

KCBS, KFRC-FM, KGMZ-FM, KITS, KLLC, KRBQ, KZDG**EEO PUBLIC FILE REPORT****August 1, 2023 - August 1, 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	1-6, 8-10, 12-15, 18-22, 24-26	24
Account Executive	1-6, 8-10, 12-15, 18-22, 24-26	20
Promotions Manager	1-6, 8-10, 12-15, 18-20, 22, 24	24
Assistant Promotions Manager	1-6, 8-10, 12-15, 18-20, 23-24	20
News Reporter	1-6, 8-10, 12-16, 18-20, 22, 24	24
Account Executive	1-6, 8-10, 12-15, 17-20, 24	20
Account Executive	1-6, 8-10, 12-15, 17-20, 24	20
Vice President of Growth & Business Development	1-6, 8-10, 12-15, 17-20, 24, 26	26
TWIN Traffic Reporter	1-15, 18, 23-24	23

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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	6
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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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	Career Spring 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
8	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
9	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
10	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
11	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
12	KQED 2601 Mariposa St San Francisco, California 94110 Phone : 415-553-2129 Email : acabanatuan@kqed.org Adrienne Cabanatuan	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	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
14	Mass Mutual 2201 Walnut Ave Fremont, California 94538 Phone : 510-789-2432 Email : jlouie@financialguide.com Jane Louie	N	0
15	NAACP 1290 Fillmore St #109 San Francisco, California 94115 Phone : 510-652-8493 Email : naacpoaklandbranch@gmail.com Doug Blacksher	N	0
16	NOVA 1777 Borel Place #500 San Mateo, California 9 Phone : 650-301-8440 Email : business@novaworks.com Career Services	N	0
17	Rubicon Programs 101 Broadway Richmond, California 94804 Phone : 510-235-1516 Email : garyg@rubiconprograms.org Gary Goodson	N	0
18	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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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
19	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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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
20	Employee Referral	N	8
21	Former Employee Referral	N	1
22	Indeed.com	N	4
23	Job Board	N	2
24	Linked In	N	27
25	Other Source	N	6
26	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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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 San Francisco 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	8/22/2023	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	KCBS attended media training seminar for the CHP area office commanders throughout Golden Gate Division. They informed CHP's executive management on how to interact with the Radio media.	3	Reporter News Reporter Traffic Manager
3	9/5/2023	Participation in events or programs sponsored by educational institutions	Traffic Manager attended the Community Town Hall at St. Mary's College to speak about the broadcast industry and career opportunities.	1	Traffic Manager
4	10/4/2023	Participation in events or programs sponsored by educational institutions	Traffic Manager and On Air Personality attended a career fair at St. Mary's College and spoke about Audacy Career Opportunities.	2	On Air Personality Traffic Manager
5	10/23/2023	Sponsorship of events in the community designed to increase public awareness	Traffic Manager and Assistant Director broadcasted live at Chase and promoted Audacy and areer opportunities.	6	Assistant Director Traffic Manager Sports Anchor
6	11/14/2023	Participation in events or programs sponsored by educational institutions	Brand Manager and Traffic Manager attended a Journalism Expo and panel discussion for college and high school students at Diablo Valley College. Spoke about the Radio industry and answered students questions about Audacy Careers.	2	Brand Manager Traffic Manager
7	11/16/2023	Participation in events or programs sponsored by educational institutions	TWIN Traffic Reporter hosted Radio Broadcast students from San Francisco State and conducted a classroom visit to share more information about the Radio industry.	2	TWIN Traffic Reporter
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

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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	2/28/2024	Participation in events or programs sponsored by educational institutions	KCBS Brand Manager was on hand for St. Mary's College Career Fair. Connected with students and faculty.	1	Brand Manager
11	3/13/2024	Participation in events or programs sponsored by educational institutions	Saint Mary's College invited Traffic Manager to a Career Panel and Mixer to share more information about the Radio industry.	2	Traffic Manager Sports News Anchor
12	3/13/2024	Participation in events or programs sponsored by educational institutions	Human Recourse Director and Generalist had an online booth for the Junior Achievement of Northern CA Career Fair featuring information about Audacy and our various jobs.	2	HR Director HR Generalist
13	3/14/2024	Participation in events or programs sponsored by educational institutions	San Jose State University invited Brand Manager to "Meet the Press" news conversation/panel discussion to let them know about Audacy Career opportunities.	1	Brand Manager
14	3/14/2024	Participation in events or programs sponsored by educational institutions	Brand Manager attended UC Berkeley School of Journalism to review the students Portfolio and give them advice regarding careers in the Broadcast Industry.	1	Brand Manager
15	3/27/2024	Participation in events sponsored by organizations representing the community	Promotions Manager and Assistant Promotions Manager attended Redcross event "Day of Giving (Blood and Donations)" and had a booth to educate the community about career opportunities at Audacy.	2	Assistant Promotions Manager Promotions Manager

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16	4/12/2024	Participation in Job Fairs	Brand Manager and Traffic Manager attended the 5th annual Media Mayhem Career and Networking Fair hosted by Berkeley Journalism and our National Association of Black Journalists (NABJ) student chapter. Brand Manager spoke about Audacy's career opportunities.	2	Brand Manager Traffic Manager
17	4/19/2024	Participation in events sponsored by organizations representing the community	The San Francisco Zoo hosted a Conservation Conversation and the News Anchor informed the community members about his journey in the Radio industry and provided information on how to apply to jobs at Audacy.	2	News Assistant News Anchor
18	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
19	5/5/2024	Participation in other activities designed by the station employment unit	Boy Scouts of America toured KGMZ and KCBS newsrooms to learn more about the News media industry.	2	Assistant Promotions Manager Reporter
20	5/8/2024	Participation in events or programs sponsored by educational institutions	On Air Personality attended Carrington College open house/career fair event. On Air Personality spoke to students about the Radio industry and Audacy's career opportunities.	1	On Air Personality
21	5/16/2024	Participation in other activities designed by the station employment unit	Traffic Manager gave students from San Francisco State University a tour of the stations in the Audacy suites. Spoke about a day in the life of an Audacy Employee.	2	Traffic Manager

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22	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
23	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
24	7/8/2024	Participation in events sponsored by organizations representing the community	KGMZ's On Air Personalities attended the Warriors Summit in Fremont for grand opening of new Fremont Bank branch. KGMZ had a section and spoke with community members about the station and Audacy's careers.	6	On Air Personality On Air Personality On Air Personality
25	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

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26	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