

**SIRIUS XM RADIO INC.
WASHINGTON DC EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
June 1, 2017-May 31, 2018¹**

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
Associate Producer, NASCAR	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Engineer IV, Implementation	1-3, 6, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Assistant, Music Programmer	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Technician, BOC	2-3, 6, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	47
Assistant Archivist	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Senior Manager, Network Operations Center	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Associate Producer, Talk Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, NASCAR	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Music Programming	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7
Principal Engineer	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	47
Technician, NOC	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 40-41, 45, 47	40

¹ This Report provides recruitment data collected from May 22, 2017 through May 21, 2018.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer, MLB	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, Fantasy Sports Radio	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Technician, NOC	2-3, 8, 10, 15, 21, 24, 27-28, 30-32, 35, 40-41, 45, 47	40
Technician, NOC	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 40-41, 45, 47	40
Producer, The Joe Madison Show	2-3, 6, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Senior Principal Engineer	2-3, 8, 15, 21, 47	2
Producer, Sports Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Audio Editor, Sports Newsroom	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Principal Engineer, Streaming Operations	2-3, 8, 11, 15, 21, 47	11
Associate Producer, Talk Programming, POTUS	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Technician, Broadcast Operations	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, MLB	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Music Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Producer, College Conference Channels	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, NASCAR	2-3, 5, 8, 15, 21, 24, 27-28, 30, 41, 47	5
Senior Manager, Operations Networks	2-4, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	4
Associate Producer, Talk Programming	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer, College Conference Channels	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Imaging Producer, Talk Programming	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	47
Coordinator, Streaming Content – Digital Assets	2-3, 8, 10, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47, 49	10
Senior Engineer, SQL	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Producer, Patriot Channel	2-3, 7-8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	7
Coordinator, Music Programming	2-3, 5, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Associate Producer, Talk Programming	2-3, 5, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	5
Coordinator, Hispanic Music Programming	2-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	2
Chief Washington Correspondent	1-3, 8, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	1
Engineer, Windows Infrastructure – Engineer V	2-3, 8, 11, 15, 21, 24, 27-28, 30-32, 35, 41, 45, 47	11

