

**SIRIUS XM RADIO INC.  
WASHINGTON DC EMPLOYMENT UNIT  
EEO PUBLIC FILE REPORT  
June 1, 2023-May 31, 2024<sup>1</sup>**

**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
Technician, Sports Broadcast Operations Center	1-4,7,9-10,20,23-25,27,29-33,35-36	2
Technician, Network Operations Center	1-4,7,10,20,23-25,27,29-33,35-36	4
Technician, Network Operations Center	1-5,7,10,20,23-25,27,29-33,35-36	7
Systems Administrator	1-4,7,10,18-20,23-25,27,29-33,35-36	4
Associate Producer, Talk Programming	1-4,7,10-12,20,23-25,27,29-33,35-36	1
Supervisor, Sports Broadcast Operations Center	1-5,7,10,13,20,23-25,27,29-33,35-36	5
Lead Technician - Sports Broadcast Operations Center	1-5,7,10,17,20,23-25,27,29-33,35-36	4
Associate Producer, Talk Programming - POTUS	1-5,7,10,12,18,20,23-25,27,29-33,35-36	5
Senior Production Operator	1-4,7,10,12-13,17,20,23-25,27,29-33,35-36	1
Senior Manager, ECC Broadcast Operations	1-5,7,10,20,23-25,27,29-33,35-36	5
Coordinator, Streaming Content	1-4,7,8-13,17-18,20,23-25,27,29-33,35-36,37	10

<sup>1</sup> This Report provides recruitment data collected from June 1, 2023 - May 28, 2024.

Coordinator, Metadata	1-4,7,10-12,20,23-25,27,29-33,35-36	4
Coordinator, Metadata	1-5,7,10-14,17-18,,20,23-25,27,29-33,35-36,37	12
Technician, Sports Broadcast Operations Center	1-5,7,10,20,23-25,27,29-33,35-36	1
Technician, Network Operations Center	1-4,7,10-11,13,15,20,23-25,27,29-33,35-36	1
Manager, Enterprise Control Center	1-5,7,10,20,23-25,27,29-33,35-36	1
Director, Network Engineering - Broadcast	1-4,7,10,13-15,20,23-25,27,29-33,35-36	4
Senior Technician, Broadcast Maintenance	1-5,7,10,20,23-25,27,29-33,35-36	1
Associate Producer, Talk Programming POTUS	1-5,7,9-10,20,23-25,27,29-33,35-36	5
Senior Operator, NRCC	1-5,7,10-11,20,23-25,27,29-33,35-36	5

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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	<b>Word-of-Mouth Referral</b>	N	22
2	<b>Company website(s)</b> www.siriusxm.com http://www.siriusxm.com/careers	N	26
3	<b>Internal Posting/Company Intranet</b>	N	0
4	<b>Recruiter Sourced</b> <i>(Represents passive candidates brought into recruitment process by active Recruiter outreach.)</i>	N	19
5	<b>Internal Transfer/Promotion/Conversion</b>	N	12
6	<b>Former Employee/Intern</b>	N	0
7	<b>Indeed</b> http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	16

8	<b>Monster</b> <a href="http://www.monster.com">http://www.monster.com</a> 646-427-6279 622 Third Avenue, 37 <sup>th</sup> Floor New York, NY 10017	N	0
9	<b>Handshake</b> <a href="https://joinhandshake.com/">https://joinhandshake.com/</a> 225 Bush St 12th floor San Francisco, CA 94104	N	0
10	<b>LinkedIn</b> (online job board and/or active sourcing) <a href="http://www.linkedin.com">http://www.linkedin.com</a> 212-946-0443 250 5 <sup>th</sup> Avenue New York, NY 10118	N	28
11	<b>Facebook</b> <a href="http://www.facebook.com">http://www.facebook.com</a> 1 Hacker Way Menlo Park, CA 94025	N	1
12	<b>Instagram</b> <a href="http://www.instagram.com">http://www.instagram.com</a> 1 Hacker Way Menlo Park, CA 94025	N	1
13	<b>Twitter</b> <a href="http://www.twitter.com">http://www.twitter.com</a> 795 Folsom Street San Francisco, CA 94103	N	0
14	<b>Upward</b> <a href="https://www.upwork.com/">https://www.upwork.com/</a> 475 Brannan St. Suite 430 San Francisco, CA 94107	N	0
15	<b>ZipRecruiter</b> <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a> 604 Arizona Avenue Santa Monica, California 90401, USA	N	0
16	<b>The Muse</b> <a href="https://www.themuse.com/">https://www.themuse.com/</a> 1375 Broadway, 20th Floor New York, New York 10018 United States	N	0
17	<b>Recruitment Agencies</b> SiriusXM partners with various third party recruitment agencies to fill requisitions.	N	0

