

KFRG, KXFG
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>900 E Washington, Suite 315, Colton, CA - 92324</p>	<p><u>Contact Person/Title:</u></p> <p>Mike Valenzuela SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>909-433-3000</p>	<p><u>E-Mail Address:</u></p> <p>mike.valenzuela@audacy.com</p>

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
Morning Show Co-Anchor KFRG	1-20	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	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Mark Capuano Manual Posting	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	1
3	CA State Polytechnic University-Pomona 3801 W Temple Ave Pomona, California 91768 Phone : 909-869-4734 Url : https://app.joinhandshake.com/ David Craig Manual Posting	N	0
4	CA State University, San Bernadino 5500 University Pkwy San Bernardino, California 92407 Phone : 909-537-5250 Url : https://app.joinhandshake.com/ Sarai Maldonado 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	California Broadcasters Assoc. 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com/job-bank Joe Berry Manual Posting	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
7	Chapman University 1 University Drive Orange, California 92866 Phone : 717-997-6942 Url : https://app.joinhandshake.com/ Franciska Morlet Manual Posting	N	0
8	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
9	Employment Development Department 1325 Spruce Street Riverside, California 92507 Phone : 951-955-3100 Url : http://www.caljobs.ca.gov Job Listing Manual Posting	N	0
10	Norco Community College 2001 Third Street Norco, California 92860 Phone : 951-372-7147 Url : http://www.norcocollege.edu/cte Career Services Manual Posting	N	0
11	Radio Online LLP 3500 Tripp Ave Amarillo, Texas 79121 Phone : 806-352-7503 Url : http://jobs.radio-online.com Lisa Chase Manual Posting	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
12	Southern CA Broadcasters Association 5670 Wilshire Blvd Ste 200 Los Angeles, California 90036 Phone : 323-930-5597 Url : http://www.scba.com/jobs/submit Job Listing Manual Posting	N	0
13	University of CA, Irvine 20162 SW Birch #250 Irvine, California 92697 Phone : 949-824-6881 Url : https://app.joinhandshake.com/ Andrea Chung Manual Posting	N	0
14	University of CA, Riverside 900 University Ave Riverside, California 92521 Phone : 951-827-3631 Url : https://app.joinhandshake.com/ Kristen Roberts Manual Posting	N	0
15	University of Redlands 1200 E Colton Ave Redlands, California 92374 Phone : 800-215-4178 Url : https://app.joinhandshake.com/ Career Center Manual Posting	N	0
16	Victor Valley Community College 18422 Bear Valley Rd Victorville, California 92395 Phone : 760-245-4271 Url : http://vvc.studentemployment.ngwebsolutions.com Job Listing Manual Posting	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
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

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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
18	Employee Referral	N	2
19	Indeed.com	N	1
20	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	8/19/2022	Participation in other activities designed by the station employment unit	(Afternoon Host) - did a station tour with a student that was attending Cal State Fullerton. It was on August 19th, 2022, she is a Communications major.	1	On Air Personality
2	9/28/2022	Co Sponsoring Job Fair	Co-sponsored the 27th Annual Valley Wide Employment Expo. Employment unit recruited for Account Executives.	1	General Sales Manager
3	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
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	11/2/2022	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in the Ontario High School 2022 College & Career Expo event, educating students about a career path in the broadcasting industry.	1	On Air Talent
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	12/9/2022	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	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
9	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
10	3/6/2023	Participation in Job Fairs	Coyote Canyon College & Career Day: educating students in the broadcasting industry.	1	VP Director of Sales On Air Personality
11	3/10/2023	Participation in events or programs sponsored by educational institutions	(Evening Host) - Read Across America Day at Vermont Elementary in San Bernardino: Teaching kids about broadcasting.	1	On Air Personality
12	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