



2400 MARKET STREET, 4TH FLOOR
PHILADELPHIA, PA 19103

May 6, 2024

via UPLOAD TO PUBLIC INSPECTION FILE

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

RE: Station KFRG(FM), San Bernardino, CA (Facility ID No. 1241)

Dear Ms. Goldin:

Audacy License, LLC, as Debtor-in-Possession (“Audacy” or “Licensee”), licensee of Station KFRG(FM), San Bernardino, CA (Facility ID No. 1241) (the “Selected Station”) hereby submits the information and materials concerning the Selected Station’s EEO program requested by the Federal Communications Commission (“Commission”) described in the letter dated March 22, 2024 from the Enforcement Bureau to the Selected Station (“EEO Audit Letter”).

Audacy provides information as requested in the EEO Audit Letter for its Station Employment Unit (“Employment Unit”) that in addition to the Selected Station includes the following station (each a “Station,” and together, the “Stations”):

<u>CALLS</u>	<u>TYPE</u>	<u>FAC. ID.</u>	<u>CITY OF LIC.</u>	<u>STATE OF LIC.</u>
KXFG	FM	63912	Menifee	CA

In compiling the requested information and materials, the Licensee relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment related issues at the Employment Unit.

The responses below refer to question numbers as they are set out in the EEO Audit Letter.

Question 2: Audit Data Requested

Question 2(b)(i): EEO Public File Reports

The Employment Unit’s two most recent EEO Public File Reports, which include the reports from the 2021-2022 (“Year 1 EEO Report”) and 2022-2023 (“Year 2 EEO Report”) reporting periods are attached at Exhibit A.

Question 2(b)(ii): Station Websites

The Employment Unit’s most recent EEO public file report is linked to each Station’s website pursuant to Section 73.2080(c)(6). The Stations’ websites are as follows:

<u>Station</u>	<u>URL</u>
KFRG-FM and KXFG-FM	https://www.audacy.com/kfrog

Question 2(b)(iii): Hire Dates and Vacancy Notices

Each full-time hire for the Employment Unit is listed on the Employment Unit’s EEO public file reports, pursuant to Section 73.2080(c)(5)(vi). The dates of hire for those vacancies are included at Exhibit B.

It is the Employment Unit’s policy to send out a notice to its list of recruitment sources each time a new vacancy is created. A list of sources is included with the EEO public file reports attached at Exhibit A. As noted in those reports, the list of recruitment sources includes Direct Employers Association. When a job requisition is approved by the appropriate manager, the Employment Unit’s job tracking database automatically sends the vacancy notice to Indeed, Glassdoor, Monster, Recruit.net, LinkedIn, and Direct Employers. Direct Employers then further distributes those notices to its Job Syndication Alliance, which includes over 150 outreach organizations. Copies of job vacancy announcements are included at Exhibit C. It is the Employment Unit’s practice to retain copies of all notices sent to all sources used.

No organizations contacted the Employment Unit directly to request job openings, pursuant to Section 73.2080 (c)(1)(ii).

Question 2(b)(iv): Interviewees

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above noted EEO public files and in accordance with Section 73.2080(c)(5)(v) are included at Exhibit B.

Question 2(b)(v): Supplemental Recruitment Initiatives

The number of initiatives performed by the Employment Unit during the reporting period exceeds the requirement pursuant to Sections 73.2080(c)(2) and (e)(3).¹

Documentation demonstrating performance of the completed initiatives pursuant to Section 73.2080(c)(2) including specified Unit personnel involved in the recruitment initiatives is included at Exhibit D.

The Employment Unit has 20 full-time employees. The population of the market in which the Employment Unit operates is greater than 250,000. The Employment Unit is required to perform four recruitment initiatives within each two-year period.

Question 2(b)(vi): Discrimination Complaints

Licensee is not aware of any pending or resolved complaints alleging unlawful discrimination in the employment practices of the Employment Unit that have been filed before any federal, state or local governmental body during the Stations' current license term.

Question 2(b)(vii): General EEO Program Requirements

The management of the Employment Unit actively works to ensure effective implementation and enforcement of its equal opportunity and nondiscrimination practices and policy. The SVP/Market Manager for the Employment Unit is ultimately responsible for ensuring that the Employment Unit is implementing its EEO program. The SVP/Market Manager works with the Licensee's corporate parent's Human Resources ("HR") and Talent Acquisition ("TA") teams to ensure that vacancies notices are widely disseminated. The Employment Unit's TA associate, in consultation with HR, is responsible for preparing the Unit's annual EEO public file report. In addition, all managers are required to follow Licensee's EEO program.

Pursuant to Section 73.2080(b), the Employment Unit uses a variety of methods to inform both current employees and job applicants of its EEO policies. Employees are notified of all job vacancies and are encouraged to refer candidates. The Employment Unit informs applicants of the EEO policy immediately by including a description of its nondiscrimination policy on the cover of each application for employment. All of the Employment Unit's printed advertisements and on-air announcements regarding job vacancies state that it is an Equal Opportunity Employer. The EEO policy is also posted at the Employment Unit's office for

¹ The Year 1 EEO Report inadvertently lists an unconscious bias training as a supplemental recruitment initiative. That initiative took place outside of the reporting period in both the prior and subsequent reporting periods.

applicants and employees to read. Additionally, through the Company's Anti-Harassment – Matter of Respect Training which is conducted online every other year, employees are reminded of the EEO policy.

Questions 2(b)(viii): Employment Unit Self-Assessment

The Employment Unit conducts evaluations of its EEO recruitment program, pursuant to Section 73.2080(c)(3), to ensure its outreach efforts are reaching all segments of the communities served by the Employment Unit. The Employment Unit conducts these evaluations annually at the time its EEO Public File Report is placed in the public file. Representatives of the Employment Unit work with staff from Licensee's corporate parent to review and analyze recruitment data and the recruitment source list to assess the effectiveness of the Employment Unit's recruitment sources.

In 2020, Audacy engaged Broadcast1Source, a third-party vendor that created a software service to help broadcasters comply with their EEO obligations. The use of this software not only helps to ensure timely distribution of all job notices, the recording of these notices and relevant outreach efforts, but it also assists Licensee's stations, including those in the Employment Unit, with the assessment of its EEO recruitment program.

If Licensee's assessment ever indicates that modifications would be necessary to ensure broad outreach, the Employment Unit will add new recruitment sources and delete ineffective recruitment sources. The Employment Unit will also increase its efforts to advise community organizations involved in assisting job applicants of its job vacancies and EEO policy and the Commission's outreach requirements.

Questions 2(b)(ix): Employment Unit Self-Assessment

In addition to regularly assessing its outreach efforts, the Employment Unit also annually analyzes the effectiveness of its EEO practices and policies to ensure that they do not have a discriminatory effect, pursuant to Section 73.2080(c)(4). Licensee, in conjunction with its corporate parent, reviews, examines and monitors employee compensation and employment practices. Through this examination, the salaries of all Audacy employees are compared to determine whether all employees were treated equally. If any salaries appear to be unusually high or low, an investigation will be initiated to determine the cause.

Licensee's corporate parent has also established procedures regarding the payment of benefits and the awarding of promotions to ensure that all employees are treated equally. All of the Employment Unit's non-union full-time employees are offered identical benefits, and the Employment Unit makes all selection and promotion decisions based solely on the skills, ability and experience of the applicant – race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state, or local law – are not considered.

There are no union agreements applicable to employees of the Employment Unit.

Question 2(b)(x): Religious Broadcaster

Not applicable. Licensee is not a religious broadcaster.

Questions 3 & 4: Time Brokerages

Licensee is not a party to time brokerage arrangement for the provisions of all programming on any of the Stations

* * *

I declare under penalty of perjury that, to the best of my knowledge, information, and belief, which includes information provided to me by others, the foregoing is true and correct.

Should any questions arise regarding this information, please contact me at laura.berman@audacy.com or 202-571-6555.

Respectfully submitted,



Laura Berman
Vice President, Legal

Enclosures

Exhibit A

EEO Public File Reports

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

AUDACY Riverside-San Bernardino,CA IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>900 E Washington, Suite 315, Colton, CA - 92324</p>	<p><u>Contact Person/Title:</u></p> <p>Mike Valenzuela SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>909-433-3000</p>	<p><u>E-Mail Address:</u></p> <p>mike.valenzuela@audacy.com</p>

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KFRG, KXFG

EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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	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
2	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
3	Ongoing Event	Participation in other activities designed by the station employment unit	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. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager

KFRG, KXFG

EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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 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
5	Ongoing Event	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.	4	Market Manager General Sales Manager All FT & PT Staff
6	8/3/2021	Establishment of training programs for station personnel	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.	7	Market Manager Sales & Brand Managers Chief Engineer Business Administrator
7	9/23/2021	Co Sponsoring Job Fair	Audacy Riverside participated as a co-sponsor in the Valley Wide Employment Expo. 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
8	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager

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EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 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
10	3/2/2022	Participation in events or programs sponsored by educational institutions	Staff members participated in elementary school event and informed students about skills needed to work in broadcasting.	2	On Air Talent ON Air Talent
11	3/7/2022	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in the Coyote Canyon Elementary College and Career Day event, educating students about a career path in the broadcasting industry.	1	On-Air Talent
12	5/11/2022	Co Sponsoring Job Fair	Audacy Riverside participated as a co-sponsor in the University of California Riverside Just in Time Virtual Career 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	Director of Sales
13	7/22/2022	Participation in other activities designed by the station employment unit	Staff conducted a station tour to a youth sports team, and provided information about a career in broadcasting.	2	On Air Talent Market Manager

KFRG, KXFG
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>900 E Washington, Suite 315, Colton, CA - 92324</p>	<p><u>Contact Person/Title:</u></p> <p>Mike Valenzuela SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>909-433-3000</p>	<p><u>E-Mail Address:</u></p> <p>mike.valenzuela@audacy.com</p>

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
Morning Show Co-Anchor KFRG	1-20	19

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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	1
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

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
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

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
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

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
18	Employee Referral	N	2
19	Indeed.com	N	1
20	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

KFRG, KXFG

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/19/2022	Participation in other activities designed by the station employment unit	(Afternoon Host) - did a station tour with a student that was attending Cal State Fullerton. It was on August 19th, 2022, she is a Communications major.	1	On Air Personality
2	9/28/2022	Co Sponsoring Job Fair	Co-sponsored the 27th Annual Valley Wide Employment Expo. Employment unit recruited for Account Executives.	1	General Sales Manager
3	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist
4	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
5	11/2/2022	Participation in events or programs sponsored by educational institutions	Audacy Riverside participated in the Ontario High School 2022 College & Career Expo event, educating students about a career path in the broadcasting industry.	1	On Air Talent
6	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
7	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

KFRG, KXFG

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	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
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	3/6/2023	Participation in Job Fairs	Coyote Canyon College & Career Day: educating students in the broadcasting industry.	1	VP Director of Sales On Air Personality
11	3/10/2023	Participation in events or programs sponsored by educational institutions	(Evening Host) - Read Across America Day at Vermont Elementary in San Bernardino: Teaching kids about broadcasting.	1	On Air Personality
12	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

Exhibit B

Hire Dates and Interviewee Information

Interview Recruitment Source Report from 8/1/2021 - 8/1/2022

Please note that the recruitment source used for hiring is bolded in the text below

Job ID:

Job Title:

Job Opening Period:

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By

Interview Recruitment Source Report from 8/1/2022 - 7/31/2023

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 112124

Job Title: Morning Show Co-Anchor KFRG

Job Opening Period: 5/5/2023 - 8/3/2023

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	6/21/2023	Yes	7/23/2023	Indeed.com
Candidate	6/15/2023	No		Employee Referral
Candidate	5/23/2023	No		Other Source
Candidate	5/17/2023	No		Employee Referral
Candidate	5/15/2023	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page

Exhibit C

Vacancy Notices

Job Notification details between 8/1/2021 to 8/1/2022

NO JOB OPENINGS WERE NOTIFIED DURING THIS REPORTING PERIOD.

Job Notification details between 8/1/2022 to 8/1/2023

Morning Show Co-Anchor KFRG (Broadcast1Source tracking number 112124)

No. of Agencies were used: 17

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 05/05/2023

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: citlaly.bastian@audacy.com

Title: Morning Show Co-Anchor KFRG

Experience:

What You'll Do:

- Create original content and perform live broadcasts that are entertaining and engaging.
- Entertain listeners from 5:00am-9:00am every weekday morning.
- Amazing at show prep
- Video production skills encouraged
- Passionate about causes, community, and co-workers
- Killer production skills
- Participate and create original content for all social media platforms.
- Ensure that promotions and contests are executed properly
- Operate the control board and perform production work
- Make personal appearances at station events and remote broadcasts
- Other duties as required by management

Requirements:

Required & Preferred:

- Minimum 3 years on-air experience, with Country, Top 40, and/or Hot AC format
- Must be an excellent communicator
- Huge personality with opinions about everything
- Amazing creativity, strategic thinker, and idea creator
- Social Media Skills
- Experience with Adobe Audition and Audio Production
- Detail oriented multitasker with strong organizational skills
- A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance, is required.