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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
1	Word-of-Mouth Referral	N	5
2	Company website(s) www.siriusxm.com http://siriusxm.jobs	N	22
3	Internal Posting/Company Intranet	N	15
4	Monster Jeremy Rozicer http://www.monster.com 646-427-6279 622 Third Avenue, 37 th Floor New York, NY 10017	N	1
5	Internal Transfer/Promotion/Conversion	N	16
6	Washington City Paper Heather McAndrews 202-332-2100 x231 2390 Champlain St. NW Washington, DC 20009	N	0
7	Former Employee/Intern	N	3
8	Indeed (<i>via indirect scraping</i>)* http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	6
9	Dice.com http://www.dice.com 1040 Avenue of the Americas New York, NY 10018	N	0
10	Glassdoor.com http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	2
11	LinkedIn (online job board and/or active sourcing) James Goetter http://www.linkedin.com 212-946-0443 250 5 th Avenue New York, NY 10118	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	HotJobs (via indirect scraping)* http://www.hotjobs.com 45 West 18 th Street New York, NY 10011	N	0
13	Media Recruiting Group Risa Goldberg President One Bridge Street Irvington, NY 10533 914-591-5511	N	0
14	Careerbuilder (via indirect scraping)* http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	0
15	District of Columbia – Department of Employment Services (via DirectEmployers Association) https://www.dcnetworks.org and local One-Stop Centers 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
16	Washington Post Website (via indirect scraping)* 202-334-6000 1150 15 th Street, NW Washington, DC 20071	N	0
17	Allaccess.com http://www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616	N	0
18	Craig's List http://washingtondc.craigslist.org/ 1381 9th Avenue San Francisco, CA 94122 415-566-6394	N	0
19	Entertainmentcareers.net Miles Gibbons http://www.entertainmentcareers.net 914 S Barrington Avenue Los Angeles, CA 90049 310-442-0200	N	0
20	WorkplaceDiversity.com http://www.workplacediversity.com 26 Eastmans Road Parsippany, NJ 07054	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	SimplyHired <i>(via indirect scraping)*</i> http://www.simplyhired.com 2513 Charleston Road, Suite 200 Mountain View, CA 94043	N	0
22	Advertising Age http://adage.com Jackie Ghedine 711 Third Ave. New York, NY 10017 jghedine@adage.com	N	0
23	George Washington University Career Center 1922 F Street, NW Washington, DC 20052	N	0
24	Howard University Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059	N	0
25	Mediabistro.com http://www.mediabistro.com 475 Park Avenue South, 4th Floor New York, NY 10016 212-389-2000	N	0
26	Cynopsis Trish Pihonak http://www.cynopsis.com 203-926-9878 One Corporate Drive, Suite 724 Shelton, CT 06484	N	0
27	American University Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/	N	0
28	George Mason University Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Hispanic Association on Corporate Responsibility hacr@hacr.org 202.682.4012 1444 I St, N.W. - Suite 850 Washington, DC 20005	N	0
30	Georgetown University Ubah Aden 37 th and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 http://careerweb.georgetown.edu/	N	0
31	Washington Area Women's Foundation Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005	N	0
32	Korean Community Service Center of Greater Washington Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
33	American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 http://www.awrt.org/	N	0
34	Bowie State University Career Development Center 14000 Jericho Park Road Bowie, MD 20715	N	0
35	Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0
36	League of United Latin American Citizens Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Advancing Hispanic Excellence in Technology, Engineering, Math and Science (AHETEMS) The University of Texas at Arlington 416 Yates Street, Room 609 Arlington, TX 76019 (817) 272-1116	N	0
38	National Association of Multicultural Engineering Program Advocates (NAMEPA) 341 N. Maitland Avenue, Suite 130 Maitland, FL 32751 (407) 647-8839	N	0
39	The Society of Women Engineers (SWE) 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
40	Facebook (Sirius XM online job messaging) http://www.facebook.com 156 University Avenue Palo Alto, CA 94301	N	3
41	Towson University The Career Center 410-704-2233 8000 York Road Towson, MD 21252 http://www.towson.edu/careercenter/	N	0
42	Twitter (Sirius XM online job messaging) http://www.twitter.com 795 Folsom Street San Francisco, CA 94103	N	0
43	The Society of Broadcast Engineers http://www.sbe.org/ 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	0
44	University of Maryland – College Park University Career Center College Park, MD 20742	N	0
45	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nlgja.org 202.588.9888	N	0
46	Intentionally left blank	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	DirectEmployers Association, Inc. (<i>posts all jobs for this employment unit at Siriusxm.com/careers to JobsCentral.com, Universe.jobs, and more than 1,000 networking websites focused on college alumni, diversity, disabled and military audiences</i>) 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268	N	5
48	Berklee College of Music 1140 Boylston Street Boston, MA 02215 careercenter@berklee.edu	N	0
49	Diversityjobs.com https://diversityjobs.com/ Rob Steward rsteward@latpro-inc.com 954-727-3850	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			84

* These internet websites function as aggregators, automatically “scraping” other employment sites for job listings and reposting these listings on their own site. In this manner, these sites can generate interviewees and hires for Sirius XM even though they are not sources that we affirmatively contact.

