

KFRG, KXFG
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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 - Riverside	1-18	18

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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	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Mark Capuano Manual Posting	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	0
3	CA State Polytechnic University-Pomona 3801 W Temple Ave Pomona, California 91768 Phone : 909-869-4734 Url : https://app.joinhandshake.com/ David Craig Manual Posting	N	0
4	CA State University, San Bernadino 5500 University Pkwy San Bernardino, California 92407 Phone : 909-537-5250 Url : https://app.joinhandshake.com/ Sarai Maldonado 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	California Broadcasters Assoc. 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com/job-bank Joe Berry Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Chapman University 1 University Drive Orange, California 92866 Phone : 717-997-6942 Url : https://app.joinhandshake.com/ Franciska Morlet Manual Posting	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	Employment Development Department 1325 Spruce Street Riverside, California 92507 Phone : 951-955-3100 Url : http://www.caljobs.ca.gov Job Listing Manual Posting	N	0
10	Norco Community College 2001 Third Street Norco, California 92860 Phone : 951-372-7147 Url : http://www.norcocollege.edu/cte Career Services Manual Posting	N	0
11	Radio Online LLP 3500 Tripp Ave Amarillo, Texas 79121 Phone : 806-352-7503 Url : http://jobs.radio-online.com Lisa Chase Manual Posting	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
12	Southern CA Broadcasters Association 5670 Wilshire Blvd Ste 200 Los Angeles, California 90036 Phone : 323-930-5597 Url : http://www.scba.com/jobs/submit Job Listing Manual Posting	N	0
13	University of CA, Irvine 20162 SW Birch #250 Irvine, California 92697 Phone : 949-824-6881 Url : https://app.joinhandshake.com/ Andrea Chung Manual Posting	N	0
14	University of CA, Riverside 900 University Ave Riverside, California 92521 Phone : 951-827-3631 Url : https://app.joinhandshake.com/ Kristen Roberts Manual Posting	N	0
15	University of Redlands 1200 E Colton Ave Redlands, California 92374 Phone : 800-215-4178 Url : https://app.joinhandshake.com/ Career Center Manual Posting	N	0
16	Victor Valley Community College 18422 Bear Valley Rd Victorville, California 92395 Phone : 760-245-4271 Url : http://vvc.studentemployment.ngwebsolutions.com Job Listing Manual Posting	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
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

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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
18	Current Employee	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	Internal email publishing the current open positions listed in Audacy career sites, including position title, station and reference number.	1	EEO Coordinator
2	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 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	EEO Coordinator
3	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
4	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EOE policy and invites all organizations to be part of the recruitment process.	1	EEO Coordinator
5	9/25/2020	Provision of training to management	All employees of Audacy were required to participate in an Anti-Harassment 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.	28	Market Manager General Sales Managers Brand Manager All FT & PT Staff
6	9/30/2020	Co Sponsoring Job Fair	Audacy was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Audacy representative shared information on employment opportunities within Audacy markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director

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7	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Audacy has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
8	12/10/2020	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 discrimination in the workplace.	26	Market Manager General Sales Managers Brand Manager All FT & PT Staff

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9	2/11/2021	Participation in Job Fairs	Audacy Riverside participated in the California State Polytechnic University-Pomona Virtual College of Business Career Fair. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the students about potential career opportunities in broadcast media.	1	Business Administrator
10	2/23/2021	Participation in Job Fairs	Audacy Riverside participated in the Virtual Veterans Job Fair. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the veterans about potential career opportunities in broadcast media.	1	General Sales Manager
11	3/4/2021	Provision of training to management	The Employment Unit's management level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
12	3/11/2021	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in the Barton Elementary School Career Speaker Program, educating students about a career path in the broadcasting industry.	1	Assistant Brand Mgr/MD/West Coast Regional Talent
13	4/2/2021	Participation in Job Fairs	Audacy Riverside participated in the Rancho Mirage Chamber of Commerce Virtual Job Fair. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the participants about potential career opportunities in broadcast media.	1	General Sales Manager
14	4/15/2021	Participation in events sponsored by community groups	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist

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15	6/7/2021	Co Sponsoring Job Fair	Audacy Riverside participated as a co-sponsor in the Hirex Riverside Virtual Hiring Event. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the participants about potential career opportunities in broadcast media.	2	Promotions Business Administrator
16	6/8/2021	Participation in Job Fairs	Audacy Riverside participated in the Coachella Valley Job Fair. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the participants about potential career opportunities in broadcast media.	1	General Sales Manager