Description:

Audacy Riverside is looking a Morning Show Co-Anchor for our KFRG station!

Additional Information:

Job Notification details between 8/1/2022 to 8/1/2023

Audacy, Inc. (NYSE: AUD) is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports, podcasts and music that matter to them. Learn more at www.audacyinc.com, Facebook (Audacy Corp) and Twitter (@AudacyCorp).

Contact:

Please upload resume and apply at <https://careers-audacy.icims.com/>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Citlaly Bastian at citlaly.bastian@audacy.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/3/2023	Victor Valley Community College	No	Job Listing	1--	By User/Other System
7/3/2023	University of CA, Riverside	No	Kristen Roberts	1--	By User/Other System
7/3/2023	University of Redlands	No	Career Center	1--	By User/Other System
7/3/2023	Southern CA Broadcasters Association	No	Job Listing	1--	By User/Other System
7/3/2023	Radio Online LLP	No	Lisa Chase	1--	By User/Other System
7/3/2023	University of CA, Irvine	No	Andrea Chung	1--	By User/Other System
7/3/2023	Chapman University	No	Franciska Morlet	1--	By User/Other System
7/3/2023	Norco Community College	No	Career Services	1--	By User/Other System
7/3/2023	California Broadcasters Assoc.	No	Joe Berry	1--	By User/Other System
7/3/2023	Employment Development Department	No	Job Listing	1--	By User/Other System
7/3/2023	CA State Polytechnic University-Pomona	No	David Craig	1--	By User/Other System
7/3/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
7/3/2023	All Access Media Group	No	Mark Capuano	1--	By User/Other System
7/3/2023	CA State University, San Bernadino	No	Sarai Maldonado	1--	By User/Other System
7/3/2023	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com
7/3/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System

Job Notification Details Report**Date:** 4/29/2024**From:** Riverside-San Bernardino,CA**Page:** 3/3**Job Notification details between 8/1/2022 to 8/1/2023**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/3/2023	California Broadcasters Assoc.	No	Joe Berry	1--	By User/Other System

Exhibit D

Supplemental Recruitment Initiatives

----- Forwarded message -----

From: **DONNA ESPINOZA (Vermont ES)** <donna.espinoza@sbcusd.k12.ca.us>

Date: Fri, Feb 18, 2022 at 8:28 AM

Subject: Re: Read Across America Day

To: Vicki Pepper <vicki.pepper@audacy.com>

Thanks so much!

On Fri, Feb 18, 2022 at 8:24 AM Vicki Pepper <vicki.pepper@audacy.com> wrote:

Great! Let's say 10am? And I can do an hour. :)

On Fri, Feb 18, 2022 at 8:22 AM DONNA ESPINOZA (Vermont ES)

<donna.espinoza@sbcusd.k12.ca.us> wrote:

Great, look forward to you returning. Just let me know what time you think you'll come and for how long it can be as little as 20 min. or up to 60 min. I will schedule your class visits based on your availability. :)

On Thu, Feb 17, 2022 at 5:29 PM Vicki Pepper <vicki.pepper@audacy.com> wrote:

Hi, Ms. Espinoza!

Please count me in for Read Across America Day!

Hope you are well!

--

Vicki Pepper

On-Air Talent, Programming

Audacy | Riverside

900 E. Washington, Suite 315

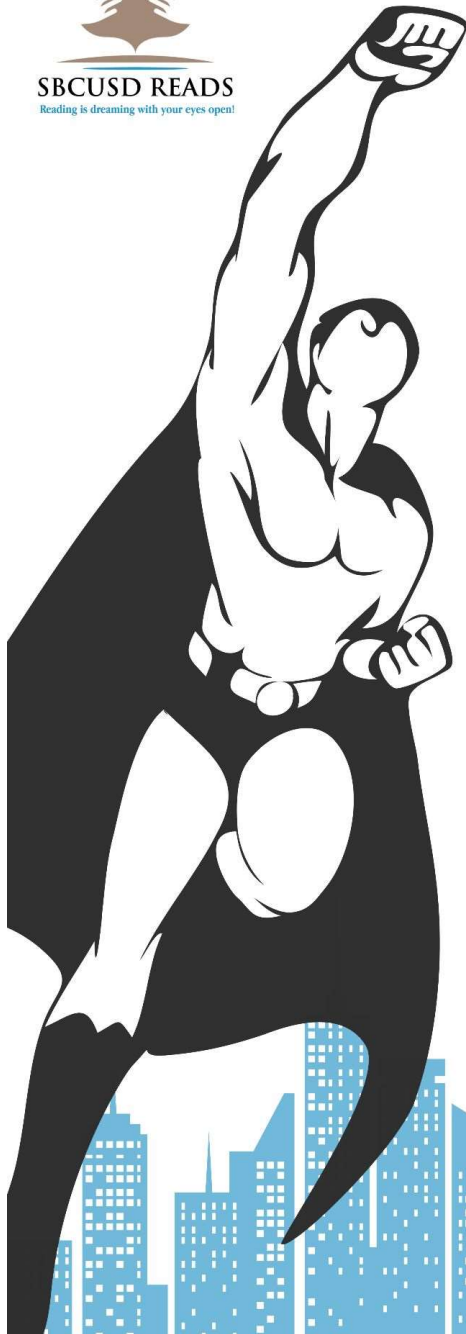
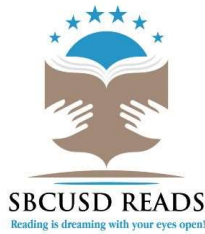
Colton, CA 92324

P: +1 909-433-3046

AudacyInc.com



Way to go,
Pepper!



You're Invited

TO THE
ALL-VIRTUAL

Read Across America Event

*Wednesday,
March 2, 2022*

*9 am-12 noon
& 1 pm-3 pm*

DISCOVER THAT
Reading
CAN BE YOUR
Superpower!



#SBCUSDReads

----- Forwarded message -----

From: Michele Buyco <MBuyco@csd.k12.ca.us>

Date: Mon, Mar 7, 2022 at 12:40 PM

Subject: THANK YOU! :)

To:

Cc: Christine Saenz <CSaenz@csd.k12.ca.us>, Charles Boulden <CBoulden@csd.k12.ca.us>, Melanie Ruiz <MelanieRuiz@csd.k12.ca.us>

Good afternoon, everyone,

On behalf of Coyote Canyon Elementary students and staff, we would like to sincerely **THANK YOU** for your participation, time, and willingness to be a part of our College and Career Day event! Our day was a success because of all of **YOU**!! We are in awe of all the amazing opportunities you showcased in your presentations! You helped spark ideas for our students to pursue their dreams!! I have already spoken to a few students who are super excited about their future careers! We can't thank you enough for your time and thoughtfulness to share your college and career paths with our students. To say thank you, please be on the lookout for a special surprise in the mail. For those that are parents of students at our school, please make sure that your addresses are up to date in Aeries. Thank you again!!

Have a wonderful day! 😊

Michele A. Buyco, MS, LMFT, PPSC
School Counselor
Coyote Canyon Elementary
(909) 980 - 4743



Emergency: 911

Referral Services: 211

National Suicide Prevention Hotline: (800) 273 - 8255 (TALK)

Statement of Confidentiality: The contents of this e-mail message and any attachments are intended solely for the addressee. The information may also be confidential and/or legally privileged. This transmission is sent for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction, or dissemination of this transmission is strictly prohibited. If you are not the intended recipient please immediately notify the sender by reply e-mail, send a copy to postmaster@csd.k12.ca.us and delete this message and attachments, if any.

UCR JUST IN TIME VIRTUAL CAREER FAIR: Thank You & Next Steps for Sponsors!

Romy Robinson <sarom.robinson@ucr.edu>

Mon, Apr 25, 2022 at 2:49 PM



Greetings Valued Employers,

On behalf of the UC Riverside Career Center, thank you for choosing to be an Event Sponsor for the **Just In Time Virtual Career Fair, on May 11th, from 11 AM - 2 PM.**

Our vision with our sponsorship packages was to create virtual options that will allow for more visibility for your company with students and will ultimately help you maximize your success at the career fair.

Your Sponsorship package includes:

- One targeted email blast up to 5,000 students based on your target groups indicated in your fair registration.
- Promotion of your opportunities and presence at the fair in college-specific newsletters leading up to the fair
- Your company logo added to the [Handshake fair registration](#) page for students and employers
- A custom resume book of event attendees
- Pre-career fair social media promotion
- Invitation to an optional pre-career fair IG Live event on the [UCR Career Center Instagram channel](#)

To proceed with these benefits, we need a couple of things from you:

- If you have yet to post your position(s) that you will be recruiting for on Handshake or you plan on adding more, please do so **before Friday, April 30th**. Our team will begin their targeted email marketing the week of May 2nd and this will give us the information we need to best promote your company's opportunities with students.
- As mentioned above, part of your sponsorship includes an invitation to an optional Instagram Live event which will allow you to market your company to our students prior to the fair. **The Just in Time IG Live session will be held on May 4th between the hours of 10 am - 2 pm (PDT).** You will have the opportunity to **sign up for a 10-minute session** within this time frame and showcase your company to students following our page. You can be as creative as you would like; however, here are some ideas of what this can look like:
 - Q & A session with the Career Center Events Manager
 - Showcase your office/facility and what sets you apart from your competitors
 - Showcase an outstanding Alumni or Intern

If you would like to participate in the Instagram Live Event, please fill out this [form](#) and **return it by April 30th**. We'll provide you with additional details closer to the event date.

Thank you for your partnerships and we look forward to hearing from you!

ROMY ROBINSON

Events Manager, Employer Relations

Career Center

University of California, Riverside

[900 University Avenue](#)

Lower Level – Bookstore

Riverside, CA 92521

Cell: (435) 374-9371 | E-mail: sarom.robinson@ucr.edu

[Web](#) | [Facebook](#) | [Instagram](#) | [YouTube](#) | [Twitter](#)

**No. 1 in U.S. for
Social Mobility**
-U.S. News



ORDER

Orders
Order / Rev: 1749032
 Alt Order #:
Product Desc: EEO
 Estimate:
Flight Dates: 03/16/21 - 07/31/21
Original Date / Rev: 03/12/21 / 07/21/21
Order Type: GENERAL

Riverside KQPS-FM
Primary AE: Riverside House
Sales Office: L-RIV
Sales Region: Local

Agency Name: Audacy EEOC
 Buying Contact:
 Billing Contact:
 Do Not Mail
 N/A, N/A N/A

Billing Type: Cash
Billing Calendar: Broadcast
Billing Cycle: EOM/EOC
Agency Commission: 0%

Advertiser Name: Audacy EEOC
 Demographic: W25-54
 Product Codes: PSA
 Revenue Code 1: SUPPLEMENTAL
 Revenue Code 2: GEN
 Revenue Code 3: GEN
 Priority: FULL

New Business End:
Advertiser External ID: 1021401
Agency External ID: 4017282
Unit Code: General
Order Separation: 00:45:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
03/01/21	03/28/21	4	\$0.00	\$0.00
03/29/21	04/25/21	8	\$0.00	\$0.00
04/26/21	05/30/21	10	\$0.00	\$0.00
05/31/21	06/27/21	8	\$0.00	\$0.00
06/28/21	07/25/21	7	\$0.00	\$0.00
07/26/21	07/31/21	2	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
March 2021	4	\$0.00	\$0.00	0.00
April 2021	8	\$0.00	\$0.00	0.00
May 2021	10	\$0.00	\$0.00	0.00
June 2021	8	\$0.00	\$0.00	0.00
July 2021	7	\$0.00	\$0.00	0.00
August 2021	2	\$0.00	\$0.00	0.00
Totals	39	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Riverside House	L-RIV	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KQPSF	03/16/21	07/31/21	M-Su 12a-12a	SUD	12a-12a	MTWTFSS	:15	2	\$0.00	TBP-I	0.00	NM	39	\$0.00
				M-Su 12a-12a											
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 03/15/21	03/21/21	-TWTFFS		2				\$0.00		0.00			
		Week: 03/22/21	03/28/21	MTWTFSS		2				\$0.00		0.00			
		Week: 03/29/21	04/04/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/05/21	04/11/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/12/21	04/18/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/19/21	04/25/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/26/21	05/02/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/03/21	05/09/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/10/21	05/16/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/17/21	05/23/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/24/21	05/30/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/31/21	06/06/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/07/21	06/13/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/14/21	06/20/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/21/21	06/27/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/28/21	07/04/21	MTWTFSS		2				\$0.00		0.00			

