

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV**EEO PUBLIC FILE REPORT****August 1, 2022 - July 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
Producer	1-2, 4-8, 12-15, 19, 23	15
Brand Manager (KNX News, Los Angeles)	1-2, 4-12, 14, 21	21
IT Manager	1-2, 4-12, 14, 18, 20, 23-24	18
Morning Show Host	1-12, 14, 17, 19-20, 23	19
Sales Project Manager	1-2, 4-12, 14, 18, 23	18
IT Support Specialist	1-2, 4-12, 14, 19-20, 23	19
KNX News Assistant Brand Manager & Director of Digital Content	1-2, 4-12, 14, 17, 20, 23	20
KNX News Digital Writer/Producer	1-2, 4-12, 14, 16-17, 23-24	24
Account Executive	1-2, 4-12, 14, 19, 23-24	23
Account Executive	1-2, 4-12, 14, 19, 23-24	19
Account Executive	1-2, 4-12, 14, 19, 23-24	19
Financial Analyst	1-2, 4-12, 14, 17, 23	23
Account Executive	1-2, 4-12, 14, 23-24	23
Sales Project Manager	1, 7, 19, 22-23	19

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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 : http://www.entercom.com/careers Careers Page Manual Posting	N	2
2	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
3	California Jobs Employment Development Department - Pacoima 11623 Glenoaks Blvd Pacoima, California 91331 Phone : 818-899-5477 Email : cecilia.reyes@edd.ca.gov Cecilia Reyes	N	0
4	California Lutheran University 60 West Olsen Rd Thousand Oaks, California 91360 Phone : 805-493-3200 Email : clewis@callutheran.edu Cindy Lewis	N	0
5	CCNMA: Latino Journalists of California 725 Arizona Ave. Ste. 206 Santa Monica, California 90401 Phone : 424-229-0482 Email : cnmaininfo@ccnma.org Sylvia Wells	N	0
6	Department of Veterans Affairs 11301 Wilshire Blvd Bldg 220 Los Angeles, California 90073 Phone : 310-478-3711 Email : calvin.payne@va.gov Calvin Payne	N	0

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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
7	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
8	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
9	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
10	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
11	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
12	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Brenda Rivas	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	Verdugo Jobs Center 1255 S. Central Ave Glendale, California 91204 Phone : 818-937-8013 Email : gjordan@ci.glendale.ca.us Gail Jordan	N	0
14	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Bulletin Board	N	1
16	Corporate Recruiter	N	1
17	Current Employee	N	5
18	Current Employee/Internal Promotion	N	2
19	Employee Referral	N	13
20	Indeed.com	N	4
21	Internal Hire	N	1
22	Job Board	N	1
23	Linked In	N	23
24	Other Source	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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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	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
2	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
3	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
4	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
5	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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 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
7	3/3/2023	Participation in Job Fairs	Brand Manager spoke to students at Syracuse University's Newhouse School of Public Communications on 3/3/23.	1	Director of News & Programming
8	4/19/2023	Participation in Job Fairs	Digital Sales President was Panel Speaker on 4/19/23 to answer questions about the Broadcasting Industry.	1	Digital Sales President
9	5/16/2023	Participation in other activities designed by the station employment unit	We had a 30 student school tour come on Tuesday May 16th from the high school radio class of Granada Hills Charter High School.	11	Promotions Director Promotions Manager General Sales Manager Programming Director
10	6/8/2023	Provision of training to management	Members from Audacy's Talent Acquisition team attended Recruit-adelphia conference. Among the panels was a focus on a "skills first recruiting process" which allows organizations to create a more inclusive interview process. The Audacy Team also met with the keynote speaker from Integrate for Good who spoke to hiring neurodiverse talent and those with disabilities. The material from this conference is now part of the in-take process with the Talent Acquisition Team and Hiring Managers throughout the organization.	2	Talent Acquisition Specialist Talent Acquisition Specialist
11	6/27/2023	Establishment of training programs for station personnel	Brand Manager is mentoring Promotions Assistant to learn how to run a board and shadow me/lessons on music selections for a higher level position.	1	Brand Manager