

KHTP, KISW, KKWF, KNDD, KSWD
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 800 Fifth Avenue, Suite 1400, Seattle, WA - 98104	<u>Contact Person/Title:</u> Jack Hutchison SVP/Market Manager
<u>Telephone Number:</u> 206-577-8600	<u>E-Mail Address:</u> jack.hutchison@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
Account Executive	1-42	42
Account Executive	1-42	40

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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	1
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	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
8	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
9	City University 521 Wall St Suite 100 Seattle, Washington 98121 Phone : 206-239-4500 Email : careers@cityu.edu Career Services	N	0
10	Clark College 1933 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360-699-6398 Email : akison@clark.edu Alex Kison	N	0
11	Clover Park Technical College 4500 Steilacoom Blvd SW Lakewood, Washington 98499 Phone : 253-589-5800 Email : jobs@cptc.edu Career Services	N	0
12	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

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13	Commission on Hispanic Affairs 1110 Capitol Way S Olympia, Washington 98501 Phone : 360-725-5661 Email : Hispanic@cha.wa.gov Job Board	N	0
14	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
15	Division of Vocational Rehabilitation 1402 E Main Ave Puyallup, Washington 98372 Phone : 253-256-0160 Email : moel@dshs.wa.gov Lorrie Moe	N	0
16	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
17	Edmonds Community College 20000 68th Ave W Lynnwood, Washington 98036 Phone : 425-640-1459 Email : careeractioncenter@edcc.edu Career Center	N	0
18	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, North Carolina 27909 Phone : 252-335-3400 Makitta Gregory Manual Posting	N	0

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19	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
20	George Fox University 414 N Meridian Newberg, Oregon 97132 Phone : 503-538-8383 Url : https://app.joinhandshake.com Kaitlyn Ragan Manual Posting	N	0
21	Goodwill Industries Seattle 1400 S Lane St Seattle, Washington 98144 Phone : 206-861-5711 Email : goodwill@seattlegoodwill.org James Lockhart	N	0
22	Hearing Speech and Deafness 1625 19th Ave Seattle, Washington 98122 Phone : 206-323-5770 Email : ab@hsdc.org Career Opportunities	N	0
23	Hispanic Achievers Program PO Box 3376 Tri-Cities, Washington 99302 Phone : 5095458290 Email : haapscholarships@gmail.com Anel Suarez	N	0
24	Metropolitan Seattle Urban League 105 14th Ave Ste 200 Seattle, Washington 98122 Phone : 206-461-3792 Email : info@urbanleague.org Michelle Merriweather	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	MLK Jr. Family Outreach Center 500 South Stone Street Spokane, Washington 99202 Phone : 509-868-0856 Email : jcarrol@mlkspokane.org Jeffrey Carrol	N	0
26	National Association of Hispanic Journalists PO Box 117 Windsor, California 95492 Phone : 000-000-0000 Email : nahj@nahj.org Joseph Torres	N	0
27	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
28	North Seattle Community College 9600 College Way North Seattle, Washington 98103 Phone : 206-934-3600 Email : careerservices@seattlecolleges.edu Career Services	N	0
29	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
30	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

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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	Seattle University 901 12th Ave Seattle, Washington 98122 Phone : 206-296-6000 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
32	Skagit Valley College 2405 E College Way Mount Vernon, Washington 98273 Phone : 360-416-7600 Email : Brian.murphy@skagit.edu Brian Murphy	N	0
33	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
34	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
35	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
36	Washington Vocational Services 10000 NE 7th Ave Vancouver, Washington 98685 Phone : 360-397-9960 Email : pbouwer@wvs.org Paula Bouwer	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
37	Whitworth College 300 W Hawthorne Rd Spokane, Washington 99251 Phone : 509-777-1000 Url : https://app.joinhandshake.com Career Planning 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 –Pierce County 1144 Market St Tacoma, Washington 98402 Phone : 253-272-4181 Email : ralonzo@ywcapiercecounty.org Rolinda Alonzo	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
40	Employee Referral	N	1
41	Indeed.com	N	1
42	Linked In	N	6
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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	10/27/2022	Participation in other activities designed by the station employment unit	Station tour and industry talk led by APD/On-Air Talent for members of the "Ground Zero Radio" which is a youth led media streaming station.	1	APD/On-Air Talent
2	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
3	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
4	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
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

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6	4/4/2023	Participation in events sponsored by organizations representing the community	Assistant Brand Manager/On Air Talent participated as a panel speaker at the symposium where she spoke about her career path and experience in the industry.	1	Assistant Brand Manager
7	4/28/2023	Participation in Job Fairs	Alderwood Middle School Career Fair. Jim spoke about his experience in radio advertising and discussed different career paths in the field.	1	Retired Account Executive
8	6/4/2023	Sponsorship of events in the community designed to increase public awareness	On Sunday 6/4/2023 we had Audacy staff participating in a community event at Point Defiance Zoo & Aquarium in Tacoma Washington. Part of their participation included having the Audacy recruitment QR code posted so they could discuss employment opportunities with the fair participants as well.	3	People Manager People Manager People Manager
9	6/7/2023	Participation in Job Fairs	KISW Men's Room live broadcast included outreach for Audacy Seattle jobs at Elysian Brewing Co. Career Outreach using a QR Code.	4	People Manager People Manager Technical Engineer Chief Engineer
10	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
11	9/16/2023	Participation in events or programs sponsored by educational institutions	School visit by On Air Personality to talk about podcasting and news broadcasting (Q&A with the students).	2	Brand Manager Regional Vice President