Order / Rev: 1749032
 Alt Order #:
 Flight Dates: 03/16/21 - 07/31/21

Advertiser: Audacy EEOC
 Product Desc: EEO
 Estimate:

Riverside KQPS-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 07/05/21	07/11/21	MTWTFSS		2				\$0.00		0.00			
		Week: 07/12/21	07/18/21	MTWTFSS		2				\$0.00		0.00			
		Week: 07/19/21	07/25/21	MTWTFSS		2				\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>			<u>Start/End Time</u>			<u>Weekdays</u>	<u>Length</u>		<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
59	QPSF	07/19/21-07/25/21	M-Su 12a-12a			12a-12a			MTWThFSaSu	:15		(\$0.00)	0.00	NM	
		<i>Credited</i>													
		[No Avail]													
		Week: 07/26/21	08/01/21	MTWTFSS-		2				\$0.00		0.00			
													Totals	39	\$0.00

ORDER

Orders
Order / Rev: 1749034
 Alt Order #:
Product Desc: EEO
 Estimate:
Flight Dates: 03/16/21 - 07/31/21
Original Date / Rev: 03/12/21 / 03/12/21
Order Type: GENERAL

Riverside KFRG-FM
Primary AE: Riverside House
Sales Office: L-RIV
Sales Region: Local

Agency Name: Audacy EEOC
 Buying Contact:
 Billing Contact:
 Do Not Mail
 N/A, N/A N/A

Billing Type: Cash
Billing Calendar: Broadcast
Billing Cycle: EOM/EOC
Agency Commission: 0%

Advertiser Name: Audacy EEOC
 Demographic: A25-54
 Product Codes: PSA
 Revenue Code 1: SUPPLEMENTAL
 Revenue Code 2: GEN
 Revenue Code 3: GEN
 Priority: FULL

New Business End:
Advertiser External ID: 1021401
Agency External ID: 4017282
Unit Code: General
Order Separation: 00:45:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
03/01/21	03/28/21	4	\$0.00	\$0.00
03/29/21	04/25/21	8	\$0.00	\$0.00
04/26/21	05/30/21	10	\$0.00	\$0.00
05/31/21	06/27/21	8	\$0.00	\$0.00
06/28/21	07/25/21	8	\$0.00	\$0.00
07/26/21	07/31/21	2	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
March 2021	4	\$0.00	\$0.00	0.00
April 2021	8	\$0.00	\$0.00	0.00
May 2021	10	\$0.00	\$0.00	0.00
June 2021	8	\$0.00	\$0.00	0.00
July 2021	8	\$0.00	\$0.00	0.00
August 2021	2	\$0.00	\$0.00	0.00
Totals	40	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Riverside House	L-RIV	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KFRG	03/16/21	07/31/21	M-Su 12a-12a	SUD	12a-12a	MTWTFSS	:15	2	\$0.00	TBP-I	0.00	NM	40	\$0.00
				M-Su 12a-12a											
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 03/15/21	03/21/21	-TWTFFS		2				\$0.00		0.00			
		Week: 03/22/21	03/28/21	MTWTFSS		2				\$0.00		0.00			
		Week: 03/29/21	04/04/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/05/21	04/11/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/12/21	04/18/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/19/21	04/25/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/26/21	05/02/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/03/21	05/09/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/10/21	05/16/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/17/21	05/23/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/24/21	05/30/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/31/21	06/06/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/07/21	06/13/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/14/21	06/20/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/21/21	06/27/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/28/21	07/04/21	MTWTFSS		2				\$0.00		0.00			

Order / Rev: 1749034
 Alt Order #:
 Flight Dates: 03/16/21 - 07/31/21

Advertiser: Audacy EEOC
 Product Desc: EEO
 Estimate:

Riverside KFRG-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>					<u>Spots/Week</u>	<u>Rate</u>		<u>Rating</u>			
		Week: 07/05/21	07/11/21	MTWTFSS					2	\$0.00		0.00			
		Week: 07/12/21	07/18/21	MTWTFSS					2	\$0.00		0.00			
		Week: 07/19/21	07/25/21	MTWTFSS					2	\$0.00		0.00			
		Week: 07/26/21	08/01/21	MTWTFSS-					2	\$0.00		0.00			
													Totals	40	\$0.00

ORDER

Orders
Order / Rev: 1749028
 Alt Order #:
Product Desc: EEO
 Estimate:
Flight Dates: 03/16/21 - 07/31/21
Original Date / Rev: 03/12/21 / 03/12/21
Order Type: GENERAL

Riverside KXFG-FM
Primary AE: Riverside House
Sales Office: L-RIV
Sales Region: Local

Agency Name: Audacy EEOC
 Buying Contact:
 Billing Contact:
 Do Not Mail
 N/A, N/A N/A

Billing Type: Cash
Billing Calendar: Broadcast
Billing Cycle: EOM/EOC
Agency Commission: 0%

Advertiser Name: Audacy EEOC
 Demographic: A25-54
 Product Codes: PSA
 Revenue Code 1: SUPPLEMENTAL
 Revenue Code 2: GEN
 Revenue Code 3: GEN
 Priority: FULL

New Business End:
Advertiser External ID: 1021401
Agency External ID: 4017282
Unit Code: General
Order Separation: 00:45:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
03/01/21	03/28/21	4	\$0.00	\$0.00
03/29/21	04/25/21	8	\$0.00	\$0.00
04/26/21	05/30/21	10	\$0.00	\$0.00
05/31/21	06/27/21	8	\$0.00	\$0.00
06/28/21	07/25/21	8	\$0.00	\$0.00
07/26/21	07/31/21	2	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
March 2021	4	\$0.00	\$0.00	0.00
April 2021	8	\$0.00	\$0.00	0.00
May 2021	10	\$0.00	\$0.00	0.00
June 2021	8	\$0.00	\$0.00	0.00
July 2021	8	\$0.00	\$0.00	0.00
August 2021	2	\$0.00	\$0.00	0.00
Totals	40	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Riverside House	L-RIV	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KXFG	03/16/21	07/31/21	M-Su 12a-12a	SUD	12a-12a	MTWTFSS	:15	2	\$0.00	TBP-I	0.00	NM	40	\$0.00
				M-Su 12a-12a											
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 03/15/21	03/21/21	-TWTFFS		2				\$0.00		0.00			
		Week: 03/22/21	03/28/21	MTWTFSS		2				\$0.00		0.00			
		Week: 03/29/21	04/04/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/05/21	04/11/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/12/21	04/18/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/19/21	04/25/21	MTWTFSS		2				\$0.00		0.00			
		Week: 04/26/21	05/02/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/03/21	05/09/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/10/21	05/16/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/17/21	05/23/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/24/21	05/30/21	MTWTFSS		2				\$0.00		0.00			
		Week: 05/31/21	06/06/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/07/21	06/13/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/14/21	06/20/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/21/21	06/27/21	MTWTFSS		2				\$0.00		0.00			
		Week: 06/28/21	07/04/21	MTWTFSS		2				\$0.00		0.00			

Order / Rev: 1749028
 Alt Order #:
 Flight Dates: 03/16/21 - 07/31/21

Advertiser: Audacy EEOC
 Product Desc: EEO
 Estimate:

Riverside KXFG-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>					<u>Spots/Week</u>	<u>Rate</u>		<u>Rating</u>			
		Week: 07/05/21	07/11/21	MTWTFSS					2	\$0.00		0.00			
		Week: 07/12/21	07/18/21	MTWTFSS					2	\$0.00		0.00			
		Week: 07/19/21	07/25/21	MTWTFSS					2	\$0.00		0.00			
		Week: 07/26/21	08/01/21	MTWTFSS-					2	\$0.00		0.00			
													Totals	40	\$0.00

ORDER

Orders
Order / Rev: 1574576
 Alt Order #:
Product Desc: EEO
 Estimate:
Flight Dates: 05/20/20 - 03/15/21
Original Date / Rev: 05/19/20 / 03/12/21
Order Type: GENERAL

Riverside KQPS-FM
Primary AE: Riverside House
Sales Office: L-RIV
Sales Region: Local

Agency Name: Riverside Entercom Market Events
Buying Contact:
Billing Contact:
 900 E Washington St Ste 315
 Colton, CA 92324-8182

Billing Type: Cash
Billing Calendar: Broadcast
Billing Cycle: EOM/EOC
Agency Commission: 0%

Advertiser Name: Riverside Entercom Market Events
Demographic: A25-54
Product Codes: Concerts
Revenue Code 1: DIR
Revenue Code 2: GEN
Revenue Code 3: GEN
Priority: FULL

New Business End:
Advertiser External ID: 4076882
Agency External ID: 162056
Unit Code: General
Order Separation: 00:45:00

Bill Plan

Start Date	End Date	# Spots	Gross Amount	Net Amount
04/27/20	05/31/20	4	\$0.00	\$0.00
06/01/20	06/28/20	8	\$0.00	\$0.00
06/29/20	07/26/20	8	\$0.00	\$0.00
07/27/20	08/30/20	10	\$0.00	\$0.00
08/31/20	09/27/20	7	\$0.00	\$0.00
09/28/20	10/25/20	8	\$0.00	\$0.00
10/26/20	11/29/20	10	\$0.00	\$0.00
11/30/20	12/27/20	7	\$0.00	\$0.00
12/28/20	01/31/21	10	\$0.00	\$0.00
02/01/21	02/28/21	8	\$0.00	\$0.00
03/01/21	03/14/21	4	\$0.00	\$0.00

Totals

Month	# Spots	Gross Amount	Net Amount	Rating
May 2020	4	\$0.00	\$0.00	0.00
June 2020	8	\$0.00	\$0.00	0.00
July 2020	8	\$0.00	\$0.00	0.00
August 2020	10	\$0.00	\$0.00	0.00
September 2020	7	\$0.00	\$0.00	0.00
October 2020	8	\$0.00	\$0.00	0.00
November 2020	10	\$0.00	\$0.00	0.00
December 2020	7	\$0.00	\$0.00	0.00
January 2021	10	\$0.00	\$0.00	0.00
February 2021	8	\$0.00	\$0.00	0.00
March 2021	4	\$0.00	\$0.00	0.00
Totals	84	\$0.00	\$0.00	0.00

Account Executives

Account Executive	Sales Office	Sales Region	Start Date / End Date	Order %
Riverside House	L-RIV	Local	Start Of Order - End Of Order	100%

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
N 1	KQPSF	05/20/20	12/27/20	M-Su 12a-12a	SUD	12a-12a	MTWTFSS	:15	2	\$0.00	TBP-I	0.00	NM	62	\$0.00
				M-Su 12a-12a											
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>		<u>Rate</u>		<u>Rating</u>					
		Week: 05/18/20	05/24/20	--WTFSS		2		\$0.00		0.00					
		Week: 05/25/20	05/31/20	MTWTFSS		2		\$0.00		0.00					
		Week: 06/01/20	06/07/20	MTWTFSS		2		\$0.00		0.00					
		Week: 06/08/20	06/14/20	MTWTFSS		2		\$0.00		0.00					
		Week: 06/15/20	06/21/20	MTWTFSS		2		\$0.00		0.00					
		Week: 06/22/20	06/28/20	MTWTFSS		2		\$0.00		0.00					
		Week: 06/29/20	07/05/20	MTWTFSS		2		\$0.00		0.00					
		Week: 07/06/20	07/12/20	MTWTFSS		2		\$0.00		0.00					
		Week: 07/13/20	07/19/20	MTWTFSS		2		\$0.00		0.00					

Order / Rev: 1574576
 Alt Order #:
 Flight Dates: 05/20/20 - 03/15/21

Advertiser: Riverside Entercom Market Events
 Product Desc: EEO
 Estimate:

