

**KFRG, KXFG**  
**EEO PUBLIC FILE REPORT**

**August 1, 2021 - July 31, 2022**

AUDACY Riverside-San Bernardino,CA 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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

<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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 EOE 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	Establishment of training programs for station personnel	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.	7	Market Manager Sales & Brand Managers Chief Engineer Business Administrator
7	9/23/2021	Co Sponsoring Job Fair	Audacy Riverside participated as a co-sponsor in the Valley Wide Employment Expo. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the participants about potential career opportunities in broadcast media.	1	General Sales Manager
8	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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9	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
10	3/2/2022	Participation in events or programs sponsored by educational institutions	Staff members participated in elementary school event and informed students about skills needed to work in broadcasting.	2	On Air Talent ON Air Talent
11	3/7/2022	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in the Coyote Canyon Elementary College and Career Day event, educating students about a career path in the broadcasting industry.	1	On-Air Talent
12	5/11/2022	Co Sponsoring Job Fair	Audacy Riverside participated as a co-sponsor in the University of California Riverside Just in Time Virtual Career Fair. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the participants about potential career opportunities in broadcast media.	1	Director of Sales
13	7/22/2022	Participation in other activities designed by the station employment unit	Staff conducted a station tour to a youth sports team, and provided information about a career in broadcasting.	2	On Air Talent Market Manager