

KHTP, KISW, KKWF, KNDD, KSWD
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 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
Engineer Full-time	1-33, 35-43, 45-47, 51, 53	5
Account Executive - Seattle	1-52, 54	52
Account Executive - Seattle	1-52, 54	54
Account Executive - Seattle	1-52, 54	52
Integrated Sales Planner - Seattle	1-26, 29-33, 35-43, 45-47, 49, 52, 54	49
Sales Project Manager - Seattle	1-14, 16-27, 29-49, 51-52	48
Account Executive - Seattle	1-14, 16-27, 29-47, 49, 51, 53	49
Account Executive - Seattle	1-14, 16-27, 29-47, 49, 51, 53	49
Assistant Program Director/Music Director	1-27, 29-49, 51	48

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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	AARP Employment 115 N 85th St #105 Seattle, Washington 98103 Phone : 888-687-2277 Email : waaarp@aarp.org Job Listings	N	0
2	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome	N	0
3	American School of Broadcast Student Services 530 South State St Chicago, Illinois 60605 Phone : 331-215-4762 Email : michelle@radioschool.com Career Services	N	0
4	Apprenticeship & Nontraditional Employment for Men & Women 550 SW 7th St B305 Renton, Washington 98057 Phone : 253-409-5437 Url : https://anewaop.org/about-us/contact-us/ Email : stella@anewaop.org Stella Wayman	N	0
5	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	11
6	Bates Technical College Work Source Specialist 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7008 Url : http://batestech.edu Email : jcarroll@batestech.edu Jason Carroll	N	0

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7	Cascade Peoples Center 309 Pontius Ave N Seattle, Washington 98109 Phone : 206-922-3402 Email : cascade@seattlemca.org Anna Bauer	N	0
8	Central Area Motivational Program 240 2nd Ave S Suite 208 Seattle, Washington 98104 Phone : 206-324-0808 Url : http:// https://byrdbarrplace.org Email : cassie@seattleworks.org Cassie Whitebread	N	0
9	Chinese Information and Service Center 611 S Lane St Seattle, Washington 98104 Phone : 206-624-5633 Email : Kevinc@cisc-seattle.org Kevin Chan	N	0
10	City University 521 Wall St Suite 100 Seattle, Washington 98121 Phone : 206-239-4500 Email : careers@cityu.edu Career Services	N	0
11	Clark College 1933 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360-699-6398 Email : workforce@clark.edu Career Services	N	0
12	Clover Park Technical College 4500 Steilacoom Blvd SW Lakewood, Washington 98499 Phone : 253-589-5800 Email : jobs@cptc.edu Career Services	N	0

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13	Commission on African American Affairs 2101 11th Ave SW #301A Olympia, Washington 98501 Phone : 360-725-5664 Email : ckerney@caa.wa.gov Charlotte Kerney	N	0
14	Commission on Hispanic Affairs 1110 Capitol Way S Olympia, Washington 98501 Phone : 360-725-5661 Email : Hispanic@cha.wa.gov Job Board	N	0
15	Crossroads Mini City Hall 15600 NE 8th St #H9 Bellevue, Washington 98008 Phone : 425-452-4342 Email : Ycarlson@bellevuewa.gov Ying Carlson	N	0
16	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
17	Division of Vocational Rehabilitation 1402 E Main Ave Puyallup, Washington 98372 Phone : 253-256-0160 Email : moel@dshs.wa.gov Lorrie Moe	N	0
18	Eastern Washington University - Media and Film 526 5th St Cheney, Washington 99004 Phone : 509-359-6200 Url : https://app.joinhandshake.com Robin Hoffman Manual Posting	N	0

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19	Edmonds Community College 20000 68th Ave W Lynnwood, Washington 98036 Phone : 425-640-1459 Email : careeractioncenter@edcc.edu Career Center	N	0
20	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, North Carolina 27909 Phone : 252-335-3400 Makitta Gregory Manual Posting	N	0
21	Emma Bowen Foundation 524 W 57 Street New York, New York 10019 Phone : 212-975-2597 Url : https://www.emmabowenfoundation.com Email : crystal.aldape@nbcuni.com Cyrstal Aldape	N	0
22	George Fox University 414 N Meridian Newberg, Oregon 97132 Phone : 503-538-8383 Url : https://app.joinhandshake.com Kaitlyn Ragan Manual Posting	N	0
23	Goodwill Industries Seattle 1400 S Lane St Seattle, Washington 98144 Phone : 206-861-5711 Email : goodwill@seattlegoodwill.org James Lockhart	N	0
24	Hearing Speech and Deafness 1625 19th Ave Seattle, Washington 98122 Phone : 206-323-5770 Email : ab@hscd.org Career Opportunities	N	0

