

KDWN, KLUC-FM, KMXB, KXNT, KXQQ-FM, KXST**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024**

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, 3-11, 13-14, 16-18	16
Account Executive	1, 3-11, 13-14, 16-18	16
On Air Personality	1, 3-6, 8, 10-15	13
Account Executive	1-6, 8, 10-11, 13, 16	13

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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	5
2	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
3	Catholic Charities Of Southern Nevada 1501 Las Vegas Blvd Las Vegas, Nevada 89101 Phone : 702-385-2662 Url : https://www.catholiccharities.com/ Email : Dbrabham@catholiccharities.com David Brabham	N	0
4	CSN Career Services 2409 Las Verdes Street Las Vegas, Nevada 89102 Phone : 702-497-7235 Email : roselyn.noriega@csn.edu Roselyn Noriega	N	0
5	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
6	Employment Security Div 3405 S. Maryland Parkway Las Vegas, Nevada 89169 Phone : 702-486-0125 Url : https://detr.nv.gov/ Email : nlshadrach@detr.nv.gov Namalda Shadrach	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	EmployNV.gov 6330 W Charleston Blvd Suite 190 Las Vegas, Nevada 89146 Phone : web services Url : employnv.gov N/A N/A Manual Posting	N	0
8	Help of Southern Nevada 1640 East Flamingo Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : https://www.helpsonv.org/about_us-employment.php Email : Jlima@helpsonv.org Joan Lima	N	0
9	National Alliance of State Broadcasters Associations 2333 Wisconsin Street., NE Albuquerque, New Mexico 87110 Url : CareerPage.org Suzan Strong Manual Posting	N	0
10	United States Veteran Initiative 525 E Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-947-4457 Url : https://www.usvetsinc.org/lasvegas/ Email : rawilliams@usvets.org Rashida Williams	N	0
11	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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
12	E-mail Inquiry	N	1
13	Employee Referral	N	10
14	Indeed.com	N	3
15	Job Board	N	3
16	Linked In	N	14
17	On Air Recruitment Ad	N	1
18	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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	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 Las Vegas runs career opportunity spots year long on all of our stations informing the public about careers in radio.	2	Traffic Manager National Sales Assistant
2	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
3	10/23/2023	Sponsorship of events in the community designed to increase public awareness	The Promotions Team were out at the District at Green Valley Ranch, 2240 Village Walk Dr, Henderson, NV 89052, from 5:30pm-6:30pm. To increase knowledge on broadcasting careers and to let the community know about Audacy's opportunities.	1	Promotion Assistant Promotion Assistant Promotions Assistant
4	10/26/2023	Sponsorship of events in the community designed to increase public awareness	KXQQ On Air Personality and Promotions Assistants were at EoS Fitness (7501 W Lake Mead) from 5pm-7pm on October 26th. To let their community know about Audacy's Careers.	3	On Air Personality Promotion Assistant Promotions Assistant
5	10/26/2023	Sponsorship of events in the community designed to increase public awareness	KMXB On Air Personality and Promotions Assistant went to EoS Fitness (1425 W Sunset Road) from 5pm-7pm on October 26th to increase awareness of Audacy's career opportunities.	3	On Air Personality Promotion Assistant Promotions Assistant
6	10/30/2023	Participation in events or programs sponsored by educational institutions	On Air Personality and Promotions Assistants were at the Clark County Amphitheater for the United Medical Center Halloween Event from 10am - 1pm with the EEO Career Sign out. On Air Personality educated and brought awareness of the broadcasting industry.	3	On Air Personality Promotion Assistant Promotions Assistant

