

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 - July 31, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  5345 Madison Avenue, Sacramento, CA - 95841	<b><u>Contact Person/Title:</u></b>  Stacey Kauffman Regional VP/Market Manager
<b><u>Telephone Number:</u></b>  916-334-7777	<b><u>E-Mail Address:</u></b>  stacey.kauffman@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
Account Executive- Digital/Multi-platform Sales	6, 15, 44, 46, 49	46
Account Executive- Digital/Multi-platform Sales	6, 15, 44, 46, 49	44
General Sales Manager	45	45
On Air Personality - KRXQ	2-6, 8-42	6
On Air Personality - KSEG	2-6, 8-42, 46, 48	46
IT Manager - Sacramento	2-6, 8-42, 48-49, 51	49
Account Executive- Digital/Multi-Platform Sales	2-43, 49, 51	49
Account Executive- Digital/Multi-Platform Sales	2-43, 49, 51	43
Sales Project Manager- Sacramento	2-42, 52	52
IT Engineer Ex	1-42, 44, 47, 49	44
Account Executive	2-29, 31-42, 44, 48-51	44
Account Executive	2-29, 31-42, 44, 48-51	51
Account Executive	2-29, 31-42, 44, 48-51	49
Account Executive	2-29, 31-42, 44, 48-51	50
Sales Project Manager	1-29, 31-43, 49	43
Client Success Strategist	1-6, 8-10, 12-29, 31-32, 34-42, 44, 47, 49	44
Account Executive	1-10, 12-29, 31-32, 34-41, 44, 48-49, 51	44

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
1	American News Women's Club 1607 22nd Street NW Washington, District of Columbia 20008 Phone : 202-332-6770 Url : <a href="http://www.anwc.org/">http://www.anwc.org/</a> Email : <a href="mailto:anwclub@comcast.net">anwclub@comcast.net</a> Job Listing	N	0
2	Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="https://www.aaaja.org/">https://www.aaaja.org/</a> Email : <a href="mailto:national@aaaja.org">national@aaaja.org</a> Job Listing	N	0
3	Asian Community Center 7334 Park City Dr Sacramento, California 95831 Phone : 916-393-9026 Url : <a href="https://www.accsv.org/">https://www.accsv.org/</a> Email : <a href="mailto:Office2@accsv.org">Office2@accsv.org</a> Job Listing	N	0
4	Asian Immigrant Women Advocates 310 8th St #301 Oakland, California 94607 Phone : 510-268-0192 Url : <a href="https://www.aiwa.org/">https://www.aiwa.org/</a> Email : <a href="mailto:info@aiwa.org">info@aiwa.org</a> Job Listing	N	0
5	Asian Resources 2411 Alhambra Boulevard Suite 110 Sacramento, California 95817 Phone : 916-745-4313 Url : <a href="https://asianresources.org/">https://asianresources.org/</a> Email : <a href="mailto:chong@asianresources.org">chong@asianresources.org</a> Chong Vang	N	0
6	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	13

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT**

August 1, 2021 - July 31, 2022

**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>
7	CA Veterans of Foreign Wars 9136 Elk Grove Blvd #100 Elk Grove, California 95624 Phone : 916-509-8712 Url : <a href="https://www.vfwca.org/">https://www.vfwca.org/</a> Fax : 1-916-509-8720 Job Listing	N	0
8	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
9	California Chicano News Media Association 300 South Grand Avenue Los Angeles, California 90071 Phone : 213-437-4408 Url : <a href="http://ccnma.org/">http://ccnma.org/</a> Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Job Listing	N	0
10	California State University Chico 400 W. First St. Chico, California 95929 Phone : 530-898-6771 Url : <a href="https://www.csuchico.edu/hr/">https://www.csuchico.edu/hr/</a> Email : <a href="mailto:humanresources@csuchico.edu">humanresources@csuchico.edu</a> Job Listing	N	0
11	California State University Sacramento 6000 J Street Sacramento, California 95819 Phone : 916-278-6011 Url : <a href="https://www.csus.edu/aba/police/units-and-function">https://www.csus.edu/aba/police/units-and-function</a> Email : <a href="mailto:careercenter@csus.edu">careercenter@csus.edu</a> Julie Thue	N	0

