

KALV-FM, KMLE, KOOL-FM EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Manager Digital Operations	1-8, 10	3
Sales Assistant	1-9, 11	9
Digital Sales Manager	1-12	9
Account Executive - Phoenix	1-11	9

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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	Arizona Broadcasters Association 426 N 44th st 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	Y	0
2	ASU Cronkite School of Journalism and Mass Communication 555 N Cental #302 Phoenix, Arizona 85004 Phone : 602-527-0820 Url : http://cronkite.asu.edu Email : Mike.wong@asu.edu Mike Wong	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	7
4	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
5	Maricopa County Community Colleges 2411 W 14th St Tempe, Arizona 85281 Phone : 602-286-8000 career services Manual Posting	N	0
6	National Alliance of State Broadcasters Associations 2333 Wisconsin St Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://careerpage.org Email : suzanstrong@nmba.org Suzan Strong	Y	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Phoenix Indian Center 4520 N Central Ave Ste. 250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : http://phxindcenter.com Email : cortiz@phxindcenter.org Carol Ortiz	Y	0
8	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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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
9	Employee Referral	N	4
10	Indeed.com	N	5
11	Linked In	N	7
12	Non-Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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	Audacy Phoenix runs career opportunity spots year long on all of our stations informing the public about careers in radio.	3	Traffic Director Continuity Coordinator EEO Coordinator
2	7/20/2022	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.	5	General Managers General Sales Manager Brand Managers Promotions Managers
3	8/15/2022	Establishment of an intern program designed to assist members of the community	A student from ASU was an intern for the Fall semester of 2022 at Audacy Phoenix.	1	Promotions Director
4	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
5	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist
6	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
7	12/5/2022	Sponsorship of events in the community designed to increase public awareness	Big 94.5, Phoenix Audacy, promoted an auction for their local Boys and Girls Club. They promoted this event on air and spoke about how careers in broadcasting provides rewarding opportunities to give back to your local community.	4	Brand Manager Promotions Director On Air On Air Personality

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8	12/8/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Phoenix promoted the St. Jude Radiothon to raise money and awareness for St. Jude. Not only did they promote this event on air but they also mentioned how careers in broadcasting provide outreach opportunities in our local communities.	4	Promotions Director OP/Brand Manager Brand Manager On Air Personality
9	12/9/2022	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 discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
10	12/15/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Phoenix sponsored the Valley Wise Radiothon. This event was promoted on air an they spoke about how careers in broadcasting provide opportunities for community outreach.	4	OP/Brand Manager Promotions Director On Air On Air Personality
11	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff
12	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 includes the 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	Director, Talent Acquisition
13	1/16/2023	Establishment of an intern program designed to assist members of the community	An ASU student, was a Spring intern at Audacy Phoenix.	1	Promotions Director

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14	2/15/2023	Participation in events or programs sponsored by educational institutions	Natasha Castles, on air talent for KALV, spoke to students in a Music Business class at ASU.	1	on air personality
15	5/3/2023	Participation in other activities designed by the station employment unit	Audacy Phoenix promoted their virtual job fair on social media to help reach a broader audience.	3	Manager Digital Operations OP/Brand Manager EEO Coordinator