Riverside KQPS-FM

Ln	Ch	Start	End	Inventory Code	Break	Start/End Time	Days	Len	Spots	Rate	Pri	Rtg	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 07/20/20	07/26/20	MTWTFSS		2				\$0.00		0.00			
		Week: 07/27/20	08/02/20	MTWTFSS		2				\$0.00		0.00			
		Week: 08/03/20	08/09/20	MTWTFSS		2				\$0.00		0.00			
		Week: 08/10/20	08/16/20	MTWTFSS		2				\$0.00		0.00			
		Week: 08/17/20	08/23/20	MTWTFSS		2				\$0.00		0.00			
		Week: 08/24/20	08/30/20	MTWTFSS		2				\$0.00		0.00			
		Week: 08/31/20	09/06/20	MTWTFSS		2				\$0.00		0.00			
		Week: 09/07/20	09/13/20	MTWTFSS		2				\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>			<u>Start/End Time</u>			<u>Weekdays</u>	<u>Length</u>		<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
34	QPSF	09/07/20-09/13/20	M-Su 12a-12a			12a-12a			MTWThFSaSu	:15		(\$0.00)	0.00	NM	
		Credited [Technical/Automation Failure]													
		Week: 09/14/20	09/20/20	MTWTFSS		2				\$0.00		0.00			
		Week: 09/21/20	09/27/20	MTWTFSS		2				\$0.00		0.00			
		Week: 09/28/20	10/04/20	MTWTFSS		2				\$0.00		0.00			
		Week: 10/05/20	10/11/20	MTWTFSS		2				\$0.00		0.00			
		Week: 10/12/20	10/18/20	MTWTFSS		2				\$0.00		0.00			
		Week: 10/19/20	10/25/20	MTWTFSS		2				\$0.00		0.00			
		Week: 10/26/20	11/01/20	MTWTFSS		2				\$0.00		0.00			
		Week: 11/02/20	11/08/20	MTWTFSS		2				\$0.00		0.00			
		Week: 11/09/20	11/15/20	MTWTFSS		2				\$0.00		0.00			
		Week: 11/16/20	11/22/20	MTWTFSS		2				\$0.00		0.00			
		Week: 11/23/20	11/29/20	MTWTFSS		2				\$0.00		0.00			
		Week: 11/30/20	12/06/20	MTWTFSS		2				\$0.00		0.00			
		Week: 12/07/20	12/13/20	MTWTFSS		2				\$0.00		0.00			
		Week: 12/14/20	12/20/20	MTWTFSS		2				\$0.00		0.00			
<u>Spot</u>	<u>Ch</u>	<u>Date Range</u>	<u>Description</u>			<u>Start/End Time</u>			<u>Weekdays</u>	<u>Length</u>		<u>Rate</u>	<u>Rtg</u>	<u>Type</u>	
61	QPSF	12/14/20-12/20/20	M-Su 12a-12a			12a-12a			MTWThFSaSu	:15		(\$0.00)	0.00	NM	
		Credited [No Avail]													
		Week: 12/21/20	12/27/20	MTWTFSS		2				\$0.00		0.00			
N 2	KQPSF	12/28/20	03/14/21	M-Su 12a-12a	SUD	12a-12a	MTWTFSS	:15	2	\$0.00	TBP-I	0.00	NM	22	\$0.00
				M-Su 12a-12a											
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>		<u>Spots/Week</u>				<u>Rate</u>		<u>Rating</u>			
		Week: 12/28/20	01/03/21	MTWTFSS		2				\$0.00		0.00			
		Week: 01/04/21	01/10/21	MTWTFSS		2				\$0.00		0.00			
		Week: 01/11/21	01/17/21	MTWTFSS		2				\$0.00		0.00			
		Week: 01/18/21	01/24/21	MTWTFSS		2				\$0.00		0.00			
		Week: 01/25/21	01/31/21	MTWTFSS		2				\$0.00		0.00			
		Week: 02/01/21	02/07/21	MTWTFSS		2				\$0.00		0.00			
		Week: 02/08/21	02/14/21	MTWTFSS		2				\$0.00		0.00			
		Week: 02/15/21	02/21/21	MTWTFSS		2				\$0.00		0.00			
		Week: 02/22/21	02/28/21	MTWTFSS		2				\$0.00		0.00			
		Week: 03/01/21	03/07/21	MTWTFSS		2				\$0.00		0.00			
		Week: 03/08/21	03/14/21	MTWTFSS		2				\$0.00		0.00			
Totals													84	\$0.00	

Los Angeles Lakers team
Los Angeles Lakers

Los Angeles Dodgers team
Los Angeles Dodgers

Los Angeles Rams team
Los Angeles Rams

Los Angeles Chargers team
Los Angeles Chargers

Los Angeles Clippers team
Los Angeles Clippers

Los Angeles Kings team
Los Angeles Kings

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Audacy Driving Change In Partnership With Clark Atlanta University

diversity # Community # intention



Author



Philip McKenzie

Publish date
June 21, 2021

Channel
Audacy InSites



Anyone who has lived through a crisis keenly understands the sharp focus needed to navigate successfully. Most recently, crisis has taken the form of a hyper-competitive environment, social unrest and uprising, and more throughout the COVID-19 pandemic. While there are many ways to deal with a crisis one thing is clear -- it is best to lean on your strengths. **Audacy** is doing just that -- leading the way out of crisis with a focus on their best-in-class audio capabilities built on human connection and the value of community. This strength, coupled with its commitment to diversity, equity and inclusion (DEI) is the foundation for Audacy's partnership with Clark Atlanta University (CAU), an example that creates a charitable path for others seeking to emerge from crisis with a strong business and tangible impact on the next generation.

Cookies Audacy, a scaled, multi-platform audio content and entertainment company, was uniquely positioned to respond and activate resources in an innovative way with the CAU partnership. Internally we discussed what we could do

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ion," says Rick Caffey, Senior Vice President & Market Manager at Audacy Atlanta. [Read more](#)

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Sarah Harris, Vice President, Social Impact was engaged as the co-lead of a DEI task force with Caffey. It was designed to directly and reflexively focus the organization to build a more diverse and inclusive workplace, while meeting the moment of social justice. It was quickly apparent that there was a solid foundation to support meaningful work. Rather than start from scratch, Audacy opted to align with known entities, strengthening existing connections. "An informal relationship had already existed between our Atlanta leadership team and CAU," Harris explains. "We had a goal to formalize that relationship into a structured program that would more effectively equip the next generation with perspective needed to launch careers in audio, with the dual benefit of positioning Audacy as a great place to work."

CAU came with a prerequisite focus on youth, which prepares the next generation for successful careers in audio entertainment while sustaining Audacy's recruitment pipeline.

Audacy's organizational strengths make the CAU partnership possible and are linked inextricably with their core values. Known as "The Four AudaCy's," these values serve as an organizational compass in their DEI efforts: Community, Curiosity, Courage and Creativity.

- Community: Our strength is in connection to others
- Curiosity: We listen to learn and grow
- Courage: We lead with purpose and conviction
- Creativity: We dream big to build extraordinary experiences

"The commitment to step up to the plate and structure the CAU Partnership required a community effort and a genuine embrace of listening within the partnership to ensure its success," says Mica Alexis, Director HR, Diversity, Equity & Inclusion. "Success of this work hinges on trust-based relationships within the partnership. Listening to the needs and interests of CAU students -- gearing our leadership team and conversations to address student priorities -- builds the relationship and creates value for both CAU and Audacy."

"I am a huge advocate of students learning inside and outside of the classroom," said Garry Yates, interim chair of Clark Atlanta University Mass Media Arts. "We are committed to preparing our students to excel; we are ecstatic to establish this partnership that gives them coveted access to a media powerhouse like Audacy."

The CAU and Audacy relationship personifies partnership in that there is a keen recognition that both institutions recognize the greater value created in coming together. The cultural relevance of audio in the African American community and a strategic commitment to access CAU talent is a win-win scenario. "We created a curriculum for dinner and learn sessions. In the Fall, we provided four sessions: The initial Kickoff with Audacy Chairman, President & CEO David Field and CAU President George T. French Jr.; Audacy Brand Managers sharing Stories from Broadcast Business; a Behind-the-Scenes Look at Podcasting, and On-Air Talent -- a collection of our

influential voices from shows around the country sharing what they do and their journey of breaking into the business, including what advice they would give their earlier selves based on all they now know," says Caffey,

We use cookies and similar methods to recognize visitors and remember their preferences, understand the performance of our site, provide social media features, and serve more relevant content to you. By continuing to browse the website you consent to all cookies in accordance with our Privacy Policy. Team' and 'How to Break into Careers in Audio & Media.' We also work with Clark Atlanta faculty to understand the

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Read more relevant solutions and content aligned with what students are learning in class."

Many students have since connected with Audacy leaders on LinkedIn, followed up with email conversations, and started to build their networks. The program is already bearing fruit as evidenced by Ashton Edmunds, a young emerging talent from CAU, making his **debut** at the NBA All-Star game.

The CAU Partnership pioneered by Audacy is a working blueprint for how the industry can lean on their strengths and activate organizational values in new ways that build bridges to advance DEI commitments and inclusivity in the industry. There is much progress to be made, as significant change is an evolutionary process. Yet, the CAU partnership is an important step forward with valuable lessons for the entire industry as we lead onward out of crisis.

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Philip McKenzie

Philip L. McKenzie is a Cultural Anthropologist + Strategist with a focus on humanity centered design. Philip uses his expertise in culture to advise organizations on how best to thrive in an increasingly challenging and uncertain environment. Philip uses hi... [read more](#)

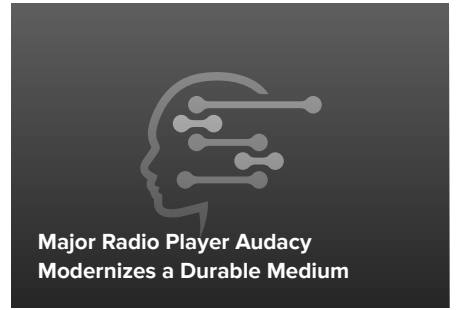
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THE 'AGE OF ANXIETY' IS THE RESULT OF TRYING TO DO TODAY'S JOB WITH YESTERDAY'S TOOLS— WITH YESTERDAY'S CONCEPTS.

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DirectEmployers Association Job Syndication Alliances

Revised February 14, 2020

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DIVERSITY SITES

African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)



Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/



DISABILITY SITES	
Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	http://thecareerindex.com
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)



MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Save Our Veterans	http://board.jobcentral.com/saveourveterans
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/



State Workforce Agency Disability/Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	https://indianacareerconnect-disability.jobs/
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http://SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/



WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkinVirginia Veterans (Virginia State Workforce)	http://workinvirginia.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork



STATE GOVERNMENT SITES

<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p>https://usnlx.com</p>
<p>VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)</p>	<p>Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.usnlx.com/vet_index.asp?stype=moc http://veterans.usnlx.com</p>
<p>Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA</p>	<p>https://3rivers.rescaretalentmarket.com/</p>
<p>Rescare Workforce Services - Indiana</p>	<p>https://indiana.rescaretalentmarket.com/</p>
<p>State & US Territory Workforce Agency Job Distribution</p>	<p>All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the Member Desktop for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.</p>
<p>State of Alabama</p>	<p>https://joblink.alabama.gov/ada/</p>
<p>State of Alaska</p>	<p>http://www.jobs.state.ak.us/jobseeker.htm</p>
<p>State of Arizona</p>	<p>https://www.azjobconnection.gov/ada/r/</p>
<p>State of Arkansas</p>	<p>https://www.arjoblink.arkansas.gov/ada/</p>
<p>State of California</p>	<p>https://www.caljobs.ca.gov/vosnet/Default.aspx</p>
<p>State of Colorado</p>	<p>http://www.connectingcolorado.com/</p>
<p>State of Connecticut</p>	<p>https://www.cthires.com/vosnet/Default.aspx</p>
<p>State of Delaware</p>	<p>https://joblink.delaware.gov/ada/</p>
<p>District of Columbia</p>	<p>https://www.dcnetworks.org/vosnet/Default.aspx</p>
<p>State of Florida</p>	<p>https://www.employflorida.com/vosnet/Default.aspx</p>
<p>State of Georgia</p>	<p>http://employgeorgia.com/</p>



Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx



State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

Adzuna	https://www.adzuna.com/ (UK and Canada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LinkedIn	https://www.linkedin.com/
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/



GLOBAL SITES

Jobrapido.com.ar – Argentina	Jobrapido.se – Sweden
Jobrapido.at – Austria	Jobrapido.ch – Switzerland
Jobrapido.com.au – Australia	Jobrapido.co.uk – UK
Jobrapido.br – Brazil	Jobrapido.com – USA
Jobrapido.cl – Chile	Wowjobs.ca – Jobs in Canada and Australia Only
Jobrapido.fr – France	
Jobrapido.de – Germany	
Jobrapido.nl – Holland	
Jobrapido.ie – Ireland	
Jobrapido.it – Italy	
Jobrapido.mx – Mexico	
nz.jobrapido.com – New Zealand	
Jobrapido.pl – Poland	
Jobrapido.es – Spain	