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25	Hispanic Achievers Program PO Box 3376 Tri-Cities, Washington 99302 Phone : 5095458290 Email : haapscholarships@gmail.com Anel Suarez	N	0
26	Metropolitan Seattle Urban League 105 14th Ave Ste 200 Seattle, Washington 98122 Phone : 206-461-3792 Email : info@urbanleague.org Michelle Merriweather	N	0
27	MLK Jr. Family Outreach Center 500 South Stone Street Spokane, Washington 99202 Phone : 509-868-0856 Email : jcarrol@mlkspokane.org Jeffrey Carrol	N	0
28	NATAS Northwest Chapter 1006 Industry Drive Seattle, Washington 98188 Phone : 206-653-7501 Email : northwest@emmyonline.tv Diane Bevins	N	0
29	National Association of Hispanic Journalists PO Box 117 Windsor, California 95492 Phone : 000-000-0000 Email : nahj@nahj.org Joseph Torres	N	0
30	National Hispanic Media Coalition 150 South Arroyo Parkway Ste 101 Pasadena, California 90150 Phone : 626-792-6462 Email : avelasco@nhmc.org Araceli Velasco	N	0

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31	Naval Station Everett 2000 W Marine View Dr Everett, Washington 98207 Phone : 425-304-3366 Email : W_CNI_EVRT_NSE-N0-PAO-POCs_US01@navy.mil Career Services	N	0
32	North Seattle Community College 9600 College Way North Seattle, Washington 98103 Phone : 206-934-3600 Email : careerservices@seattlecolleges.edu Career Services	N	0
33	Saint Martin's University 5000 Abbey Way SE Lacey, Washington 98503 Phone : 360-491-4700 Url : https://app.joinhandshake.com Anna Adams Manual Posting	N	0
34	Seattle Central Community College 1701 Broadway Ave Seattle, Washington 98122 Phone : 206-934-4383 Email : CareerServicesCenter@seattlecolleges.edu Career Services	N	0
35	Seattle Pacific University 3307 3rd Ave W Seattle, Washington 98119 Phone : 206-281-2485 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
36	Seattle University 901 12th Ave Seattle, Washington 98122 Phone : 206-296-6000 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0

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37	Skagit Valley College 2405 E College Way Mount Vernon, Washington 98273 Phone : 360-416-7600 Email : Brian.murphy@skagit.edu Brian Murphy	N	0
38	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Phone : 206-934-4383 Url : http://seattlecolleges.edu/careerhub/ Email : muno.ali@seattlecolleges.edu Muno Ali	N	0
39	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 310-289-2000 Email : tdgaorg@gmail.com Career Services	N	0
40	University of Washington 1320 NE Campus Parkway Seattle, Washington 98195 Phone : 206-543-2100 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
41	Washington Services for the Blind 2214 E 13th St Ste 208 Vancouver, Washington 98661 Phone : 206-906-5500 Email : Kristina.Cox@dsb.wa.gov Kristina Cox	N	0
42	Washington State University PO Box 64106 Career Services Pullman, Washington 99164 Phone : 509-335-3564 Url : https://app.joinhandshake.com Heidi Benjamin Manual Posting	N	0

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43	Washington Vocational Services 10000 NE 7th Ave Vancouver, Washington 98685 Phone : 360-397-9960 Email : pbouwer@wvs.org Paula Bouwer	N	0
44	Western Washington Indian Employment & Training Programs 3701 6th Ave Ste 4 Tacoma, Washington 98406 Phone : 253-879-9066 Email : serena@wwietp.org Serena Barkley	N	0
45	Whitworth College 300 W Hawthorne Rd Spokane, Washington 99251 Phone : 509-777-1000 Url : https://app.joinhandshake.com Career Planning Manual Posting	N	0
46	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
47	YWCA –Pierce County 1144 Market St Tacoma, Washington 98402 Phone : 253-272-4181 Email : ralonzo@ywcapiercecounty.org Rolinda Alonzo	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
48	Current Employee	N	3
49	Employee Referral	N	7
50	Former Employee Referral	N	1
51	Indeed.com	N	7
52	Linked In	N	9
53	On Air Recruitment Ad	N	2
54	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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 events or programs sponsored by educational institutions	Audacy Brand Manager is a member of the KNHC 89.5 Seattle Public Schools Advisory Board. This role helps high school educators craft ideas and concepts to better brand their radio station, as well as shares the breadth of future career opportunities in broadcasting to a diverse student population to help promote and ensure the future of the business.	1	Brand Manager
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.	2	EEO Coordinator Traffic Manager

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5	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom 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
6	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.	53	Market Manager General Sales Mgrs. Brand Managers All FT & PT Staff

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7	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
8	7/16/2021	Participation in Job Fairs	Audacy Seattle participated in the virtual Diversity Employment Career Fair. The Business Administrator spoke with participants through a virtual platform, and directed candidates to Audacyinc.com/careers to apply for any open positions, and answered questions about careers in broadcasting.	1	Business Administrator
9	8/3/2021	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.	15	General Manager General Sales Mgrs. Brand Managers Business Administrator