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
12	CalWorks – Placer County Business Services 1000 Sunset Boulevard 220 Rocklin, California 95765 Phone : 916-784-6000 Url : <a href="https://www.placer.ca.gov/2096/human-services">https://www.placer.ca.gov/2096/human-services</a> Email : <a href="mailto:customerservice@placer.ca.gov">customerservice@placer.ca.gov</a> Fax : 1-916-784-6000 Human Services	N	0
13	Chinese for Affirmative Action 1225 8th Street Suite 480 Sacramento, California 95814 Phone : 916-248-3489 Url : <a href="https://caasf.org/">https://caasf.org/</a> Email : <a href="mailto:info@caasf.org">info@caasf.org</a> Job Listing	N	0
14	Department of Rehabilitation 721 Capitol Mall Sacramento, California 95814 Phone : 916-324-1313 Url : <a href="https://www.dor.ca.gov/">https://www.dor.ca.gov/</a> Email : <a href="mailto:wdsinfo@dor.ca.gov">wdsinfo@dor.ca.gov</a> Job Listing	N	0
15	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
16	Easter Seals 3205 Hurley Way Sacramento, California 95864 Phone : 916-485-6711 Url : <a href="https://www.easterseals.com/superior-ca/">https://www.easterseals.com/superior-ca/</a> Email : <a href="mailto:info@easterseals.com">info@easterseals.com</a> Job Listing	N	0

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
17	Filipinos for Affirmative Action 310 8th St #309 Oakland, California 94607 Phone : 510-465-9876 Url : <a href="http://filipinos4justice.org/f4j-who-we-are/">http://filipinos4justice.org/f4j-who-we-are/</a> Email : <a href="mailto:jolais@filipinos4justice.org">jolais@filipinos4justice.org</a> Job Listing	N	0
18	INALLIANCE (Sacramento Vocational Services) 6950 21st Ave. Sacramento, California 95820 Phone : 916-381-1300 Url : <a href="https://inallianceinc.com/">https://inallianceinc.com/</a> Email : <a href="mailto:ataurone@inallianceinc.com">ataurone@inallianceinc.com</a> Job Listing	N	0
19	Maynard Institute for Journalism Education 663 13th St Oakland, California 94612 Phone : 501-891-9202 Url : <a href="https://www.mije.org/">https://www.mije.org/</a> Email : <a href="mailto:info@mije.org">info@mije.org</a> Job Listing	N	0
20	Mutual Asst. Network of Del Paso Heights 811 Grand Ave # A3 Sacramento, California 95838 Phone : 916-927-7694 Url : <a href="http://www.mutualassistance.org/">http://www.mutualassistance.org/</a> Email : <a href="mailto:info@mutualassistance.org">info@mutualassistance.org</a> Job Listing	N	0
21	NAACP - Sacramento 816 H St Sacramento, California 95814 Phone : 916-856-0155 Url : <a href="https://www.naACP.org/">https://www.naACP.org/</a> Email : <a href="mailto:secnaACP1060@gmail.com">secnaACP1060@gmail.com</a> Job Listing	N	0

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
22	Native American Media 10401 Wilshire Blvd Los Angeles, California 90024 Phone : 310-475-6845 Url : <a href="https://www.nativepublicmedia.org/">https://www.nativepublicmedia.org/</a> Email : <a href="mailto:info@nativeamericanmedia.org">info@nativeamericanmedia.org</a> Job Listing	N	0
23	Newhouse Career Development Center 215 University Place Syracuse, New York 13244 Phone : 916-865-2440 Url : <a href="https://newhouse.syr.edu/career-development/alumni">https://newhouse.syr.edu/career-development/alumni</a> Email : <a href="mailto:nhcdc@syr.edu">nhcdc@syr.edu</a> Job Listing	N	0
24	Placer County Employment Development 115 Ascot Roseville, California 95661 Phone : 530-889-4060 Url : <a href="https://askedd.edd.ca.gov/">https://askedd.edd.ca.gov/</a> Email : <a href="mailto:fcastro@placer.ca.gov">fcastro@placer.ca.gov</a> Job Listing	N	0
25	Sacramento American Women in Radio & Television P.O. Box 254468 Sacramento, California 95865 Url : <a href="https://awmsac.org/">https://awmsac.org/</a> Email : <a href="mailto:kgong@hearst.com">kgong@hearst.com</a> Job Listing	N	0
26	Sacramento Chamber of Commerce One Capitol Mal Ste 700 Sacramento, California 95814 Phone : 916-275-4663 Url : <a href="https://metrochamber.org/">https://metrochamber.org/</a> Email : <a href="mailto:community@metrochamber.org">community@metrochamber.org</a> Job Listing	N	0
27	Sacramento Hispanic Chamber of Commerce 1451 River Park Dr #220 Sacramento, California 95815 Phone : 916-486-7700 Url : <a href="http://www.sachcc.org/">http://www.sachcc.org/</a> Email : <a href="mailto:info@sachcc.org">info@sachcc.org</a> Job Listing	N	0