METRO AREAS ON USNLX.COM					
STATES	METRO AREAS				
Alabama:	Birmingham	Huntsville	Mobile	Montgomery	
Alaska:	Anchorage	Fairbanks	Juneau		
Arizona:	Flagstaff	Phoenix	Tucson		
Arkansas:	Fayetteville	Little Rock			
California:	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado:	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut:	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware:	Dover	Wilmington			
District of Columbia:	Washington				
Florida:	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia:	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii:	Hilo	Honolulu			
Idaho:	Boise	Pocatello			
Illinois:	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana:	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa:	Cedar Rapids	Des Moines			
Kansas:	Kansas City	Topeka	Wichita		
Kentucky:	Frankfort	Lexington	Louisville		
Louisiana:	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine:	Augusta	Portland			
Maryland:	Annapolis	Baltimore			
Massachusetts:	Boston	Springfield	Worcester		



Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			
Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
North Carolina:	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
North Dakota:	Bismarck	Fargo			
Ohio:	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			



Utah:	Provo	Salt Lake City			
Vermont:	Burlington	Montpelier			
Virginia:	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington:	Olympia	Seattle	Spokane	Tacoma	
West Virginia:	Charleston	Huntington			
Wisconsin:	Green Bay	Madison	Milwaukee		
Wyoming:	Casper	Cheyenne			

COLLEGE NETWORK

- Academy of Art University
- ADA University
- Ain Shams University
- Albany Law School
- Alfred State, SUNY College of Technology
- American College of Greece
- American University of Sharjah
- American University of Sharjah, School of Business Administration
- American University, School of Professional & Extended Studies (SPExS)
- Amridge University
- Augusta Technical College
- Ave Maria School of Law
- Ball State University
- Baylor Law School
- Bellevue College (WA)
- Blackburn College
- Bloomfield College
- Bob Jones University
- Boston Architectural College
- Boston College
- Boston University, School of Law
- Brooklyn Law School
- Bucknell University
- Bucks County Community College



Cabrillo College
Cairn University
Calhoun Community College
California Lutheran University
California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Sacramento
California Western School of Law
Campbell University, Wiggins School of Law
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College
Central New Mexico Community College
Central Washington University
Chaffey College
Chapman University, Dale E. Fowler School of Law
Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Chicago-Kent College of Law
China Europe International Business School (CEIBS)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Clark University
Clayton State University
Clemson University
Clemson University, Alumni Association
Coastline Community College
College of Coastal Georgia
College of Idaho
College of Southern Nevada
Collin College



Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia College (NY)
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College
Cumberland University
CUNY Baruch College
CUNY Baruch College, School of Public and International Affairs
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Baruch College, Zicklin School of Business
CUNY Borough of Manhattan Community College
CUNY Bronx Community College
CUNY Brooklyn College
CUNY College of Staten Island
CUNY Graduate School of Journalism
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY New York City College of Technology
CUNY Queens College
CUNY School of Law
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Dean College
Delaware Valley University
Delta State University
DePaul University College of Law
DeSales University
Dominican College
Drexel University, School of Public Health
Drexel University, Thomas R. Kline School of Law



Duke University, Sanford School of Public Policy
Duke University, School of Law
Dunwoody College of Technology
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eckerd College
Elizabeth City State University
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Fairleigh Dickinson University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry
Florida Gulf Coast University
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, Gabelli School of Business (Undergrad Programs)
Fordham University, School of Law
Fort Valley State University
Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College
George Mason University, School of Law
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service
Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Golden Gate University
Golden Gate University School of Law
Goucher College



Governors State University
Grand Canyon University
Hamline University
Hampshire College
Harper College
Harvard University
Harvard University, Graduate School of Design
Harvard University, Graduate School of Education & Harvard Divinity School
Harvard University, Kennedy School of Government
Harvard University, Law School
Harvard University, T.H. Chan School of Public Health
Hendrix College
Henry Ford College
Hofstra University, School of Law
Hong Kong Polytechnic University
Howard University, School of Law
IE Business School
IESE Business School, University of Navarra
Illinois State University
IMD Business School
iNav (Metro Atlanta Chamber)
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-MBA
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, Maurer School of Law
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics, Computing, and Engineering
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
INSEAD
Iowa Central Community College
Iowa College Recruiting Network (ICoRN)
IST Tecnico Lisboa



IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Office of Student Employment
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, Robert H. McKinney School of Law
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
John Marshall Law School
Johnson University
Kansas City Kansas Community College
Kenyon College
King Abdullah University of Science and Technology (KAUST)
Koc University
Lafayette College
Lake Superior State University
Laney College
Langara College
Lansing Community College
Lehigh Carbon Community College
Les Roches International School of Hotel Management, Switzerland
Liberty University, School of Law
LIM College (Laboratory Institute of Merchandising)
Lincoln Memorial University, Duncan School of Law
Linfield College
Lingnan College, Sun Yat-sen University
Los Angeles Film School
Lower Columbia College
Loyola Law School, Los Angeles
Loyola University New Orleans, College of Law
Luther College
Lycoming College



Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City
Mississippi College
Mississippi College, School of Law
Mississippi State University
Mitchell Hamline School of Law
Montgomery College
Moore College of Art & Design
Morehead State University
Morgan State University
Mount St. Mary's University (CA)
Mt. San Antonio College
National Park Community College
Nazarbayev University
Nebraska College Recruiting Consortium
New Horizons Computer Learning Center
New York Law School
New York University, School of Law
New York University, Stern School of Business
North Carolina A&T State University
North Carolina Central University, School of Law
North Carolina State University
North Central University
North Park University
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College
Northern Illinois University
Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University



Norwalk Community College
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
Ohio Northern University
Ohio Northern University, Pettit College of Law
Ohio State University, Moritz College of Law
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College
Ozyegin University
Pace University, School of Law
Pasadena City College
Peking University, School of Transnational Law
Pennsylvania College of Technology
Pensacola State College
Pepperdine University School of Law
Philadelphia University
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical College
Pratt Institute
Purdue University
Queen's University, Faculty Of Law
Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Regent University, School of Law
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Roger Williams University School of Law
Roosevelt University
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University



Royal Roads University
Russell Sage College
Rutgers University New Brunswick, Undergraduate Business
Rutgers University Newark, Executive MBA
Rutgers University Newark, Graduate Business School
Rutgers University Newark, Quantitative Finance (MQF)
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
San Diego State University
San Juan College
Santa Barbara City College
Santa Clara University, School of Law
Santa Fe Community College
Savannah College of Art and Design
Savannah Technical College
SDA Bocconi School of Management
Seattle University, School of Law
Service Academy Career Central (SACCentral)
Seton Hall University
Seton Hall University, School of Law
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Slippery Rock University of Pennsylvania (PASSHE)
South Central College
South Texas College of Law Houston
Southeast Missouri State University
Southeast Technical Institute
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Technical College
Southern Connecticut State University
Southern Crescent Technical College
Southern Methodist University, Dedman School of Law
Southern Union State Community College
Southern University Law Center



Southwestern Law School
Southwestern University
Spokane Community College
St. Ambrose University
St. Francis College
St. John's University, School of Law
St. Louis University, School of Law
St. Mary's College of Maryland
St. Thomas Aquinas College
St. Thomas University, School of Law
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Stratford University
Suffolk University Law School
SUNY College at Oneonta
SUNY College of Optometry
SUNY Farmingdale State College
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Purchase College
SUNY University at Buffalo, School of Management
Swiss Education Group
Syracuse University, College of Law
Tallahassee Community College
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality Management
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station
Texas Southern University, Thurgood Marshall School of Law
Texas Tech University, School of Law
Texas Wesleyan University
The American University in Cairo
The Brown School at Washington University in St. Louis
The College of New Rochelle
The College of William & Mary
The College of William & Mary, Law School
The College of William & Mary, Mason School of Business
The National Society of Leadership and Success
The Southern Baptist Theological Seminary



The Universities at Shady Grove
The University of the Arts
Thomas Jefferson School of Law
Thompson Rivers University
Tidewater Community College
Touro College
Touro College, Jacob D. Fuchsberg Law Center
Trident Technical College
Trinity Washington University
Trinity Western University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tufts University, School of Dental Medicine
Tulane University, Law School
UCAN, University Career Action Network
UCLA LLM Interview Program
UCLA, School of Law
Union University
United States International University, Africa
Universidad de Monterrey
Universidad del Sagrado Corazon
University of Akron, School of Law
University of Alabama School of Law
University of Arizona, Lundgren Center for Retailing
University of Baltimore
University of Baltimore, School of Law
University of British Columbia Vancouver
University of California Berkeley, Goldman School of Public Policy
University of California Berkeley, School of Law
University of California Berkeley, School of Public Health
University of California Davis, School of Law
University of California San Diego, School of Global Policy and Strategy
University of California, Hastings College of the Law
University of Chicago, Financial Mathematics
University of Chicago, Graduate Schools and Divisions
University of Chicago, Harris School of Public Policy
University of Chicago, Law School
University of Cincinnati College of Law
University of Colorado at Boulder, School of Law
University of Connecticut, School of Law
University of Denver, Sturm College of Law



University of Florida
University of Florida, Levin College of Law
University of Georgia, School of Law
University of Hawaii at Manoa, Shidler College of Business
University of Houston
University of Houston, Bauer College of Business
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Houston, Law Center
University of Idaho, College of Law
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of Johannesburg
University of Kansas
University of Kansas, School of Law
University of Kentucky, College of Law
University of Louisville, Brandeis School of Law
University of Louisville, College of Business
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Maine, School of Law
University of Manitoba, Asper School of Business
University of Maryland Baltimore County
University of Maryland Baltimore, Francis King Carey School of Law
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Dartmouth, School of Law
University of Memphis, Cecil C. Humphreys School of Law
University of Miami, School of Law
University of Miami, Ziff School of Business
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science & the Arts
University of Michigan Ann Arbor, Law School
University of Michigan Ann Arbor, School of Education
University of Michigan Ann Arbor, School of Information



University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan, Gerald R. Ford School of Public Policy
University of Michigan-Flint
University of Minnesota at Minneapolis, School of Law
University of Nevada Las Vegas
University of Nevada Las Vegas, William S. Boyd School of Law
University of North Alabama
University of North Carolina at Chapel Hill, School of Law
University of North Carolina at Charlotte
University of North Texas at Dallas, College of Law
University of Northern Iowa
University of Notre Dame
University of Notre Dame, Law School
University of Oklahoma College of Law
University of Oregon, School of Law
University of Ottawa's Common Law
University of Pennsylvania, School of Law
University of Pittsburgh at Bradford
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, Katz Graduate School of Business
University of Puget Sound
University of Richmond
University of Richmond, School of Law
University of Rochester, Simon Graduate School of Business
University of San Francisco, School of Law
University of South Carolina Upstate
University of South Carolina, School of Law
University of Southern California
University of Southern California, Gould School of Law
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Price School of Public Policy
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School of Engineering
University of Southern California. Annenberg School for Communication & Journalism
University of Southern Indiana
University of Southern Maine
University of St. Joseph
University of St. Thomas
University of St. Thomas, Opus College of Business



University of St. Thomas, School of Law
University of Tennessee at Knoxville, College of Law
University of Texas at Austin, Jackson School of Geosciences
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Law
University of the District of Columbia, David A. Clarke School of Law
University of the Fraser Valley
University of the Pacific
University of the Pacific, McGeorge School of Law
University of Toronto at Scarborough
University of Virginia, Alumni Association
University of Virginia, School of Law
University of Waikato
University of Washington, Evans School of Public Policy & Governance
University of Washington, Information School
University of Windsor, Faculty of Law
University of Wisconsin at Madison, Law School
Valparaiso University Law School
Vanderbilt University
Vanderbilt University, Law School
Vanderbilt University, Owen Graduate School of Management
Vermont Law School
Villanova University, School of Law
Vincennes University
Virginia International University
Virginia State University
Wade College
Wagner College
Wake Forest University School of Law
Walsh College of Accountancy and Business
Wartburg College
Washburn University School of Law
Washington University in St. Louis
Washington University in St. Louis, Olin Undergrad Business School
Washington University in St. Louis, School of Law
Washtenaw Community College
West Georgia Technical College
West Virginia State University
West Virginia University
West Virginia University, College of Law



Western Illinois University
Western Michigan University Cooley Law School
Western New England University School of Law
Western Washington University
Whittier Law School
Widener University, Delaware Law School
William James College
William Jewell College
Wilmington College
Winthrop University
Yale University
Yale University, Law School
Yale-NUS College
Yeshiva University
Yeshiva University, Benjamin N. Cardozo School of Law
York College of Pennsylvania
York Technical College



Mandatory Training for Hiring Managers - EEO Requirements

Stephanie Taylor <Stephanie.Taylor@audacy.com>

Mon, Jul 26, 2021 at 8:35 AM

To: laura.berman@audacy.com

Cc: Noreen McCormack <Noreen.McCormack@audacy.com>, Margaret Marion <Margaret.Marion@audacy.com>, Paul Diaz <Paul.Diaz@audacy.com>, Mica Alexis <Mica.Alexis@audacy.com>, Lisa Morton <Lisa.Morton@audacy.com>

Dear Audacy Managers,

Those responsible for making employment-related decisions must attend a mandatory training that covers the rules we must follow as a radio broadcasting company and federal contractor when it comes to recruitment, hiring, promotions, demotions, terminations and more, to ensure we uphold our equal opportunity policies and procedures. This annual training on the FCC and OFCCP EEO requirements is for all individuals responsible for making hiring decisions, or other decisions as they relate to an employee's life cycle.

