

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV**EEO PUBLIC FILE REPORT****August 1, 2023 - August 1, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 5670 Wilshire Blvd, Suite 200, Los Angeles, CA - 90036	<u>Contact Person/Title:</u> Jeff Federman Reg. President/Market Manager
<u>Telephone Number:</u> 323-971-9710	<u>E-Mail Address:</u> jeff.federman@audacy.com

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
KNX News Full-Time Writer	1-2, 4, 6-11, 13-17, 19	16
KNX Full-Time News Production Assistant	1-2, 4, 6-15, 18-19	18
Senior Account Executive	1-2, 4, 6-11, 13-15, 17, 19	19
Senior Account Executive	1-2, 4, 6-11, 13-15, 17, 19	17
Senior Account Executive	1-2, 4, 6-11, 13-15, 17, 19	19
General Sales Manager	1-2, 4, 6-11, 13-17, 19	16
IT Support Specialist	1-11, 13-15, 17-19	17
Senior Account Executive	1-2, 4-11, 13-16, 19-20	16
Senior Account Executive	1-2, 4-11, 13-16, 19-20	20

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV

EEO PUBLIC FILE REPORT

August 1, 2023 - August 1, 2024

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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	2
2	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
3	California Jobs Employment Development Department - Pacoima 11623 Glenoaks Blvd Pacoima, California 91331 Phone : 818-899-5477 Email : cecilia.reyes@edd.ca.gov Cecilia Reyes	N	0
4	California Lutheran University 60 West Olsen Rd Thousand Oaks, California 91360 Phone : 805-493-3200 Email : clewis@callutheran.edu Cindy Lewis	N	0
5	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
6	CCNMA: Latino Journalists of California 725 Arizona Ave. Ste. 206 Santa Monica, California 90401 Phone : 424-229-0482 Email : ccnmaininfo@ccnma.org Sylvia Wells	N	0

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV

EEO PUBLIC FILE REPORT

August 1, 2023 - August 1, 2024

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
7	Department of Veterans Affairs 11301 Wilshire Blvd Bldg 220 Los Angeles, California 90073 Phone : 310-478-3711 Email : calvin.payne@va.gov Calvin Payne	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	East Los Angeles College Career Center 1301 Avienda Cesar Chavez Monterey Park, California 91754 Phone : 323-415-4126 Email : elac_career@elac.edu Maira Cruz	N	0
10	JVS Worksource-Jaramillo 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : tjaramillo@jvsla.org Tony Jaramillo	N	0
11	JVS Worksource-Rodriguez 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : ARodriguez@jvsla.org Anthony Rodriguez	N	0
12	Los Angeles County Office of Education 9300 Imperial Hwy Downey, California 90242 Phone : 562-401-5486 Email : sundiakayden@hotmail.com Saundra Dowden	N	0

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV

EEO PUBLIC FILE REPORT

August 1, 2023 - August 1, 2024

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
13	National Association for the Placement of Colored People- Hollywood Bureau 4929 Wilshire Blvd Ste. 3310 Los Angeles, California 90034 Phone : 323-938-5268 Email : chinds@naacpnet.org Cynthia Hinds	N	0
14	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Brenda Rivas	N	0
15	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

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV

EEO PUBLIC FILE REPORT

August 1, 2023 - August 1, 2024

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
16	Employee Referral	N	7
17	Indeed.com	N	5
18	Job Board	N	6
19	Linked In	N	13
20	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV

EEO PUBLIC FILE REPORT

August 1, 2023 - August 1, 2024

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 Los Angeles broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	2	EEO Coordinator Traffic Manager
2	10/17/2023	Participation in other activities designed by the station employment unit	Vice President Digital Sales and Director of Sales both were guest speakers for different sections of this UCLA Extensions class The class was called "The Fundamentals" of Cross Platform Media. Vice President of Sales covered the part of the class dedicated to radio.	2	Director of Sales Vice President Digital Sales
3	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
4	12/19/2023	Participation in other activities designed by the station employment unit	General Sales Manager, Account Executive, and Programming Assistant hosted a station tour for LA Recording School & Filming to give insight to those interested in the Radio broadcasting industry.	3	Programming Assistant Account Executive General Sales Manager
5	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
6	3/20/2024	Participation in other activities designed by the station employment unit	Brand Manager, Programming Assistant, and On Air Personality conducted a station tour for Granada Hills Charter High School to show students the stations, department, and more.	9	Brand Manager Programming Assistant On Air Personality On Air Personality

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV

EEO PUBLIC FILE REPORT

August 1, 2023 - August 1, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/8/2024	Participation in events sponsored by organizations representing the community	Talent Acquisition attended a virtual regional alumni event for LA Film School alumni living in Texas and its surrounding states. Talent Acquisition spoke to alumni about Audacy's opportunities.	1	Talent Acquisition
8	4/12/2024	Participation in events or programs sponsored by educational institutions	On Air Personality attended Pasadena City College as a guest speaker to educate students about the Radio broadcasting industry.	1	On Air Personality
9	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
10	6/17/2024	Participation in other activities designed by the station employment unit	Audacy's Brand Manager hosted a station tour to an international radio station's interns to learn more about KEarth 101 and how it operates.	5	Brand Manager Programming Assistant On Air Personality On Air Personality
11	6/17/2024	Participation in other activities designed by the station employment unit	On Air Personalities and Programming Assistant hosted a station tour for middle schoolers to seek and learn about the Radio Industry.	5	On Air Personality On Air Personality On Air Personality Programming Assistant
12	6/18/2024	Participation in events sponsored by organizations representing the community	On June 18th, leaders from across Audacy, including our COO and EVP of Programming, attended the prestigious Gracies luncheon in New York. This award ceremony and networking event provided a valuable opportunity for our team to connect with rising talent in the industry. It was a platform to discuss potential opportunities at Audacy and share inspiring stories from their careers in broadcasting.	3	COO EVP, Programming On Air Personality

KCBS-FM, KNX, KNX-FM, KROQ-FM, KRTH, KTWV

EEO PUBLIC FILE REPORT

August 1, 2023 - August 1, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	6/25/2024	Provision of training to management	A representative from TA attended a webinar hosted by Direct Employers to learn how companies can leverage advanced sourcing platforms and utilize innovative outreach strategies to bridge the talent gap and ensure they attract and retain a diverse, skilled workforce while maintaining compliance with OFCCP guidelines. and disseminated the information to the Talent Acquisition team. The knowledge transfer is disseminated to hiring managers during the in-take process with each open requisition.	2	Talent Acquisition Talent Acquisition
14	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	Market Manager Brand Manager Regional President Talent Acquisition Specialist
15	7/17/2024	Establishment of a mentoring program	Audacy's COO serves as an industry leader and mentor in the Rising Through the Ranks Scholarship program. Each year, two dozen women are selected to participate in a multi-day session, providing them with the opportunity to learn and engage in meaningful discussions on topics such as outperforming the competition, gender in the workplace, emerging best practices, overcoming challenges, and leadership strategies. Among the 2024 class, participants from our New Orleans, LA, and New York offices were selected, joining their peers from across the country.	1	COO