

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - Portland	1-39, 43, 45	2
Fulltime PM-drive Producer - Portland	1-40, 42, 44	40
Regional Sales Promotions Manager NW Region	1-39, 41, 43	43
Account Executive - Portland	1-39, 41, 43-45	44
Regional Sales Promotions Manager NW Region	1-39, 43, 45	45

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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	Asian Health & Service Center 3430 SE Powell Blvd. Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpx.org Daniel Chi	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	3
3	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Email : marketing@bufor.org Maria Ramirez	N	0
4	Blue Mountain Community College 408 SE 7th Street Pendleton, Oregon 97801 Phone : 541-276-9050 Email : cluke@bluecc.edu Carrie Luke	N	0
5	California State University Chico 400 W. 1st St. Chico, California 95929 Phone : 530-898-4636 Student Services Manual Posting	N	0
6	Chemeketa Community College PO Box 14007 Career Center Salem, Oregon 97309 Phone : 503-399-5000 Email : jobplacement@chemeketa.edu Jane Estrada	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
7	City University 3925 NE 72nd Ave Career Services Vancouver, Washington 98661 Phone : 206-239-4765 Email : careers@cityu.edu Deirdre Grimes	N	0
8	Clatsop Community College 1653 Jerome Ave Astoria, Oregon 97103 Phone : 503-338-2411 Email : cwedirector@clatsopcc.edu Joanie Weatherly	N	0
9	Confederate Tribes of Siletz 3789 River Rd. N #D Salem, Oregon 97303 Phone : 503-390-9494 Email : TamraR@ctsi.nsn.us Tamra Russell	N	0
10	Confederate Tribes of Warm Springs 2112 Wasco St Warm Springs, Oregon 97761 Phone : 503-238-1512 Email : personnel@wstribes.org Amelia Tewee	N	0
11	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
12	Eastern Oregon University 1 University Blvd LaGrande, Oregon 97850 Phone : 541-962-3672 Url : https://app.joinhandshake.com Jessie Bowman Manual Posting	N	0

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13	George Fox University 414 N Meridian Newberg, Oregon 97132 Phone : 503-538-8383 Url : https://app.joinhandshake.com Kaitlyn Ragan Manual Posting	N	0
14	Goodwill Industries - Portland 1943 SE Sixth Ave Portland, Oregon 97214 Phone : 503-238-6100 Email : plangdon@gicw.org Paul Langdon	N	0
15	Hispanic Metropolitan Chamber PO Box 1837 Portland, Oregon 97207 Phone : 503-222-0280 Email : NLeon@hmccoregon.com Nicole Davison Leon	N	0
16	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 Email : jobs@IRCO.org Careers Center	N	0
17	Japan-America Society of Oregon 312 NW Second Ave Portland, Oregon 97209 Phone : 503-552-8811 Email : kmiyanaga@jaso.org Kaoru Miyanaga	N	0
18	Latino Journalists of California 231 H Street Bakersfield, California 93304 Phone : 424-229-9482 Email : jgarcia@ccnma.org Jacqueline Garcia	N	0

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19	LDS Employment Resource Services 4195 SW 99th Ave Beaverton, Oregon 97005 Phone : 503-643-4654 Email : Wel-ec-beaverton@ldschurch.org Marie Day	N	0
20	Lewis & Clark College 0615 SW Palantine Hill Rd. Portland, Oregon 97219 Phone : 503-768-7000 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
21	Linfield College 900 SE Baker McMinnville, Oregon 97128 Phone : 503-883-2200 Email : career@linfield.edu Career Center	N	0
22	Northwest China Council 127 NW Third Ave Portland, Oregon 97209 Phone : 503-973-5451 Email : johnwong@nwchina.org John Wong	N	0
23	Oregon Association of Broadcasters 2420 NE Sandy Blvd Suite 120 Portland, Oregon 97232 Phone : 503-443-2299 Email : theoab@theoab.org Bob Singer	N	0
24	Oregon Association of Minority Entrepreneurs 4134 N Vancouver Portland, Oregon 97217 Phone : 503-249-7744 Email : Matt@oame.org Matt Rutter	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
25	Regent University 1000 Regent University Dr. Virginia Beach, Virginia 23464 Phone : 757-352-4584 Michael Patrick Manual Posting	N	0
26	Self Enhancement, Inc. 3920 N Kirby Portland, Oregon 97227 Phone : 503-249-1721 Email : Stephanie@selfenhancement.org Stephanie Peters	N	0
27	Society of Broadcast Engineers 9247 N Meridian St Suite 305 Indianapolis, Indiana 42660 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0
28	Southern Oregon University 1250 Siskiyou Blvd. Ste 139 Ashland, Oregon 97520 Phone : 541-552-7672 Url : https://app.joinhandshake.com Andrew Clum Manual Posting	N	0
29	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
30	United Cerebral Palsy of Oregon and SW Washington 305 NE 102nd Ave #100 Portland, Oregon 97220 Phone : 503-777-4166 Email : MMiller@UCPAORWA.org Melissa Miller	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
31	University of Oregon 1200 University Street Eugene, Oregon 97403 Phone : 541-346-3235 Url : https://app.joinhandshake.com Colleen Lewis Manual Posting	N	0
32	Urban League of Portland 10 N Russell Portland, Oregon 97227 Phone : 503-280-2600 Email : CareerConnections@ulpdx.org Nyadean Campbell	N	0
33	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
34	Washington State University PO Box 64106 Career Services Pullman, Washington 99164 Phone : 509-335-3564 Url : https://app.joinhandshake.com Christie Motley Manual Posting	N	0
35	Watoto wa Dunia PO Box 11622 Portland, Oregon 97211 Phone : 000-000-0000 Email : watotowadunia@gmail.com Theresa Kurtak	N	0
36	Western Oregon University 345 N Monmouth Ave Career Development Ctr Monmouth, Oregon 97361 Phone : 503-838-8261 Url : https://app.joinhandshake.com Kathryn Plummer Manual Posting	N	0

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37	Willamette University 900 State St Salem, Oregon 97301 Phone : 503-370-6300 Url : https://app.joinhandshake.com Connie Ralph Manual Posting	N	0
38	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
39	YWCA of Portland 1111 SW 10th Ave Portland, Oregon 97202 Phone : 503-294-7400 Email : connect@ywcapdx.org Chris Forney	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
40	Current Employee	N	2
41	Employee Referral	N	3
42	Indeed.com	N	1
43	Linked In	N	7
44	On Air Recruitment Ad	N	2
45	Other Source	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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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	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
2	12/9/2022	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 discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
3	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect 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.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff
4	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

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5	2/10/2023	Participation in other activities designed by the station employment unit	Pacific Academy is a school in Beaverton, OR that supports 6th-12th grade students with significant behavior and mental health needs. A group of 10 high school-aged students spent the day learning about broadcasting and job shadowing On Air Persons at the KRSK studio on February 10th.	2	On Air Personality On Air Personality
6	5/11/2023	Participation in events or programs sponsored by educational institutions	A non-profit youth social service organization out of Gresham, OR - KRSK morning hosts spoke to students about potential careers in broadcasting and hosted their annual "Kids Choice Fundraiser" on May 11th, 2023.	2	
7	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
8	7/20/2023	Participation in other activities designed by the station employment unit	We had a team of Engineers and broadcasters from the public radio station come through our building today for a tour and an overview on equipment and set up as they build out their new facility. Our Engineers walked them through the building and best practices on set up.	1	Chief of Engineer