

**KDWN, KLUC-FM, KMXB, KXNT, KXQQ-FM, KXST**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 - May 31, 2023**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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## I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-10, 12-14, 16	12
Account Executive	1-6, 8-10, 12-13, 15-16	16
Account Executive	1-6, 8-10, 12-13, 15-16	15
Account Executive	1-13	12

**KDWN, KLUC-FM, KMXB, KXNT, KXQQ-FM, KXST****EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	0
2	Catholic Charities Of Southern Nevada 1501 Las Vegas Blvd Las Vegas, Nevada 89101 Phone : 702-385-2662 Url : <a href="https://www.catholiccharities.com/">https://www.catholiccharities.com/</a> Email : <a href="mailto:Dbrabham@catholiccharities.com">Dbrabham@catholiccharities.com</a> David Brabham	Y	0
3	CSN Career Services 2409 Las Verdes Street Las Vegas, Nevada 89102 Phone : 702-497-7235 Email : <a href="mailto:roselyn.noriega@csn.edu">roselyn.noriega@csn.edu</a> Roselyn Noriega	Y	0
4	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
5	Employment Security Div 3405 S. Maryland Parkway Las Vegas, Nevada 89169 Phone : 702-486-0125 Url : <a href="https://detr.nv.gov/">https://detr.nv.gov/</a> Email : <a href="mailto:nlshadrach@detr.nv.gov">nlshadrach@detr.nv.gov</a> Namalda Shadrach	Y	0
6	EmployNV.gov 6330 W Charleston Blvd Suite 190 Las Vegas, Nevada 89146 Phone : web services Url : <a href="http://employnv.gov">employnv.gov</a> N/A N/A Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Help of Southern Nevada 1640 East Flamingo Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : <a href="https://www.helpsonv.org/about_us-employment.php">https://www.helpsonv.org/about_us-employment.php</a> Email : <a href="mailto:Jlima@helpsonv.org">Jlima@helpsonv.org</a> Joan Lima	N	0
8	National Alliance of State Broadcasters Associations 2333 Wisconsin Street., NE Albuquerque, New Mexico 87110 Url : <a href="http://CareerPage.org">CareerPage.org</a> Suzan Strong Manual Posting	N	0
9	United States Veteran Initiative 525 E Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-947-4457 Url : <a href="https://www.usvetsinc.org/lasvegas/">https://www.usvetsinc.org/lasvegas/</a> Email : <a href="mailto:jbeverly@usvetsinc.org">jbeverly@usvetsinc.org</a> Rashida Williams	N	0
10	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	Corporate Recruiter	N	1
12	Employee Referral	N	3
13	Linked In	N	6
14	Other Source	N	1
15	Recruiter	N	1
16	Station Website	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Las Vegas runs career opportunity spots year long on all of our stations informing the public about careers in radio.	3	Traffic Director Continuity Coordinator EEO Coordinator
2	7/20/2022	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.	4	General Managers General Sales Manager Brand Managers Promotions Managers
3	7/20/2022	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.	4	General Managers General Sales Managers Brand Managers Promotions Managers
4	9/22/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas was part of the Four Corners Food Drive. They promoted this event on air and talked about how careers in broadcasting can provide rewarding opportunities by giving back to those in our respective communities.	4	Regional Promotions Director General Sales Manager Director of Sales Brand Manager
5	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
6	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

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7	10/9/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas supported Pediatric Brain Tumor Rides for Kids. They promoted this event on air and talked about how careers in broadcasting can provide rewarding opportunities by giving back to those in our respective communities.	2	General Sales Manager SVP Market Manager
8	11/11/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas supported their local Veterans Day Parade. They promoted this event on air and talked about how careers in broadcasting can provide rewarding opportunities by giving back to those in our respective communities.	3	SVP Market Manager Brand Manager On Air Personality
9	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
10	12/8/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas hosted a local toy drive. This was a free community event and attracted thousands of people which in-turn brought awareness to the community showing how careers in radio can help give back locally! This event was promoted on all stations for 2 weeks prior and the entire team participated. They promoted the event and also talked about how careers in radio are a way to help give back to the community.	4	OP/Brand Manager SVP Market Manager Director of Sales Regional Promotions Director
11	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 was to help foster an inclusive work environment as well as prevent discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff

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12	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
13	12/31/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas supported Noon Years Eve. They promoted this event on air and also talked about how careers in broadcasting can provide rewarding opportunities by giving back to those in our respective communities with events like this.	4	Regional Promotions Director General Sales Manager OP Brand Manager Producer
14	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
15	3/24/2023	Participation in Job Fairs	Audacy Las Vegas participated in a Spring job fair. Sponsored by Clark County Commissioners Jim Gibson and Tick Segerblom, Las Vegas Convention and Visitors Authority, the Las Vegas Metro Police and your EmployNV Business Hub.	2	Promotions Assistant Promotions Assistant

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16	4/1/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas hosted a free community Easter event called The Bunny Trail for local families. They provided Easter egg hunts for children 1-9. This was a free community event and attracted thousands of people which in-turn brought awareness to the community by showing how careers in radio can help give back locally ! This event was promoted on all stations for 2 weeks prior and the entire team participated. They promoted the event and also talked about how careers in radio are a way to help give back to the community.	4	Regional Promotions Director General Sales Manager SVP/Market Manager OP/Brand Manager
17	4/8/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Las Vegas hosted a free community Easter event, The Hop and Shop for local families. This was a free community event and attracted thousands of people which brought awareness to the community by showing how careers in radio can help give back locally ! This event was promoted on all stations for 2 weeks prior and the entire team participated. The on air team promoted the event and talked about how careers in radio are a way to help give back to the community.	4	Brand Manager General Sales Manager SVP/Market Manager Director of Sales