

KALV-FM, KMLE, KOOL-FM
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
On Air Personality	1, 3-10, 12	3
Account Executive - Phoenix	1-10, 12	9
On Air Personality	1-9, 14	14
On Air Personality	1-9, 14	9
Show Producer & On-Air Talent	1-4, 6-12	9
Account Executive	1-4, 6-9, 12-13	9

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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	Arizona Broadcasters Association 426 N 44th st 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	N	0
2	ASU Cronkite School of Journalism and Mass Communication 555 N Cental #302 Phoenix, Arizona 85004 Phone : 602-527-0820 Url : http://cronkite.asu.edu Email : Mike.wong@asu.edu Mike Wong	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	3
4	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
5	Maricopa County Community Colleges 2411 W 14th St Tempe, Arizona 85281 Phone : 602-286-8000 career services Manual Posting	N	0
6	National Alliance of State Broadcasters Associations 2333 Wisconsin St Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://careerpage.org Email : suzanstrong@nmba.org Suzan Strong	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	Phoenix Indian Center 4520 N Central Ave Ste. 250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : http://phxindcenter.com Email : cortiz@phxindcenter.org Carol Ortiz	N	0
8	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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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
9	Employee Referral	N	6
10	Indeed.com	N	3
11	Job Board	N	1
12	Linked In	N	7
13	Other Source	N	1
14	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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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	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Phoenix runs over the air ads runs once a week in rotating day parts to bring awareness to Audacy Careers.	2	Regional Brand Manager Technical Traffic
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	9/8/2023	Establishment of an intern program designed to assist members of the community	An ASU student was a Fall Intern at Audacy Phoenix	1	Regional Promotions Director
4	9/30/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Phoenix sponsored and attended the St. Jude walk. This event was promoted on air and the on air team spoke about how careers in broadcasting provide opportunities for community outreach.	4	On air Personality On air Personalitiy Regional Promotions Director Promotions Assistant
5	10/27/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Phoenix attended BWF ticket stop at Gila River Resorts and Casino. This event was promoted on air and the team spoke about how careers in broadcasting provide opportunities for community outreach.	3	On air Personality promotions assistant Regional Promotions Director
6	11/3/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Phoenix attended BWF ticket stop at Earnhardt Hyundai. This event was promoted on air and the team spoke about how careers in broadcasting provide rewarding opportunities for community outreach.	4	On air Personality promotions assistant Regional Promotions Director Intern

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7	11/9/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Phoenix attended Birdcall Remote at San Tan Village. This event was promoted on air and the team spoke about how careers in broadcasting provide rewarding opportunities for community outreach.	4	On air Personality promotions assistant Regional Promotions Director Intern
8	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
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	1/12/2024	Participation in events or programs sponsored by educational institutions	A steak sale was hosted at Nordstrom Parking Lot in Gilbert. Some of our On Air Personality workers had a booth of fun activities and materials to Promote Audacy and have people come to look at our company website and apply to our careers.	3	On air Personality promotions assistant promotions assistant
11	1/13/2024	Participation in events or programs sponsored by educational institutions	A steak sale was hosted at Tractor Supply Co in Chandler. Some of our Promotion Assistants had a booth of fun activities and materials to Promote Audacy and have people come to look at our company website and apply to our careers.	3	On air Personality promotions assistant promotions assistant
12	1/20/2024	Participation in events or programs sponsored by educational institutions	Audacy was at The Booze in Scottsdale. Our Morning Mess workers were there along with our Promotion Assistants who aimed at showcasing career opportunities in the broadcast and media sector.	2	promotions assistant promotions assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	1/26/2024	Participation in events or programs sponsored by educational institutions	A steak sale was hosted Tractor Supply Co at Apache Junction. Some of our On Air Personality workers had a booth of fun activities and materials to Promote Audacy and have people come to look at our company website and apply to our careers	3	On air Personality promotions assistant promotions assistant
14	2/4/2024	Participation in events or programs sponsored by educational institutions	A steak sale was hosted at at Ross Parking Lot at Superstition Springs. Some of our On Air Personality and Promotion Assistant workers had a booth of fun activities and materials to Promote Audacy and have people come to look at our company website and apply to our careers	3	On air Personality promotions assistant promotions assistant
15	2/10/2024	Participation in events sponsored by organizations representing the community	The 2nd Chance Sports Gear Drive was hosted in Gilbert. Audacy's radio station KMLE 107.9 teamed up to provide viewers the opportunity to help by donating new or gently used sports gear that will be given to athletes of the Boys & Girls Clubs of the Valley.	3	On air Personality promotions assistant promotions assistant
16	2/15/2024	Participation in events or programs sponsored by educational institutions	Audacy has established a recruitment booth directly outside the WSS Van Stop in Phoenix to engage with the community and showcase career options.	2	promotions assistant promotions assistant
17	2/17/2024	Participation in events sponsored by organizations representing the community	The 2nd Chance Sports Gear Drive was hosted in Queen Creek. Audacy's radio station KMLE 107.9 teamed up to provide viewers the opportunity to help by donating new or gently used sports gear that will be given to athletes of the Boys & Girls Clubs of the Valley.	3	promotions assistant promotions assistant On air Personailtiy
18	2/22/2024	Participation in events or programs sponsored by educational institutions	Audacy has established a recruitment booth directly outside the EOS Fitness in Peoria to engage with the community and showcase career options.	3	promotions assistant promotions assistant On air Personailtiy
19	2/28/2024	Participation in events or programs sponsored by educational institutions	Audacy has established a recruitment booth directly outside OUAZ Country in Surprise to engage with the community and showcase career options.	3	On air Personality promotions assistant Account Executive

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20	3/10/2024	Participation in events or programs sponsored by educational institutions	Audacy has established a recruitment booth at AZ Renaissance Festival in Gold Canyon to engage with the community and showcase media and broadcasting career options.	3	promotions assistant promotions assistant On air Personailtiy
21	3/13/2024	Participation in events sponsored by organizations representing the community	Radio Station 94.5 by Audacy, set up a promotional booth outside the Whataburger in Mesa. They aimed to promote career opportunities and engage customers with fun games to create awareness about Audacy.	3	promotions assistant promotions assistant On air Personailtiy
22	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