We anticipate the training will last approximately 30 minutes, but will allow extra time for questions.

Please register for one of three sessions being offered:

- Tuesday, August 3rd at 1:00PM ET: https://audacy.zoom.us/meeting/register/tJlof-uqrDltHtPJLIZS1II_s-YYv5dM24em
- Wednesday, August 18th at 3:00PM ET: <https://audacy.zoom.us/meeting/register/tJ0kf-6qrjgoHtKnAQVXNz1mJ0gThxu1Vsol>
- Tuesday, August 24th at 10:00AM ET: <https://audacy.zoom.us/meeting/register/tJltd-yuqT8qHdU0FOtx60vIFz4pdYv1eI90>

If you have any questions, please let me know.

Thank you!

--

Stephanie Taylor

Vice President / Benefits, Compliance & Talent Acquisition

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

O: +1 610-822-0857



Cathy Cabral

From: Rob Zavitka
Sent: Friday, October 8, 2021 9:28 AM
To: Cathy Cabral
Subject: Fw: Expo Survey

Importance: High

Follow Up Flag: EEO
Flag Status: Flagged

FYI for EEO From Valley Wide Employment Expo back in Sept.

--

Robert Zavitka

General Sales Manager, Channel Q 103.1 FM / KQPS

Digital / Multi-Platform Sales

Audacy | Riverside | Palm Springs

2100 East Tahquitz Canyon Way, Suite B

Palm Springs, CA 92262

M: +1 602-448-1890

AudacyInc.com

Channel Q 103.1



From: Munoz, Connie <CMunoz@rivco.org>
Sent: Thursday, October 7, 2021 4:50 PM
To: Munoz, Connie
Cc: Villalobos, Yvonne
Subject: Expo Survey

CAUTION: This email originated from a source outside Audacy. Do not click or open attachments unless you recognize the sender and know the content is safe.

Dear Employment Expo business attendee,

Once again, Thank you for participating in the 26th Valley-Wide Employment Expo and our second virtual event. We hope it met your business needs. The Employment Expo committee is comprised of several organizations that offer Business services year round. Please review our Flipbook highlighting each of our services and additional resources.

Employment Expo business

Flipbook <https://online.flippingbook.com/view/100746605/>

We would also like your feedback about the event itself. Please complete this short SurveyMonkey that will help us gather data to best serve our business community and jobseekers.

<https://www.surveymonkey.com/r/NW2RGBM>

Thank you,
The Valley-Wide Employment Expo committee



Confidentiality Disclaimer

This email is confidential and intended solely for the use of the individual(s) to whom it is addressed. The information contained in this message may be privileged and confidential and protected from disclosure.

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[County of Riverside California](#)

Cathy Cabral

From: Rob Zavitka
Sent: Thursday, September 23, 2021 9:16 AM
To: Cathy Cabral
Subject: EEO File Valley-Wide Employment Expo 9/23/21 9a-1p Screen Shot 9:15a

Importance: High

Follow Up Flag: EEO
Flag Status: Flagged

portal.premiervirtual.com/event/employer/booth/8014/17158

Audacy, Inc. Riverside / Palm Springs - Rob

Submitted Resumes

Name	Position Applied	Resume
No data available in table		

Showing 0 to 0 of 0 entries

Visitor

Message

David Ledesma

Select predefined message

Show only my chats

RAYMOND CARDENAS
09/23/2021 12:04 PM
Thank you for your i...

Rob

David Ledesma
09/23/2021 12:14 PM
We are not holding ...

We are not holding any interviews today. If you would like to apply for th any other open positions our company, please go to AudacyInc.com/careers to submit an application.

09/23/2021 12:14 PM - Rob

SEND

BNP 2021 Main A...mp3

BNP 2021 Main F...mp3

Show all

Type here to search

87°F Sunny

9:14 AM 9/23/2021

--
Robert Zavitka

General Sales Manager, Channel Q 103.1 FM / KQPS
Digital / Multi-Platform Sales
Audacy | Riverside | Palm Springs
2100 East Tahquitz Canyon Way, Suite B
Palm Springs, CA 92262
M: +1 602-448-1890

AudacyInc.com

Channel Q 103.1



John Park <john.park@audacy.com>

Fwd: Partner with Audacy!

1 message

Sabrina Manno <sabrina.manno@audacy.com>
To: John Park <john.park@audacy.com>

Tue, May 3, 2022 at 1:27 PM

----- Forwarded message -----

From: <sabrina.manno@audacy.com>
Date: Wed, Oct 6, 2021 at 11:27 AM
Subject: Partner with Audacy!
To: <sabrina.manno@audacy.com>
Cc: TalentAcquisition <TalentAcquisition@entercom.com>

Hello,

We hope this e-mail finds you well. **Audacy Inc.**; is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. We engage with over 170 million consumers each month!

We are committed to fair and ethical recruitment practices. We have developed an affirmative action plan and are committed to its principles. Within the plan, we have established goals for the recruitment of qualified members of certain protected classes. We'd love to partner with you; please contact me if your organization can assist in realizing these goals through the referral of your members.

We are an equal opportunity employer and do not discriminate based on an individual's status as a protected class member.

If you'd like to be on our list to receive Audacy employment opportunities and updates, please respond back to this email with contact information, including your preferred email address.

Warm regards,

The Audacy Talent Acquisition Team

Talent Acquisition Team

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

[AudacyInc.com](https://www.audacyinc.com)



--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

[AudacyInc.com](https://www.audacyinc.com)





John Park <john.park@audacy.com>

Fwd: FW: Diversity Orgs/Outreach

1 message

Sabrina Manno <sabrina.manno@audacy.com>
To: John Park <john.park@audacy.com>

Tue, May 3, 2022 at 1:24 PM

----- Forwarded message -----

From: **Sabrina Manno** <Sabrina.Manno@audacy.com>
Date: Tue, Oct 26, 2021 at 10:44 AM
Subject: FW: Diversity Orgs/Outreach
To: Jennifer Valenti-Smith <Jennifer.Valenti-Smith@audacy.com>

--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

AudacyInc.com



From: Sabrina Manno
Sent: Wednesday, October 20, 2021 1:48 PM
To: Stephanie Taylor <Stephanie.Taylor@audacy.com>
Subject: Diversity Orgs/Outreach

Hi Stephanie,

I've attached a list of color coded list of all the organizations that I've reached out to, in total 912. We had 9 organizations that have expressed interest in partnering with us, they are below:

- Department of Veterans Affairs VR&E
- Disability Link
- U.S. Department of Veteran Affairs - Atlanta VA Healthcare System for Homeless Veterans
- CareerSource Tampa Bay Career Prep Center
- LGBT Center of Raleigh
- City of Philadelphia
- Wounded Warrior Project
- Indiana University of Pennsylvania
- Tampa Connect Group, Inc.

I've also attended a virtual career fair with Syracuse University on October 1st and spoke with ten 2022 graduates about our fellowship program. Lastly, I attended the [Fall 2021 Employing U.S. Vets Virtual Conference](#) on October 14th.

Please let me know if you need any more information and I hope this was helpful!

Sabrina

--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

[AudacyInc.com](https://www.audacy.com)



--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

[AudacyInc.com](https://www.audacyinc.com)



Affirmative Action Outreach Orgs -2021.xlsx

194K

Fwd: Thank You - Spring 2021 Employing U.S. Vets Virtual Conference

1 message

Sabrina Manno <sabrina.manno@audacy.com>
To: Cynthia Lucas <cynthia.lucas@audacy.com>

Tue, Apr 19, 2022 at 1:56 PM

----- Forwarded message -----

From: **Nicholas Antaki** <nantaki@vetsindexes.com>
Date: Thu, Apr 22, 2021 at 8:09 AM
Subject: Thank You - Spring 2021 Employing U.S. Vets Virtual Conference
To: Sabrina Manno <sabrina.manno@audacy.com>

CAUTION: This email originated from a source outside Audacy. Do not click or open attachments unless you recognize the sender and know the content is safe.

Dear Sabrina,

We would like to sincerely thank you for being a part of last week's **Spring 2021 Employing U.S. Vets Virtual Conference** on April 15th. Our team is humbled to have received over 800 registrations and very positive feedback. It was a true pleasure to welcome you to this semi-annual conference, focused on best practices in veteran and military spouse employment. We are incredibly grateful for all of the speakers, moderators and panelists, who generously shared their time and expertise with conference attendees.

A special thank you to all of our conference sponsors: Mass Mutual, USAA, Fiserv, Comcast NBCUniversal, Oracle, Bob Woodruff Foundation, JUST Capital, Amazon, ETF Global, Five9, AmeriVet Securities, SHRM, New York City SHRM, General Dynamics Bath Iron Works, and Summit Companies. We could not have done it without their support and we encourage your organization to consider sponsoring in the future. Due to technical challenges, our sponsor Comcast NBCUniversal was not able to make their lounge remarks, so we ask you to please review the attached materials from them including the SHRM Veterans at Work Certificate, of which they are founding sponsor.

Please keep an eye out in the coming weeks for more information about the **VETS Indexes Employer Awards Presentation** (<https://vetsindexes.com/employer-awards/>), which will be held virtually on **Thursday, May 20th at 2:00pm ET**. Save your spot and register now to join us here: https://zoom.us/webinar/register/WN_KUbgBg5EQXO5qJS84eWPHA.

Please also mark your calendar and expect an invite in the coming weeks for the upcoming **Fall 2021 Employing U.S. Vets Virtual Conference on October 14, 2021**. Registration is open on the conference website. The Spring 2022 Employing U.S. Vets Conference has also been scheduled for April 14, 2022, in-person at the New York Athletic Club.

If you were unable to join us or just want to review all the fantastic content, please take a moment to review the recordings of our recent Conference, along with the impressive speakers and agenda on the event site at EmployingUSVets.com.

Thank you once again, and we look forward to speaking soon!

All the best,
Nicholas

Easily schedule a call with me here: <https://calendly.com/nantaki/call-meeting-with-nick-antaki-vets-indexes>

Nicholas J. Antaki
Director of Marketing
Managing Director
VETS Indexes
6 East 39th Street - 6th Floor
New York, NY 10016
Office: 516-418-3821
Mobile: 914-837-1860
NAntaki@vetsindexes.com
www.VETSIndexes.com



Don't want to hear from me again? [Click here](#).

--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

AudacyInc.com



9:42 [notification icons]

[signal icons] 97%

< **W Will Green** v



MMS 5:57 PM

Thursday, July 21

What time should we arrive at the station tomorrow 10am?

8:41 AM

Never mind. I saw our earlier chat. Let do 9:30/10am

8:42 AM

1:13 PM

She needs 10am

You never told me which day you wanted to do it lol...but you are all set for tomorrow 10am



A' my message about









yourmembership[®]

Building connections. Fostering growth.®

INVOICE

9620 Executive Center Drive
St. Petersburg, FL 33702
CorporateInvoices@CommunityBrands.com

INVOICE #: 1020-0000001038-C
DATE: 07/06/2022
DUE DATE: 08/05/2022

Bill To:
Audacy
2400 Market Street
Philadelphia, PA 19103

REFERENCE #: TERMS: N30

DESCRIPTION	UNIT	QTY	UNIT PRICE	AMOUNT
Career Fairs- CDN Virtual Career Fair premium--	Each	1	\$3,500.00	\$3,500.00
			SUBTOTAL	\$3,500.00
			Sales Tax	\$0.00
			TOTAL	\$3,500.00
			Amount Applied	\$3,500.00
			Amount Due	\$0.00

We accept Credit Card, ACH, Check and EFT

Please remit checks to:
YourMembership.com
Dept 3461
PO Box 123461
Dallas, TX 75312-3461

Electronic Funds Transfer Information:

Silicon Valley Bank
ABA Routing No. 121140399
International wires add: SWIFT # SVBKUS6S
For Credit to YourMembership.com
Account No. 3301167484

**** Please include invoice number & ensure net received reflects invoice amount ****



DE Happy Hour Follow-Up: National MS Society

1 message

Mikey Meagher <mikey@directemployers.org>

Mon, Oct 3, 2022 at 11:08 AM

Hello!

