

**KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
FT Social Media Producer	1-7, 13-18, 25	1
FT Social Media Producer	1-7, 13-18, 25	25
Account Executive	1-18, 21, 25, 27	21
Account Executive	1-18, 21, 25, 27	21
Account Executive	1-18, 21, 25, 27	25
Account Executive	1-18, 21, 25, 27	1
Account Executive	1-18, 21, 25, 27	21
Digital Content Producer	1-7, 13-18, 21, 25	21
News Reporter	1-7, 13-18, 21, 25	1
Receptionist	1-7, 13-18, 21, 25	21
Sales Assistant	1-7, 13-18, 23, 25	25
Manager of Live Events and Experiences	1-7, 13-18, 23, 25	1
Traffic Manager	1-4, 6-7, 13-19, 23, 25	19
Digital Sales Director	1-7, 13-16, 18, 21, 23-25	21
Sales Administration Manager	1-7, 13-16, 18-19	19
Vice President Programming	1-7, 13-16, 18, 22	22
Sales Project Mgr NEx	1-7, 13-16, 18-19, 21, 23, 26	19
Sales Project Mgr NEx	1-7, 13-16, 18-19, 21, 23, 26	21
Producer NEx	1-7, 13-16, 18, 20, 23, 25	25
Receptionist	1-7, 13-16, 18, 21, 23-25	21
National Sales Assistant	1-7, 13-16, 18, 23-25	1

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Sales Coordinator	1-7, 13-16, 18, 21, 25	1

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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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	14
2	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
3	California Lutheran University 60 West Olsen Rd Thousand Oaks, California 91360 Phone : 805-493-3200 Email : <a href="mailto:clewis@callutheran.edu">clewis@callutheran.edu</a> Cindy Lewis	N	0
4	CCNMA: Latino Journalists of California 725 Arizona Ave. Ste. 206 Santa Monica, California 90401 Phone : 424-229-0482 Email : <a href="mailto:ccnmaininfo@ccnma.org">ccnmaininfo@ccnma.org</a> Sylvia Wells	N	0
5	Department of Veterans Affairs 11301 Wilshire Blvd Bldg 220 Los Angeles, California 90073 Phone : 310-478-3711 Email : <a href="mailto:calvin.payne@va.gov">calvin.payne@va.gov</a> Calvin Payne	N	0
6	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0

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7	East Los Angeles College Career Center 1301 Avienda Cesar Chavez Monterey Park, California 91754 Phone : 323-415-4126 Email : elac_career@elac.edu Maira Cruz	N	0
8	EDD ? Compton Workforce Services 5401 S. Crenshaw Blvd Los Angeles, California 90043 Phone : 323-290-5156 Email : dnetherl@edd.ca.gov Donna Nelson-Netherly	N	0
9	Employment Development Department- Crenshaw Workforce Services 5401 S. Crenshaw Blvd Los Angeles, California 90043 Phone : 323-290-5137 Email : Tessa.adler@edd.ca.gov Tessa Adler	N	0
10	Employment Development Department- Glendale 1255 S. Central Ave Glendale, California 91204 Phone : 818-409-0420 Email : Robert.goodwin@edd.ca.gov Robert Goodwin	N	0
11	Employment Development Department- Pacoima Workforce Services 11623 Glenoaks Blvd. Pacoima, California 91331 Phone : 818-890-9421 Email : Norma.gallegos@edd.ca.gov Norma Gallegos	N	0
12	Employment Development Department- West LA Workforce Services 5401 S. Crenshaw Blvd Los Angeles, California 90043 Phone : 323-290-5290 Email : pamela.gutierrez@edd.ca.gov Pamela Gutierrez	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	JVS Worksource-Jaramillo 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : tjaramillo@jvsla.org Tony Jaramillo	N	0
14	JVS Worksource-Rodriguez 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : ARodriguez@jvsla.org Anthony Rodriguez	N	0
15	National Association for the Placement of Colored People- Hollywood Bureau 4929 Wilshire Blvd Ste. 3310 Los Angeles, California 90034 Phone : 323-938-5268 Email : chinds@naacpnet.org Cynthia Hinds	N	0
16	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Brenda Rivas	N	0
17	Verdugo Jobs Center 1255 S. Central Ave Glendale, California 91204 Phone : 818-937-8013 Email : gjordan@ci.glendale.ca.us Gail Jordan	N	0
18	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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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
19	Current Employee/Internal Promotion	N	3
20	E-mail Inquiry	N	1
21	Employee Referral	N	15
22	Former Employee	N	1
23	Indeed.com	N	9
24	Job Board	N	3
25	Linked In	N	28
26	On Air Recruitment Ad	N	1
27	Recruiter	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>76</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
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	Audacy 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. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager

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4	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
5	Ongoing Event	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.	4	Market Manager General Sales Manager All FT & PT Staff
6	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.	6	Market Manager Sales Managers Brand Managers Business Managers
7	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 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
9	10/29/2021	Participation in events or programs sponsored by educational institutions	<p>Danielle Mosher was the guest speaker for a virtual briefing and roundtable that was co-sponsored by the LAEDC and the region's 19 community colleges through the Center for a Competitive Workforce (CCW) on our region's Graphic Design talent pipeline and skills needs to create a more competitive workforce from our community colleges. This regional convening ensures input is heard across LA County's community college system to the benefit of the 500,000 diverse students they serve. Many of the community colleges have comprehensive graphic arts and design programs where students learn about color theory, art, design principles, industry software, creating wireframes and website design elements, motion graphics, magazines, corporate reports, advertisements, packaging, logotypes, brochures, and more.</p> <p>It was a zoom call of 50 students. As a representative of Audacy we did a diving deep into workforce needs, trends, shifts due to COVID and how to best align training with industry demand.</p>	1	Sales Manager
10	5/20/2022	Participation in other activities designed by the station employment unit	Brian Holt gave a tour of the station to the West Hollywood LGBTQ Pride Committee to talk about the Broadcast Industry and opportunities Channel Q provided. He spoke a lot about the operation and importance of Channel Q.	1	Program Director

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11	6/7/2022	Participation in other activities designed by the station employment unit	Brian Holt gave a station tour to Cary Vance (Record Promoter) to give him more insight about Channel Q and the broadcast Industry to be able to recruit more artist/host for Channel Q. Brian emphasized the impact Channel Q does for the community.	1	Program Director
12	6/27/2022	Establishment of an intern program designed to assist members of the community	Worked with the YEAR UP Alumni program to give community member skills for a broadcasting industry. We have worked with Year Up to gain interns in the past. Our B.A shared skills and tools via zoom about the broadcasting industry in ensuring all employees are protected. As well as finance/excel skills.	2	Business Administrator Talent Acquisition