

**KLUC-FM, KMXB, KXNT, KXQQ-FM, KXST, KXTE****EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022**

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
TWIN Traffic Reporter	1-11, 13-14	14
Account Executive	1-10, 14	14
General Sales Manager	1, 10, 12	12

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### 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	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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<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	Indeed.com	N	1
12	Internal Hire	N	1
13	Linked In	N	2
14	Station Website	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</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	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all depts. Advertisements inform the listening area of Audacy EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
2	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	EEO Coordinator
3	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.	9	Market Manager Sales Managers Brand Managers Business Administrator
4	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 of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
5	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

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	<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>
6	2/23/2022	Participation in scholarship programs	Nevada Broadcasters scholarship presentation at Northwest Career And Technical Academy. Tracy and Melissa spoke further about Careers in broadcasting side by side with Scholarship Programs.	2	Chief Engineer Integrated Sales Planner
7	3/10/2022	Participation in Job Fairs	Coronado High School Job Fair - Spoke to students over a course of 3 hours discussing careers in Broadcasting and discussed the best course of action to take.	2	Brand Manager, KMXB Business Administrator
8	3/11/2022	Participation in events sponsored by organizations representing the community	UNLV Journalism & Media Studies   Outreach to Broadcasters. GM and Brand Manager met with professors and heads of the departments about our industry. They spoke to a group of students interested in careers in broadcasting.	2	SVP/Market Manager Brand Manager
9	5/11/2022	Participation in scholarship programs	Annual NV Broadcasters Foundation Golf Tournament. Proceeds benefit the Nevada Broadcasters Foundation's Tony and Linda Bonnici Scholarship Fund. These are full scholarships for students who want careers in broadcasting.	4	Account Executives Brand Managers
10	5/26/2022	Participation in events sponsored by organizations representing the community	Chet Buchanan (Morning Show Host KLUC-FM) will Emcee the United Way S NV. Golf Tournament. Chet B and Jonathan Campbell had conversations with individuals about internship opportunities at Audacy for their college students who are Journalist majors at UNLV.	2	Brand Manager, KMXB On Air Talent