Thank you for joining us for the Reach Out for Happy Hour with Christina Forster from the National MS Society. You can now access the [event recording](#) located in [DE Connect](#). Below you will also find contact information for Christina so you can continue conversations with her:

Christina L. Forster, MA, CRC

Manager, MS Navigator Services Delivery

Benefits & Employment Support Team

National MS Society

Christina.forster@Nmss.org

(800) 344-4867 ext 24127

We look to you for feedback on ways we can improve your experience! So please take a moment to [complete this short post-event survey](#) to assist you in the coming year.

As mentioned, this event is considered outreach on behalf of your organization, and I have created an outreach assessment tip sheet for you to reference. As always, you can document this activity in the [Partner Relationship Manager](#) (PRM) and connect with Christina and other disability partners in the new Partner Library! If you are not currently utilizing this tool, I would be happy to connect you with our Member Engagement Team, and they can walk you through the platform to help you get started. Also, don't hesitate to contact me for assistance connecting you with partners or provide feedback on other organizations you'd like to see DirectEmployers develop a relationship with.

Best,

Mikey

Mikey Meagher (She/Her) | Manager, Diversity, Equity, and Inclusion Strategies | DirectEmployers Association
p 317.874.9092 | e mikey@directemployers.org | [DirectEmployers.org](https://www.directemployers.org)

7602 Woodland Drive, Suite 200, Indianapolis, IN 46278







Cathy Cabral <cathy.cabral@audacy.com>

Fwd: College and Career Expo

2 messages

Kelli Barajas <kelli.barajas@audacy.com>
To: Cathy Cabral <cathy.cabral@audacy.com>

Mon, Nov 7, 2022 at 7:46 AM

Morning! Here's a follow up email from the Career expo at Ontario High School.

----- Forwarded message -----

From: **Enriquez, Krystal** <Krystal.Enriquez@cjuhsd.net>

Date: Fri, Nov 4, 2022 at 1:05 PM

Subject: College and Career Expo

To: athenac7@gmail.com <athenac7@gmail.com>, Teamlunker76@gmail.com <Teamlunker76@gmail.com>, kermitt.boyd@bassettusd.org <kermitt.boyd@bassettusd.org>, uh60plt@yahoo.com <uh60plt@yahoo.com>, mmejia@ontariopolice.org <mmejia@ontariopolice.org>, kirk@jcdofontario.com <kirk@jcdofontario.com>, ltzhelndimas@gmail.com <ltzhelndimas@gmail.com>, Susan.Abito@dbh.sbcounty.gov <Susan.Abito@dbh.sbcounty.gov>, Jgreen@ceo.lacounty.gov <Jgreen@ceo.lacounty.gov>, nadya.bahena@asm.ca.gov <nadya.bahena@asm.ca.gov>, moleary@ups.com <moleary@ups.com>, actor_darius@yahoo.com <actor_darius@yahoo.com>, anorth@apu.edu <anorth@apu.edu>, Leo.herrera2016@gmail.com <Leo.herrera2016@gmail.com>, tonyharkey@ups.com <tonyharkey@ups.com>, hadar.u.Espinoza.mil@army.mil <hadar.u.Espinoza.mil@army.mil>, Crystal.corrales@gmr.net <Crystal.corrales@gmr.net>, Dchindlund@ontarioca.gov <Dchindlund@ontarioca.gov>, elvin.flores@equusworks.com <elvin.flores@equusworks.com>, Mwedell@ontarioca.gov <Mwedell@ontarioca.gov>, diana@csi4jobs.com <diana@csi4jobs.com>, motherlycomforhomecare@gmail.com <motherlycomforhomecare@gmail.com>, daniel.sundah@thinktogether.org <daniel.sundah@thinktogether.org>, Ksinohui@riversidesheriff.org <Ksinohui@riversidesheriff.org>, Angelachavez@cpp.edu <Angelachavez@cpp.edu>, bennett.izeh@gmail.com <bennett.izeh@gmail.com>, soniaalvarado.realtor@gmail.com <soniaalvarado.realtor@gmail.com>, Karina_Navarro@bvro.org <Karina_Navarro@bvro.org>, sharon.cobb@sjvc.edu <sharon.cobb@sjvc.edu>, jeffrey_bautista@bvro.org <jeffrey_bautista@bvro.org>, David.medina1783@gmail.com <David.medina1783@gmail.com>, jennifer@trainmason.org <jennifer@trainmason.org>, Aaron.bratton@me.com <Aaron.bratton@me.com>, Ryanojeda12@gmail.com <Ryanojeda12@gmail.com>, nmoretti@calbaptist.edu <nmoretti@calbaptist.edu>, Keith Aker <kaker@oett.net>, ness@fusemakeupacademy.com <ness@fusemakeupacademy.com>, tomburciaga@hotmail.com <tomburciaga@hotmail.com>, jtirado@mckallenmedicaltraining.com <jtirado@mckallenmedicaltraining.com>, Carrillocruz, Jesus SGT USARMY NG CAARNG (USA) <jesus.carrillocruz.mil@army.mil>, CHRIS KUENG <dr_chris1@verizon.net>, kellib@kfrog.net <kellib@kfrog.net>, americorpsoe@promisescholars.net <americorpsoe@promisescholars.net>, andrea@theintersectionaltherapist.com <andrea@theintersectionaltherapist.com>, Osmara Torreblanca <osmara.torreblanca@chaffey.edu>, victor.angon@thefabschool.edu <victor.angon@thefabschool.edu>, Hvidal3@aol.com <hvidal3@aol.com>, Frausto, Maria Elena DBH <Mfrausto@dbh.sbcounty.gov>, Genesis Acevedo <genesis_acevedo@bvro.org>, mike@petrycomputer.com <mike@petrycomputer.com>

Good afternoon,

First off "THANK YOU" this wouldn't have been possible without you!

We appreciate your feedback and ask that you please complete this brief survey so that we may begin to plan and refine our event for next year!

<https://forms.office.com/Pages/ResponsePage.aspx?id=RLn3yzLj5UW4GaK4Vv7kV7W44BOELLtOtiKx-x4O6LBUME0yUUhXSVA0TjIPTFhOR0MyWUVEMTJBOC4u>

Happy Friday!

Best regards,

Krystal Enriquez 

Career Center Technician

Ontario High School

909-988-7411 ext 2228

--

Kelli "Green" Barajas

Morning Show Host, The Wake Up Call

Audacy | Riverside

900 E. Washington, Suite 315

Colton, CA 92324

O: +1 909-433-3074

M: +1 909-697-9716

[AudacyInc.com](https://www.audacyinc.com)

K-FROG 95.1/92.9 |

Cathy Cabral <cathy.cabral@audacy.com>
To: Kelli Barajas <kelli.barajas@audacy.com>

Mon, Nov 7, 2022 at 8:01 AM

Thank you!

[Quoted text hidden]

--

Cathy Cabral

Financial Analyst



Jenn Valenti-Smith <jennifer.valenti-smith@audacy.com>

Fwd: How was Most Diverse Tech Hub Reception?

1 message

Chris Overholt <chris.overholt@audacy.com>
To: Jenn Valenti-Smith <jennifer.valenti-smith@audacy.com>

Thu, Jun 1, 2023 at 3:28 PM

Best,

Chris Overholt

Talent Acquisition Specialist- Tech & Digital

Audacy

2400 Market St. 4th Floor,

Philadelphia, PA 19103

O: 856-237-6466

AudacyInc.com

 <https://audacy.co/signature/imgs/audacy.png>

----- Forwarded message -----

From: **Eventbrite** <contact@eventbrite.com>
Date: Sat, Nov 19, 2022 at 5:23 PM
Subject: How was Most Diverse Tech Hub Reception?
To: <chris.overholt@audacy.com>

The graphic features the Eventbrite logo at the top center. Below it, a white box contains the text "Rate your experience" in bold, followed by "Chris, tell Technical.ly about your event experience. Let them know what you loved and what they can do better next time." Below this is a dark blue banner with a white vertical bar on the left. The banner contains the text "MOST DIVERSE TECH HUB Jobs Fair + Networking" in large white letters, with "NOVEMBER 17, 2022 5-7 PM EST" underneath. At the bottom of the banner are the logos for "Technical.ly" and "PHL Most Diverse Tech Hub".

Most Diverse Tech Hub Reception

Thursday, November 17, 2022 at 5:00 PM

Start a Review



Rate your experience

Don't wait too long - you only have two weeks to leave a review.



This email was sent to chris.overholt@audacy.com

Eventbrite | [535 Mission Street, 8th Floor](#) | [San Francisco, CA 94105](#)

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[Privacy Policy](#)





Assigned Training: Unconscious Bias: An Introduction

1 message

compliance@audacy.com <compliance@audacy.com>

Tue, Dec 13, 2022 at 12:22 PM

Reply-To: compliance@audacy.com

To:

Hello

You have been assigned the following required training. This training is mandatory for all employees. Please complete it before the due date.

Title: Unconscious Bias: An Introduction

Due Date: 1/12/2023

Access the training via Single Sign On using your Audacy Email Address and Password: <https://sai360->

[sod.com](https://sai360-)

If you forgot your password, you can use the "Forgot Password" link on the Log In page to reset it. This will only work for those accessing the site not using SSO.

ADDITIONAL INFORMATION:

- This training may be accessed through your smartphone or tablet, as well as desktop or laptop computer.
- You should coordinate with your manager to ensure you are able to complete this training during your normal scheduled shift, if possible. You must work with your supervisor to avoid unnecessary overtime. If you fill out a timesheet, you must include the time spent on training on your timesheet should you be unable to complete it during your normal scheduled shift
- You have the option to take the course in increments. If you exit from the course, your completed work will automatically be saved for you until you return. Please be sure to logout of the course if you are unable to complete the course in one sitting. This is to ensure that the bookmarking is functioning appropriately. If you allow your browser to sit idle for too long, the bookmarking function may disconnect resulting in lost progress. Please note that this does not include exiting while completing the final quiz.
- To go back into the course, you can access it through AudacyAtWork by going to the MyHRCompliance Training app (go to the Apps section on the left side of AudacyAtWork) or by following the prompts in the invitation email.
- After successfully completing the course, you will be able to print a completion certificate. Please keep the certificate as proof of your completion course.
- The learning management training system is **not** compatible with **Internet Explorer**. Please utilize Google Chrome, Firefox, Edge or Safari to access the training.

If you need further assistance, please place a ticket in Zendesk under Audacy Team Services.

Thank you.



Assigned Training: Dignity and Respect in the Workplace Comprehensive

1 message

compliance@audacy.com <compliance@audacy.com>

Wed, Nov 30, 2022 at 10:32 AM

Replv-To: compliance@audacy.com

To:

Hello

You have been assigned the following required training. This training is mandatory for all employees. Please complete it before the due date.

Title: Dignity and Respect in the Workplace Comprehensive

Due Date: 12/30/2022

Access the training via Single Sign On using your Audacy Email Address and Password: <https://sai360-entercom.csod.com/samldefault.aspx>

If you are not able to access the training via Single Sign On, click here: <https://sai360-entercom.csod.com>

If you forgot your password, you can use the "Forgot Password" link on the Log In page to reset it. This will only work for those accessing the site not using SSO.

ADDITIONAL INFORMATION:

- This training may be accessed through your smartphone or tablet, as well as desktop or laptop computer.
- You should coordinate with your manager to ensure you are able to complete this training during your normal scheduled shift, if possible. You must work with your supervisor to avoid unnecessary overtime. If you fill out a timesheet, you must include the time spent on training on your timesheet should you be unable to complete it during your normal scheduled shift
- You have the option to take the course in increments. If you exit from the course, your completed work will automatically be saved for you until you return. Please be sure to logout of the course if you are unable to complete the course in one sitting. This is to ensure that the bookmarking is functioning appropriately. If you allow your browser to sit idle for too long, the bookmarking function may disconnect resulting in lost progress. Please note that this does not include exiting while completing the final quiz.
- To go back into the course, you can access it through AudacyAtWork by going to the MyHRCompliance Training app (go to the Apps section on the left side of AudacyAtWork) or by following the prompts in the invitation email.
- After successfully completing the course, you will be able to print a completion certificate. Please keep the certificate as proof of your completion course.
- The learning management training system is **not** compatible with **Internet Explorer**. Please utilize Google Chrome, Firefox, Edge or Safari to access the training.

If you need further assistance, please place a ticket in Zendesk under Audacy Team Services.

Thank you.



DirectEmployers Association Job Syndication Alliances

Revised February 14, 2020

Please Note: DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.

