

**KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL**  
**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
Executive Assistant	1-26, 28-40, 43, 45	45
Account Executive	1-26, 28-39, 41, 43-45, 47	45
Account Executive	1-26, 28-39, 41, 43-45, 47	45
Account Executive	1-26, 28-39, 41, 43-45, 47	44
KSFM 102.5 Brand Manager	1-42, 45-46	41
KSFM 102.5 Brand Manager	1-42, 45-46	46
Director of Sales	1-26, 28-41, 45	41
Account Executive	1-26, 28, 30-41, 43, 45	41
Account Executive	1-26, 28, 30-41, 43, 45	41
Account Executive	1-26, 28, 30-41, 43, 45	45
On-Air Personality	1-26, 28-37, 39-41, 43	41
On-Air Personality	1-26, 28-37, 39-41, 43	41
Producer	1-26, 28-37, 39-40, 43, 46	46
Account Executive	1-26, 28-37, 39-40, 43, 45, 47	45

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<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	7

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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	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

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12	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
13	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
14	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
15	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
16	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

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17	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
18	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
19	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
20	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
21	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

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22	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
23	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
24	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
25	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
26	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
27	Sacramento Job Corp Center 3100 Meadowview Rd Sacramento, California 95832 Phone : 916-394-0770 Url : <a href="https://sacramento.jobcorps.gov/">https://sacramento.jobcorps.gov/</a> Email : <a href="mailto:business@jobscorps.gov">business@jobscorps.gov</a> Job Listing	N	0

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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	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
31	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
32	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

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33	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
34	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
35	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
36	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
37	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



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<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	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
39	<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
40	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

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**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>
41	Employee Referral	N	13
42	Former Employee	N	1
43	Indeed.com	N	15
44	Job Board	N	8
45	Linked In	N	29
46	Other Source	N	2
47	Recruiter	N	8
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>83</b>

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	<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	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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### 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>
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	4/15/2023	Participation in events or programs sponsored by educational institutions	General Sales Manager educated high school students to gain tools and information about education and employment to prepare them for the future and learn about the opportunities available to them in our community. It was sponsored by Leadership Rocklin, and we had a booth, along with CHP, Sierra College, Rocklin PD, and others.	3	General Sales Manager Account Executive Account Executive
8	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
9	6/17/2023	Participation in events sponsored by organizations representing the community	20th annual Juneteenth event to acknowledge the end of the slavery - ESPN 1320 booth and talent were present- and promote careers at Audacy	4	Brand Manager
10	7/14/2023	Participation in events sponsored by organizations representing the community	HR Manager and HR Generalist attended Concerts in the Park on Friday, July 14th. We talked to people about our available jobs.	2	HR Generalist HR Manager

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11	7/21/2023	Participation in events sponsored by organizations representing the community	Brand Manager and HR Generalist talked to people in a community event to promote all the job we have available.	4	HR Generalist Account Executive Brand Manager Market Manager