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in job fair	On November 8, 2017, Sirius XM participated in a career fair hosted by Morgan State University, Graves School of Business. Participants included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to Morgan State University MBA students.
2	Participate in job fair	On November 17, 2017, Sirius XM participated in a career fair hosted by the US Marine Corps at Quantico. Participants included a Vice President, Human Resources Business Partner & Diversity Officer and a Vice President & General Manager, Broadcast Operations. This fair was open to exiting members of the US Marine Corps.
3	Participate in job fair	On February 1, 2018, Sirius XM participated in a career fair hosted by George Washington University. Participants included a Senior Recruiter and a Vice President, Human Resources Business Partner & Diversity Officer. This fair was open to George Washington University students.
4	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On June 4, 2017, Sirius XM hosted the National Society of Black Engineers at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a scholarship awards reception and a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On June 22, 2017, Sirius XM hosted Prospanica, The Society of Hispanic Professional Engineers and the Black Data Processing Association at its studios in Washington, DC. Participants from the employment unit included a Director, Talent Acquisition & Diversity and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session.
6	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On July 28, 2017, Sirius XM hosted Phi Iota Alpha, a Latino fraternity at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
7	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On September 19, 2017, Sirius XM hosted the National Black MBA Association – DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The event included a general meeting and networking reception where attendees had the opportunity to learn about careers in satellite radio.
8	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On November 2, 2017, Sirius XM hosted the Alliance for Women in Media at its studios in Washington, DC. Participants from the employment unit included a Director, Talent Acquisition & Diversity, an on-air host, a Director, Human Resources Business Partner and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a reception and panel discussion where attendees had the opportunity to learn about careers in satellite radio.
9	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On January 23, 2018, Sirius XM hosted the National Black MBA Association – DC Chapter at its studios in Washington, DC. Participants from the employment unit included a Director, Talent Acquisition & Diversity and a Vice President, Human Resources Business Partner & Diversity Officer. The event included a general meeting and panel discussion where attendees had the

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		opportunity to learn about careers in satellite radio.
10	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On February 15, 2018, Sirius XM hosted the National Association of Multi-ethnicity in Communications – Mid-Atlantic Chapter at its studios in Washington, DC. Participants from the employment unit included a Director, Human Resources Business Partner and a Vice President, Human Resources Business Partner & Diversity Officer. The event included a general meeting and discussion where attendees had the opportunity to learn about careers in satellite radio.
11	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On September 21, 2017, Sirius XM hosted the Baltimore/DC Black Alumni of Washington University at its studios in Washington, DC. Participants from the employment unit included a Director, Human Resources Business Partner and a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a reception and discussion where attendees had the opportunity to learn about careers in satellite radio.
12	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 6, 2017, Sirius XM hosted technology students from McKinley High School at its studios in Washington, DC. Participants from the employment unit included a Coordinator, Music Programming, a Senior Manager, Program Management, a Principal Engineer, Satellite Uplink Operations, a Senior Director, Interactive Design and a Senior UX Designer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
13	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On January 6, 2018, Sirius XM hosted the National Historically Black Colleges and Universities Alumni Association at its studios in Washington, DC. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session.
14	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On February 12, 2018, Sirius XM hosted students from Howard University at its studios in Washington, DC. Participants from the employment unit included a Coordinator, Music Programming. The visit included a presentation about Sirius XM and the company's internship program, career

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
15	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On February 23, 2018, Sirius XM hosted students from George Washington University at its studios in Washington, DC. Participants from the employment unit included a Producer, Talk Programming. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
16	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On March 2, 2018, Sirius XM hosted students from Towson University at its studios in Washington, DC. Participants from the employment unit included a Producer, Talk Programming. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
17	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On July 28, 2017, Sirius XM participated in the National Historically Black Colleges and Universities Alumni Association off-site meeting at Bowie State University. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The event included a networking event where attendees had the opportunity to learn about careers in satellite radio.
18	Participate in event designed to inform and educate members of the public and/or business professional community as to employment opportunities in satellite broadcasting	On September 15, 2017, Sirius XM participated in a panel discussion sponsored by the Council for Opportunity in Education National Conference at the Washington Hilton. Participants from the employment unit included a Vice President, Human Resources Business Partner & Diversity Officer. The event included a panel discussion where high school and college counselors had the opportunity to learn about STEM careers in satellite radio.
19	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite radio	On March 13, 2018, Sirius XM hosted the Joint Service Academy Business Mixer at its studios in Washington, DC. Participants from the employment unit included a Vice President & General Manager, Broadcast Operations and a Vice President, Human Resources Business Partner & Diversity Officer. The event included a networking event where attendees had the opportunity to learn about careers in satellite radio.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
20	Host Internship Programs (3)	<p>During this reporting period, Sirius XM hosted a total of 30 interns in Summer and Fall 2017 as well as Spring 2018 in Washington, DC. The interns participated in several departments at Sirius XM, including Music Programming, Talk Programming, or Sports Programming. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a departmental mentor in the operations of the department. The students were from schools nationwide, including The University of Maryland – College Park, American University, George Washington University, The Catholic University and Howard University.</p>