DIVERSITY SITES

African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)



Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/



DISABILITY SITES	
Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	http://thecareerindex.com
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)



MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Save Our Veterans	http://board.jobcentral.com/saveourveterans
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/



State Workforce Agency Disability/Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	https://indianacareerconnect-disability.jobs/
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http://SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/



WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkinVirginia Veterans (Virginia State Workforce)	http://workinvirginia.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork



STATE GOVERNMENT SITES	
The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.usnlx.com/vet_index.asp?stype=moc http://veterans.usnlx.com
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the Member Desktop for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	https://www.caljobs.ca.gov/vosnet/Default.aspx
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/



Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx



State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

Adzuna	https://www.adzuna.com/ (UK and Canada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LinkedIn	https://www.linkedin.com/
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/



GLOBAL SITES

Jobrapido.com.ar – Argentina	Jobrapido.se – Sweden
Jobrapido.at – Austria	Jobrapido.ch – Switzerland
Jobrapido.com.au – Australia	Jobrapido.co.uk – UK
Jobrapido.br – Brazil	Jobrapido.com – USA
Jobrapido.cl – Chile	Wowjobs.ca – Jobs in Canada and Australia Only
Jobrapido.fr – France	
Jobrapido.de – Germany	
Jobrapido.nl – Holland	
Jobrapido.ie – Ireland	
Jobrapido.it – Italy	
Jobrapido.mx – Mexico	
nz.jobrapido.com – New Zealand	
Jobrapido.pl – Poland	
Jobrapido.es – Spain	



METRO AREAS ON USNLX.COM					
STATES	METRO AREAS				
Alabama:	Birmingham	Huntsville	Mobile	Montgomery	
Alaska:	Anchorage	Fairbanks	Juneau		
Arizona:	Flagstaff	Phoenix	Tucson		
Arkansas:	Fayetteville	Little Rock			
California:	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado:	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut:	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware:	Dover	Wilmington			
District of Columbia:	Washington				
Florida:	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia:	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii:	Hilo	Honolulu			
Idaho:	Boise	Pocatello			
Illinois:	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana:	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa:	Cedar Rapids	Des Moines			
Kansas:	Kansas City	Topeka	Wichita		
Kentucky:	Frankfort	Lexington	Louisville		
Louisiana:	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine:	Augusta	Portland			
Maryland:	Annapolis	Baltimore			
Massachusetts:	Boston	Springfield	Worcester		



Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			
Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
North Carolina:	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
North Dakota:	Bismarck	Fargo			
Ohio:	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			



Utah:	Provo	Salt Lake City			
Vermont:	Burlington	Montpelier			
Virginia:	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington:	Olympia	Seattle	Spokane	Tacoma	
West Virginia:	Charleston	Huntington			
Wisconsin:	Green Bay	Madison	Milwaukee		
Wyoming:	Casper	Cheyenne			

COLLEGE NETWORK

- Academy of Art University
- ADA University
- Ain Shams University
- Albany Law School
- Alfred State, SUNY College of Technology
- American College of Greece
- American University of Sharjah
- American University of Sharjah, School of Business Administration
- American University, School of Professional & Extended Studies (SPExS)
- Amridge University
- Augusta Technical College
- Ave Maria School of Law
- Ball State University
- Baylor Law School
- Bellevue College (WA)
- Blackburn College
- Bloomfield College
- Bob Jones University
- Boston Architectural College
- Boston College
- Boston University, School of Law
- Brooklyn Law School
- Bucknell University
- Bucks County Community College



Cabrillo College
Cairn University
Calhoun Community College
California Lutheran University
California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Sacramento
California Western School of Law
Campbell University, Wiggins School of Law
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College
Central New Mexico Community College
Central Washington University
Chaffey College
Chapman University, Dale E. Fowler School of Law
Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Chicago-Kent College of Law
China Europe International Business School (CEIBS)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Clark University
Clayton State University
Clemson University
Clemson University, Alumni Association
Coastline Community College
College of Coastal Georgia
College of Idaho
College of Southern Nevada
Collin College



Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia College (NY)
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College
Cumberland University
CUNY Baruch College
CUNY Baruch College, School of Public and International Affairs
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Baruch College, Zicklin School of Business
CUNY Borough of Manhattan Community College
CUNY Bronx Community College
CUNY Brooklyn College
CUNY College of Staten Island
CUNY Graduate School of Journalism
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY New York City College of Technology
CUNY Queens College
CUNY School of Law
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Dean College
Delaware Valley University
Delta State University
DePaul University College of Law
DeSales University
Dominican College
Drexel University, School of Public Health
Drexel University, Thomas R. Kline School of Law



Duke University, Sanford School of Public Policy
Duke University, School of Law
Dunwoody College of Technology
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eckerd College
Elizabeth City State University
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Fairleigh Dickinson University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry
Florida Gulf Coast University
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, Gabelli School of Business (Undergrad Programs)
Fordham University, School of Law
Fort Valley State University
Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College
George Mason University, School of Law
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service
Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Golden Gate University
Golden Gate University School of Law
Goucher College



Governors State University
Grand Canyon University
Hamline University
Hampshire College
Harper College
Harvard University
Harvard University, Graduate School of Design
Harvard University, Graduate School of Education & Harvard Divinity School
Harvard University, Kennedy School of Government
Harvard University, Law School
Harvard University, T.H. Chan School of Public Health
Hendrix College
Henry Ford College
Hofstra University, School of Law
Hong Kong Polytechnic University
Howard University, School of Law
IE Business School
IESE Business School, University of Navarra
Illinois State University
IMD Business School
iNav (Metro Atlanta Chamber)
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-MBA
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, Maurer School of Law
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics, Computing, and Engineering
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
INSEAD
Iowa Central Community College
Iowa College Recruiting Network (ICoRN)
IST Tecnico Lisboa



IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Office of Student Employment
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, Robert H. McKinney School of Law
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
John Marshall Law School
Johnson University
Kansas City Kansas Community College
Kenyon College
King Abdullah University of Science and Technology (KAUST)
Koc University
Lafayette College
Lake Superior State University
Laney College
Langara College
Lansing Community College
Lehigh Carbon Community College
Les Roches International School of Hotel Management, Switzerland
Liberty University, School of Law
LIM College (Laboratory Institute of Merchandising)
Lincoln Memorial University, Duncan School of Law
Linfield College
Lingnan College, Sun Yat-sen University
Los Angeles Film School
Lower Columbia College
Loyola Law School, Los Angeles
Loyola University New Orleans, College of Law
Luther College
Lycoming College



Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City
Mississippi College
Mississippi College, School of Law
Mississippi State University
Mitchell Hamline School of Law
Montgomery College
Moore College of Art & Design
Morehead State University
Morgan State University
Mount St. Mary's University (CA)
Mt. San Antonio College
National Park Community College
Nazarbayev University
Nebraska College Recruiting Consortium
New Horizons Computer Learning Center
New York Law School
New York University, School of Law
New York University, Stern School of Business
North Carolina A&T State University
North Carolina Central University, School of Law
North Carolina State University
North Central University
North Park University
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College
Northern Illinois University
Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University



Norwalk Community College
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
Ohio Northern University
Ohio Northern University, Pettit College of Law
Ohio State University, Moritz College of Law
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College
Ozyegin University
Pace University, School of Law
Pasadena City College
Peking University, School of Transnational Law
Pennsylvania College of Technology
Pensacola State College
Pepperdine University School of Law
Philadelphia University
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical College
Pratt Institute
Purdue University
Queen's University, Faculty Of Law
Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Regent University, School of Law
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Roger Williams University School of Law
Roosevelt University
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University



Royal Roads University
Russell Sage College
Rutgers University New Brunswick, Undergraduate Business
Rutgers University Newark, Executive MBA
Rutgers University Newark, Graduate Business School
Rutgers University Newark, Quantitative Finance (MQF)
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
San Diego State University
San Juan College
Santa Barbara City College
Santa Clara University, School of Law
Santa Fe Community College
Savannah College of Art and Design
Savannah Technical College
SDA Bocconi School of Management
Seattle University, School of Law
Service Academy Career Central (SACCentral)
Seton Hall University
Seton Hall University, School of Law
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Slippery Rock University of Pennsylvania (PASSHE)
South Central College
South Texas College of Law Houston
Southeast Missouri State University
Southeast Technical Institute
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Technical College
Southern Connecticut State University
Southern Crescent Technical College
Southern Methodist University, Dedman School of Law
Southern Union State Community College
Southern University Law Center



Southwestern Law School
Southwestern University
Spokane Community College
St. Ambrose University
St. Francis College
St. John's University, School of Law
St. Louis University, School of Law
St. Mary's College of Maryland
St. Thomas Aquinas College
St. Thomas University, School of Law
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Stratford University
Suffolk University Law School
SUNY College at Oneonta
SUNY College of Optometry
SUNY Farmingdale State College
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Purchase College
SUNY University at Buffalo, School of Management
Swiss Education Group
Syracuse University, College of Law
Tallahassee Community College
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality Management
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station
Texas Southern University, Thurgood Marshall School of Law
Texas Tech University, School of Law
Texas Wesleyan University
The American University in Cairo
The Brown School at Washington University in St. Louis
The College of New Rochelle
The College of William & Mary
The College of William & Mary, Law School
The College of William & Mary, Mason School of Business
The National Society of Leadership and Success
The Southern Baptist Theological Seminary



The Universities at Shady Grove
The University of the Arts
Thomas Jefferson School of Law
Thompson Rivers University
Tidewater Community College
Touro College
Touro College, Jacob D. Fuchsberg Law Center
Trident Technical College
Trinity Washington University
Trinity Western University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tufts University, School of Dental Medicine
Tulane University, Law School
UCAN, University Career Action Network
UCLA LLM Interview Program
UCLA, School of Law
Union University
United States International University, Africa
Universidad de Monterrey
Universidad del Sagrado Corazon
University of Akron, School of Law
University of Alabama School of Law
University of Arizona, Lundgren Center for Retailing
University of Baltimore
University of Baltimore, School of Law
University of British Columbia Vancouver
University of California Berkeley, Goldman School of Public Policy
University of California Berkeley, School of Law
University of California Berkeley, School of Public Health
University of California Davis, School of Law
University of California San Diego, School of Global Policy and Strategy
University of California, Hastings College of the Law
University of Chicago, Financial Mathematics
University of Chicago, Graduate Schools and Divisions
University of Chicago, Harris School of Public Policy
University of Chicago, Law School
University of Cincinnati College of Law
University of Colorado at Boulder, School of Law
University of Connecticut, School of Law
University of Denver, Sturm College of Law



University of Florida
University of Florida, Levin College of Law
University of Georgia, School of Law
University of Hawaii at Manoa, Shidler College of Business
University of Houston
University of Houston, Bauer College of Business
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Houston, Law Center
University of Idaho, College of Law
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of Johannesburg
University of Kansas
University of Kansas, School of Law
University of Kentucky, College of Law
University of Louisville, Brandeis School of Law
University of Louisville, College of Business
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Maine, School of Law
University of Manitoba, Asper School of Business
University of Maryland Baltimore County
University of Maryland Baltimore, Francis King Carey School of Law
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Dartmouth, School of Law
University of Memphis, Cecil C. Humphreys School of Law
University of Miami, School of Law
University of Miami, Ziff School of Business
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science & the Arts
University of Michigan Ann Arbor, Law School
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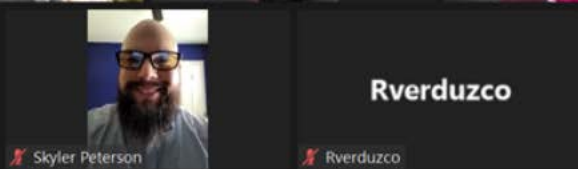


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← Sabrina Manno

to me, Stephanie ▾

Jun 8, 2023, 12:47 PM   

Hi Team,

I had a great time at the Recruitadelphia event this morning and received a lot of valuable information on the state of recruitment, the developments with AI and the candidate experience. Honestly, I was not expecting it to be that informative of an event and definitely am glad that we went.

There were four panels, and each one had a specific topic, like how generative AI is impacting the TA world, or another one was focused on a "skills first recruiting process" which allows organizations to create a much more inclusive interview process.

The morning started off with a keynote speaker from [Integrate for Good](#), an organization that brings hands-on volunteer activities to corporate environments. This is a group that I think would be excellent for us to partner with in the future. Their events boost employee engagement, and they also provide training opportunities for hiring managers/recruiters to hire neurodiverse talent or those with disabilities. Which I know is something we value highly here and are looking to improve upon ourselves!

Overall, a super rewarding morning and just wanted to say thank you for allowing me the opportunity to go!

Sabrina

—

Sabrina Manno

Talent Acquisition Specialist

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