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
28	Sacramento Works Career Center 7000 Franklin Blvd Suite 540 Sacramento, California 95823 Phone : 916-563-5151 Url : <a href="https://sacramentoworks.org/">https://sacramentoworks.org/</a> Email : <a href="mailto:eren@crossroadsdiversified.com">eren@crossroadsdiversified.com</a> Job Listing	N	0
29	San Francisco Hispanic Chamber of Commerce 3597 Mission St San Francisco, California 94110 Phone : 415-735-6120 Url : <a href="https://hccsf.com/">https://hccsf.com/</a> Email : <a href="mailto:info@hccsf.com">info@hccsf.com</a> Job Listing	N	0
30	SETA 925 Del Paso Blvd Sacramento, California 95815 Phone : 916-263-7891 Url : <a href="http://www.seta.net/">http://www.seta.net/</a> Email : <a href="mailto:William.Walker@seta.net">William.Walker@seta.net</a> Terri Carpenter	N	0
31	Sierra College Career Connections 5100 SIERRA COLLEGE BLVD. Rocklin, California 95677 Phone : 916-624-3333 Url : <a href="https://www.sierracollege.edu/">https://www.sierracollege.edu/</a> Job Listing Manual Posting	N	0
32	Solano Community College 4000 Suisun Valley Road Fairfield, California 94534 Phone : 707-864-7000 Url : <a href="http://www.solano.edu/">http://www.solano.edu/</a> Email : <a href="mailto:careercenter@solano.edu">careercenter@solano.edu</a> Job Listing	N	0

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
33	Southeast Asian Assistance 5625 24th St Sacramento, California 95822 Phone : 916-421-1036 Url : <a href="https://saacenter.org/">https://saacenter.org/</a> Email : <a href="mailto:info@teamsclc.org">info@teamsclc.org</a> Job Listing	N	0
34	State Department of Education 1430 N St Sacramento, California 95814 Phone : 916-319-0800 Url : <a href="https://www.cde.ca.gov/">https://www.cde.ca.gov/</a> Email : <a href="mailto:superintendent@cde.ca.gov">superintendent@cde.ca.gov</a> Job Listing	N	0
35	The Internship & Career Center – University of Davis 1 Shields Ave Davis, California 95616 Phone : 530-752-2855 Url : <a href="https://icc.ucdavis.edu/">https://icc.ucdavis.edu/</a> Email : <a href="mailto:clhotaling@ucdavis.edu">clhotaling@ucdavis.edu</a> Job Listing	N	0
36	United Cerebral Palsy 4350 Auburn Boulevard Sacramento, California 95841 Phone : 916-565-7700 Url : <a href="https://ucpsacto.org/">https://ucpsacto.org/</a> Email : <a href="mailto:info@ucp.org">info@ucp.org</a> Job Listing	N	0
37	University of the Pacific 3601 Pacific Ave Stockton, California 95211 Phone : 209-932-3247 Url : <a href="https://www.pacific.edu/">https://www.pacific.edu/</a> Email : <a href="mailto:sdaugherty@pacific.edu">sdaugherty@pacific.edu</a> Sue Daughtery	N	0



**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
38	Volt Employment Services 1544 Eureka Rd #150 Roseville, California 95661 Phone : 916-923-0791 Url : <a href="http://www.volt.com/">http://www.volt.com/</a> Email : <a href="mailto:tfrey@volt.com">tfrey@volt.com</a> Jeff Lachance	N	0
39	WEAVE 1900 K St #200 Sacramento, California 95811 Phone : 916-448-2321 Url : <a href="https://www.weaveinc.org/">https://www.weaveinc.org/</a> Email : <a href="mailto:info@weaveinc.org">info@weaveinc.org</a> Job Listing	N	0
40	Women's Civic Improvement Club 3555 3rd Ave Sacramento, California 95817 Phone : 916-451-8870 Url : <a href="https://www.wcicinc.org/index.html">https://www.wcicinc.org/index.html</a> Email : <a href="mailto:moua@wcicinc.org">moua@wcicinc.org</a> Job Listing	N	0
41	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
42	Yolo County One-Stop Career Center 500 Jefferson Blvd West Sacramento, California 95605 Phone : 916-375-6307 Url : <a href="https://www.yolocounty.org/health-human-services/e">https://www.yolocounty.org/health-human-services/e</a> Email : <a href="mailto:Valarie.stapleton@yolocounty.org">Valarie.stapleton@yolocounty.org</a> Job Listing	N	0

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
43	Current Employee	N	2
44	Employee Referral	N	12
45	Exigent Circumstances	N	1
46	Former Employee	N	2
47	Indeed.com	N	3
48	Job Board	N	6
49	Linked In	N	24
50	On Air Recruitment Ad	N	1
51	Recruiter	N	7
52	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>72</b>

# KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL

## EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

### 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

# KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL

## EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

### 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>
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.	6	Market Manager Sales Managers Brand Managers Business Administrator
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

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL****EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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>
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	10/27/2021	Participation in Job Fairs	Participated in the "Get Back to Work" diversity job fair put on by the Greater Sacramento Urban League. Spoke to potential candidates about our open positions in the Sacramento office.	2	Business Administrator Regional Promotions Director
10	Ongoing Event	Co Sponsoring Job Fair	Sponsored a virtual job fair put on by the Junior Achievement of Sacramento. It ran from February to April 2022.	2	Regional Promotions Director Business Administrator