccoregon.com Nicole Davison Leon	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
19	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 Email : jobs@IRCO.org Careers Center	N	0
20	Japan-America Society of Oregon 312 NW Second Ave Portland, Oregon 97209 Phone : 503-552-8811 Email : kmianaga@jaso.org Kaoru Miyanaga	N	0
21	Latino Journalists of California 231 H Street Bakersfield, California 93304 Phone : 424-229-9482 Email : jgarcia@ccnma.org Jacqueline Garcia	N	0
22	LDS Employment Resource Services 4195 SW 99th Ave Beaverton, Oregon 97005 Phone : 503-643-4654 Email : Wel-ec-beaverton@ldschurch.org Marie Day	N	0
23	Lewis & Clark College 0615 SW Palantine Hill Rd. Portland, Oregon 97219 Phone : 503-768-7000 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
24	Linfield College 900 SE Baker McMinnville, Oregon 97128 Phone : 503-883-2200 Email : career@linfield.edu Career Center	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
25	Northwest China Council 127 NW Third Ave Portland, Oregon 97209 Phone : 503-973-5451 Email : johnw@nwchina.org John Wong	N	0
26	Oregon Association of Broadcasters 2420 NE Sandy Blvd Suite 120 Portland, Oregon 97232 Phone : 503-443-2299 Email : theoab@theoab.org Bob Singer	N	0
27	Oregon Association of Minority Entrepreneurs 4134 N Vancouver Portland, Oregon 97217 Phone : 503-249-7744 Email : Matt@oame.org Matt Rutter	N	0
28	Portland Advertising Federation 1231 NW Hoyt St Portland, Oregon 97209 Phone : 503-496-0200 Email : Stephanie@portlandadfed.com Stephanie Murphy	N	0
29	Portland State University PO Box 751 Portland, Oregon 97207 Phone : 503-206-6915 Url : https://app.joinhandshake.com Greg Flores Manual Posting	N	0
30	Regent University 1000 Regent University Dr. Virginia Beach, Virginia 23464 Phone : 757-352-4584 Email : CTM@regent.edu Michael Patrick	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
31	Self Enhancement, Inc. 3920 N Kirby Portland, Oregon 97227 Phone : 503-249-1721 Email : Stephanie@selfenhancement.org Stephanie Peters	N	0
32	Society of Broadcast Engineers 9247 N Meridian St Suite 305 Indianapolis, Indiana 42660 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0
33	Southern Oregon University 1250 Siskiyou Blvd. Ste 139 Ashland, Oregon 97520 Phone : 541-552-7672 Url : https://app.joinhandshake.com Andrew Clum Manual Posting	N	0
34	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 310-289-2000 Email : tdgaorg@gmail.com Career Services	N	0
35	United Cerebral Palsy of Oregon and SW Washington 305 NE 102nd Ave #100 Portland, Oregon 97220 Phone : 503-777-4166 Email : MMiller@UCPAORWA.org Melissa Miller	N	0
36	University of Oregon 1200 University Street Eugene, Oregon 97403 Phone : 541-346-3235 Url : https://app.joinhandshake.com Colleen Lewis Manual Posting	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
37	Urban League of Portland 10 N Russell Portland, Oregon 97227 Phone : 503-280-2600 Email : cwilliams@ulpdx.org Cinna'Mon Williams	N	0
38	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
39	Washington State University PO Box 64106 Career Services Pullman, Washington 99164 Phone : 509-335-3564 Url : https://app.joinhandshake.com Christie Motley Manual Posting	N	0
40	Watoto wa Dunia PO Box 11622 Portland, Oregon 97211 Phone : 000-000-0000 Email : watotowadunia@gmail.com Theresa Kurtak	N	0
41	Western Oregon University 345 N Monmouth Ave Career Development Ctr Monmouth, Oregon 97361 Phone : 503-838-8261 Url : https://app.joinhandshake.com Kathryn Plummer Manual Posting	N	0
42	Willamette University 900 State St Salem, Oregon 97301 Phone : 503-370-6300 Url : https://app.joinhandshake.com Connie Ralph Manual Posting	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
43	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
44	YWCA of Portland 1111 SW 10th Ave Portland, Oregon 97202 Phone : 503-294-7400 Email : connect@ywcapdx.org Chris Forney	N	0

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 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
45	Current Employee - Transfer/Promotion	N	2
46	Employee Referral	N	2
47	Indeed.com	N	1
48	Linked In	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM

EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 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 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 Audacy 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 Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy's EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
4	Ongoing Event	Participation in scholarship programs	Audacy Portland participates in the Oregon Community Foundation scholarship program which awards scholarships to high school graduates, current college students, graduate students and others pursuing workforce retraining or higher education. These scholarships go to a diverse group of students including low-income.	2	General Manager Business Administrator
5	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.	53	Market Manager General Sales Mgrs. Brand Managers All FT & PT Staff

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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
7	8/3/2021	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	12	General Manager General Sales Mgrs. Brand Managers Business Administrator
8	8/16/2021	Participation in other activities designed by the station employment unit	Audacy Production Assistant provided assistance to the students of University of Portland in rebuilding the campus radio station, KDUP. In addition help was provided to brain storm ways to stream the station and to reach out to engage the student body to gain listenership. The Production Assistant shared his experience working in broadcasting and information about career opportunities in broadcasting.	1	Production Assistant