

KCBS, KFRC-FM, KGMZ-FM, KITS, KLLC, KRBQ, KZDG**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
Account Executive	1-8, 10-20, 23-24, 26-29	27
Account Executive	1-8, 10-20, 23-24, 26-29	28
Account Executive	1-8, 10-20, 23-24, 26-29	20
Account Executive	1-8, 10-20, 23-24, 26-29	24
Account Executive	1-8, 10-20, 23-24, 26-29	20
Digital Sales Manager	1-8, 10-18, 20, 24	20
National Sales Coordinator	1-8, 11-18, 20, 24-25	20
Full Time News Reporter	1-4, 6-8, 11, 13-16, 18, 20, 24, 26	20
Promotions Manager	1-8, 11, 13-18, 22, 24, 26	26
Account Executive	1-8, 11, 13-18, 21-22, 24, 26, 29	26
Account Executive	1-8, 11, 13-18, 21-22, 24, 26, 29	26
Promotions Manager - San Francisco	1-8, 11, 13-18, 20, 24, 29	24
Programming Assistant	1-9, 11, 13-18, 22-24	22

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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	5
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	Community Vocational Enterprises 3467 W Shaw Ave Suite 101 Fresno, California 93711 Phone : 415-544-0424 Email : ytorres@cbve.org Yvette Torres	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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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 : naacpoaklandbranch@gmail.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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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	Did not indicate (Source Unknown)	N	1
20	Employee Referral	N	12
21	Former Employee Referral	N	1
22	Indeed.com	N	5
23	Job Board	N	8
24	Linked In	N	30
25	On Air Recruitment Ad	N	1
26	Other Source	N	14
27	Previous Employee	N	1
28	Radio Recruitment Ad	N	1
29	Recruiter	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			83

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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	9/9/2022	Sponsorship of events in the community designed to increase public awareness	Live remote broadcast held (2p-7p) in support of public transit (BART 50th anniversary) - opportunities at Audacy were shared	1	Brand Manager
2	9/13/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Brand Manager is a member of the RTDNA (Radio Television Digital News Association) https://www.rtdna.org/events/2023-first-amendment-awards https://www.rtdna.org/board-of-directors	1	Brand 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	10/5/2022	Participation in Job Fairs	Brand Manager was in Saint Mary's College Career Fair to educate and promote opportunities for students.	1	Brand Manager
6	10/11/2022	Participation in Job Fairs	Brand Manager & Traffic Operations Manager guest speakers at Intro To Broadcasting class, KSFS college radio station tour and mentorship conversation with BECA (Broadcast Education & Communication Arts) students.	2	Traffic Operations Manager Brand Manager
7	10/27/2022	Participation in Job Fairs	Brand Manager was a panel speaker at DVC Journalism and Media Expo to educate students interested in broadcasting.	1	Brand Manager
8	11/16/2022	Participation in Job Fairs	KCBS on-air talent staff held a booth at Benicia Middle School career fair	3	Traffic Operations Manager Manager Manager

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9	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
10	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
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 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
13	2/13/2023	Participation in Job Fairs	Brand Manager from KCBS was a guest lecture at Ohlone College to educate in the Broadcasting Industry.	1	Brand Manager
14	2/14/2023	Participation in job banks, internet programs and other programs designed to promote outreach	News Director and Manager from KCBS attended a virtual blood donation drive with Red Cross represented Audacy and opportunities were shared.	2	Assistant News Director Operations Manager

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15	3/2/2023	Participation in Job Fairs	Brand Manager was a guest speaker at UC Berkeley Graduate School of Journalism End of Term Portfolio Review/Speaker Series. Talked about careers at Audacy.	1	Brand Manager
16	3/2/2023	Participation in job banks, internet programs and other programs designed to promote outreach	Brand Manager is a panel speaker in which she educates in the broadcasting industry and is able to speak on behalf of the broadcasting needs. Brand Manager is on the National Board of Directors Brand Manager was elected to Executive Committee of the National Board of Directors	1	Brand Manager
17	3/2/2023	Participation in Job Fairs	KCBS hosted a table at Saint Mary's College of California Career Fair to share the opportunities we have at Audacy.	2	Traffic Operations Manager Manager
18	5/20/2023	Participation in Job Fairs	KCBS Silver Sponsor/Media Partner at Marin County fire preparedness fair "Ember Stomp". Hosted a booth and talked about opportunities at Audacy.	7	Traffic Operations Manager Assistant Programming Director
19	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