18	<b>Glassdoor.com (not directly contacted by SEU)</b> http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	1
19	<b>Careerbuilder</b> http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	0
20	<b>District of Columbia – Department of Employment Services (via Local Jobs Network)</b> https://www.dcnetworks.org 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
21	<b>Washington Post Website (via indirect scraping)</b> 202-334-6000 1150 15 <sup>th</sup> Street, NW Washington, DC 20071	N	0
22	<b>George Washington University</b> Career Center 1922 F Street, NW Washington, DC 20052	N	0
23	<b>Howard University</b> Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059	N	0
24	<b>American University</b> 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/	N	0
25	<b>George Mason University</b> 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/	N	0
26	<b>Georgetown University</b> 37 <sup>th</sup> and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 http://careerweb.georgetown.edu/	N	0

27	<b>Towson University</b> The Career Center 410-704-2233 8000 York Road Towson, MD 21252 <a href="http://www.towson.edu/careercenter/">http://www.towson.edu/careercenter/</a>	N	0
28	<b>Washington Area Women's Foundation</b> Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005	N	0
29	<b>Korean Community Service Center of Greater Washington</b> Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
30	<b>Organization of Chinese Americans</b> oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0
31	<b>League of United Latin American Citizens</b> Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0
32	<b>National Lesbian &amp; Gay Journalists Association</b> 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nlgja.org 202.588.9888	N	0
33	<b>Department on Disability Services</b> <a href="https://dds.dc.gov">https://dds.dc.gov</a> 250 E Street, SW, Washington, DC 20024 Phone: (202) 730-1700	N	0
34	<b>The Black Women's Agenda, Inc.</b> <a href="https://bwa-inc.org/">https://bwa-inc.org/</a> 5335 Wisconsin Avenue, N.W. Suite 440 Washington, D.C. 20015-2052	N	0
35	<b>National Federation of the Blind of Washington DC</b> <a href="http://nfb.org/">http://nfb.org/</a> 627 Dahlia St. NW Washington, DC 20012 202-882-8090	N	0

36	<b>Circa Works</b> ( <i>posts all SEU jobs at Siriusxm.com/careers to state and federal DOL sites, military veteran job boards, over 600 local and state diversity sites, and 15,000 community-based organizations.</i> ) 1000 N Water St Milwaukee, Wisconsin	N	0
37	<b>Grow with Google</b> <a href="https://grow.google/">https://grow.google/</a> 1600 Amphitheatre Parkway Mountain View, CA 94043	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			126

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participated in job fair	On June 14, 2023, SiriusXM participated in the Pace University Career Fair. Members of the SiriusXM Recruiting team conducted informational interviews with participants about SiriusXM career opportunities including those in broadcasting.
<b>2</b>	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On July 20, 2023, SiriusXM hosted an event at The Trade Desk in NYC called 'Scratch That - A Look at Diversity Through the 50 Years of Hip Hop' where SiriusXM employees networked with attendees about SiriusXM career opportunities including those in broadcasting.
<b>3</b>	Participated in job fair	On September 21, 2023, SiriusXM participated in the virtual Tech Her Way Career Fair. Members of the SiriusXM Recruiting team met with participants about SiriusXM career opportunities including those in broadcasting.
<b>4</b>	Participated in job fair	On September 22, 2023, SiriusXM participated in the Center on Halsted Career Fair. SiriusXM representatives networked with participants about SiriusXM career opportunities including those in broadcasting.
<b>5</b>	Attended event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On September 26, 2023, SiriusXM sponsored and participated in the Grace Hopper Celebration in Orlando, FL which included a job fair and networking events. Members of the SiriusXM Recruiting team connected with attendees about SiriusXM career opportunities including those in broadcasting.
<b>6</b>	Participated in job fair	On October 17, 2023, SiriusXM participated in the Florida Atlantic University Engineering & Tech Career Fair. Members of the SiriusXM Recruiting team conducted informational interviews with participants about SiriusXM career opportunities including those in broadcasting.



7	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On October 23, 2023, SiriusXM sponsored and participated in the HBCU Homecoming PopUp at Morehouse College. Members of the SiriusXM Recruiting team connected with attendees about technical career opportunities at SiriusXM.
8	Attended event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On November 1, 2023, SiriusXM sponsored and participated in the AfroTech Conference in Austin, TX which included a job fair and networking events. Members of the SiriusXM Recruiting team connected with attendees about SiriusXM career opportunities.
9	Host program to promote diversity among entry level	During this reporting period, SiriusXM hosted the Pathways Program. The Pathways program provides a unique opportunity to place annually five (5) talented individuals from Historically Black Colleges and Universities (HBCUs) into a defined entry level career path at the company. The program will focus on top talent from these schools with flexibility to place participants in a wide range of entry level roles and departments. Participants will also be enrolled in mentorship and developmental programs as part of a one (1) year cohort.
10	Host Internship Programs (Summer 2023, Fall 2023, Spring 2024)	During this reporting period, Sirius XM hosted a total of 167 interns in Summer and Fall 2023 as well as Spring 2024. 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, George Mason University, Towson University, and Howard University.
11	Activity designed by the employment unit that furthers the goal of disseminating information as to employment opportunities in satellite broadcasting (Resource Groups)	In its ongoing efforts to promote an inclusive environment at SiriusXM, the company maintains several employee resource groups that encourage the hiring, development, retention and promotion of diverse employees as well as promote standards, behaviors and policies that exemplify best practices in the area of diversity and inclusion.