

KCBS, KFRC-FM, KGMZ-FM, KITS, KLLC, KRBQ, KZDG**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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-18, 24	24
NEWS ANCHOR - KCBS-AM, ALL NEWS RADIO	2, 11, 22, 25	25
KCBS Morning Drive News Producer FT	2, 11, 19, 21, 23-24, 26	19
KCBS Morning Drive News Producer FT	2, 11, 19, 21, 23-24, 26	23
KCBS Morning Drive News Producer FT	2, 11, 19, 21, 23-24, 26	24
Multimedia Producer	2, 6-7, 11, 20	2
General Sales Manager	1-18, 21, 23-24	21
General Sales Manager	1-18, 21, 23-24	24
Technology Information Manager	1-19, 23-24	24
TECHNICAL PRODUCER	1-19, 24, 26	19
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-18, 21, 26	2
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-18, 21, 26	21
On Air Host KGMZ - (Full Time)	1-18, 24	24
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-18, 21, 24, 26	2
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-18, 21, 24, 26	21
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-18, 21, 24, 26	24
ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-18, 21, 24, 26	21

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ACCOUNT EXECUTIVE - DIGITAL MULTI PLATFORM - SAN FRANCISCO BAY AREA	1-18, 21, 24, 26	24
IT Engineer	1-18, 20-21	20
Client Success Strategist	1-18	2
Full Time Producer	1-8, 10-18, 21, 23-24	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	15
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	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
10	Department of Veteran Affairs 2 Gough St San Francisco, California 94103 Phone : 415-441-5051 Email : melissa.janosek@va.gov Melissa jonosek	N	0
11	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
12	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

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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	KQED 2601 Mariposa St San Francisco, California 94110 Phone : 415-553-2129 Email : acabanatuan@kqed.org Adrienne Cabanatuan	N	0
14	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
15	Mass Mutual 2201 Walnut Ave Fremont, California 94538 Phone : 510-789-2432 Email : jlouie@financialguide.com Jane Louie	N	0
16	NAACP 1290 Fillmore St #109 San Francisco, California 94115 Phone : 510-652-8493 Email : Oaklandnaacp1051@yahoo.com Doug Blacksher	N	0
17	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
18	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 ("MRSLS")

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
19	Current Employee	N	5
20	Current Employee - Transfer/Promotion	N	2
21	Employee Referral	N	8
22	Former Employee	N	1
23	Indeed.com	N	11
24	Linked In	N	15
25	On Air Recruitment Ad	N	1
26	Recruiter	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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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	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 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
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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
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 Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator

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5	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
6	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

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7	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
8	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
9	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
10	Ongoing Event	Participation in events or programs sponsored by educational institutions	KCBS reporter participated in the 2022 Hearst Hearst Journalism Awards Program as a judge and mentor to the students. The program started in October 2021 and ended in a championship in May 2022.	1	KCBS Reporter
11	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
12	Ongoing Event	Co Sponsoring Job Fair	Sponsored a virtual job fair put on by the Junior Achievement of Northern California. It ran from November 2021 to April 2022.	2	Regional Promotions Director Business Administrator

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13	11/4/2021	Participation in events sponsored by organizations representing the community	KCBS reporter participated in a media training session for Asian non-profits in the bay area. This included a panel discussion and small group meetings for panelists to hone their pitch and interview skills.	1	KCBS Reporter
14	3/29/2022	Participation in events or programs sponsored by educational institutions	Media Mayhem (a joint career fair by UC Berkeley's Graduate School of Journalism and the student chapter of NABJ) on March 29, 2022.	1	News Brand Manager
15	4/2/2022	Participation in events or programs sponsored by educational institutions	KCBS News Brand Manager participated in a Journalism Career Fair hosted by UC Berkeley Graduate School of Journalism. She met with students one-on-one to discuss careers in the broadcasting industry.	1	KCBS News Brand Manager
16	4/25/2022	Participation in events sponsored by organizations representing the community	KCBS News Brand Manager met with a student from UC Berkeley to tour the newsroom and shadow the KCBS team.	1	KCBS News Brand Manager
17	4/25/2022	Participation in events sponsored by organizations representing the community	I hosted UC Berkeley undergraduate journalism student Veronica Roseborough for a "shadow day" at KCBS.	1	News Brand Manager
18	5/26/2022	Participation in events or programs sponsored by educational institutions	KCBS attended "Career Day" at Benicia Middle School.	1	News Brand Manager
19	5/26/2022	Participation in events or programs sponsored by educational institutions	KCBS personnel participated in a career fair at Benicia Middle School where they discussed careers in broadcasting.	3	Traffic Operations Manager Traffic Reporter News Fellow