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7	11/1/2023	Sponsorship of events in the community designed to increase public awareness	KMXB station personnel's and promotions assistants went to the District at Green Valley Ranch, 2240 Village Walk Dr, Henderson, NV 89052 for Ghost Walk from 2pm - 8pm to let the community know about Audacy's Opportunities.	11	Regional Promotions Director Promotion Assistant Promotions Assistant Account Executive
8	11/1/2023	Participation in Job Fairs	Sales Manager, On Air Personality, and Account Executives KLUC station was in Town Square, 6605 S Las Vegas Blvd, Las Vegas, NV 89119 Las Vegas for Town Scary Job Fair from 4pm - 8pm. Sales Manager talked about the opportunities in Audacy. On Air Staff talked about their broadcasting experience.	7	Sales Manager Account Executive On Air Personality On Air Personality
9	11/3/2023	Sponsorship of events in the community designed to increase public awareness	KMXB On Air Personality and Promotions Assistant attended the Dragon Tiger Noodle from 1p-3pm on 11/3: 4205 S Grand Canyon Dr, Las Vegas, NV 89147. They educated and let the community know about Audacy's Opportunities.	3	On Air Personality Promotion Assistant Promotions Assistant
10	11/4/2023	Participation in events or programs sponsored by educational institutions	KLUC On Air Personality and Promotions Assistants attended Nevada State University Open House from 12p-2p on 11/4: 1300 Nevada State Dr, Henderson, NV 89002. The University learned about the broadcasting industry and shared Audacy Career Opportunities.	3	On Air Personality Promotion Assistant Promotions Assistant
11	11/11/2023	Sponsorship of events in the community designed to increase public awareness	Promotions Assistant had a remote today at Sprouts Neighborhood Market, 280 W Lake Mead Pkwy, Henderson, NV 89015 from 12pm-2pm and had the Career Sign on the table for the event to share Audacy's opportunities.	3	Promotion Assistant Promotion Assistant Promotions Assistant
12	11/17/2023	Sponsorship of events in the community designed to increase public awareness	KMXB On Air Personality and Promotions Assistants attended Silver State Schools Credit Union, 9302 S Eastern Ave, Las Vegas, NV 89123 (2:30pm-4:30pm on 11/17) to share the available opportunities in Audacy.	3	On Air Personality Promotion Assistant Promotions Assistant

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13	11/18/2023	Sponsorship of events in the community designed to increase public awareness	KMXB On Air Talent and Promotions Assistant attended The District At Green Valley Ranch Tree Lighting, 2240 Village Walk Dr, Henderson, NV 89052 (5:00pm-8:00pm on 11/18) to share Audacy's opportunities with the community.	3	On Air Personlity Promotion Assistant Promotions Assistant
14	11/22/2023	Participation in other activities designed by the station employment unit	KMXB Station hosted a Tree Lighting at Tivoli Village, 400 S Rampart Blvd, Las Vegas, NV 89145 on Wednesday, November 22, 2023 from 5pm-8pm and had the Career sign out.	3	Promotion Assistant Promotion Assistant Promotions Assistant
15	Ongoing Event	Provision of training to management	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	Market Manager Brand Manager General Sales Manager All FT and PT Employees
16	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
17	2/23/2024	Sponsorship of events in the community designed to increase public awareness	Promotions Assistants attended WSS Shoes Station Remote from 4pm-6pm and shared to the community about Audacy's careers.	3	Promotion Assistant Promotion Assistant Promotions Assistant
18	3/16/2024	Sponsorship of events in the community designed to increase public awareness	KMXB held a station appearance with On Air Staff and Promotions Assistants at Broken Yolk Cafe from 11am-1pm with the career sign out to scan for Audacy Opportunities.	3	On Air Personlity Promotion Assistant Promotions Assistant
19	3/17/2024	Sponsorship of events in the community designed to increase public awareness	On Air Staff and Promotions Assistant attended our St. Patrick's Day Event from 11am-1pm to share Audacy Career Opportunities with QR code.	4	On Air Personlity Promotion Assistant Promotions Assistant Promotions Assistant

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20	4/25/2024	Provision of training to management	Members of Audacy's Talent Acquisition team participated in Reach Out for Happy Hour (ROFHH): Operation Warfighter where they learned how to tap into transitioning service members from all branches of the military for recruitment purposes via the Operation Warfighter program. These resources can be utilized for recruitment efforts across Audacy.	4	Director, Talent Acquisition Talent Acquisition Associate Talent Acquisition Associate Talent Acquisition Associate
21	4/30/2024	Participation in Job Fairs	Our Regional Promotions Director and Promotions Assistant attended the Employ NV Job Fair at Sahara West Library.	3	Regional Promotions Director Promotion Assistant Promotions Assistant
22	5/8/2024	Participation in events sponsored by organizations representing the community	Promotions Assistants attended Carrington College in Phoenix from 10a -12p to spread awareness about Audacy's Careers.	3	Promotion Assistant Promotion Assistant Promotions Assistant