

**SIRIUS XM RADIO NEW YORK CITY EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
February 1, 2023-January 31, 2024**

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
Audio Production Assistant	1-6,8-11,13,15,19,25-27,34-37,39-41,44-46	5
Administrative Assistant	1-4,6,9-11,13,15,19,25-27,34-37,41,44-46	4
Senior Segment Producer	1-4,8-10,15,25-27,34-37,44-45	10
Board Operator, Programming Operations– Full-Time	1-4,9-10,15,25-27,34-37,44-45	1
Producer, Doctor Radio	1-4,6,9-10,19,25-27,34-37,39,44-45	2
Technician, Broadcast Operations	1-4,9-10,13,25-27,34-37,44-45	10
Broadcast Engineering and Innovation Specialist	1-3,8-10,25-27,34-37,41,44-45	1
Senior Producer, Freakonomics Radio	1-4,6,8-10,15,19,25-27,34-37,39,41,44-46	1
Music Programmer	1-4,6,9-10,25-27,34-37,44-45	6
Coordinator, Artist & Label Relations - Hip-Hop, R&B, Afro Beats, Reggae	1-4,6,9-10,17,25-27,34-37,39-41,44-45	6
Associate Producer - Doctor Radio	1-4,6,9-10,13,17,19,25-27,34-37,39,41,44-45	9
Associate Producer, Talk Programming	1-4,6,8-10,25-27,34-37,39-41,44-45	6

This Report provides recruitment data collected from February 1, 2023 through January 23, 2024.

Supervisor, Sports Broadcast Operations Center	1-4,6,9-11,15,19,25-27,34-37,39,41,44-45	10
Associate Producer, Faction Talk	1-4,6,8-10,25-27,34-37,44-45	1
Coordinator, Music Programming	1-4,6,9-10,15,17,25-27,34-37,39,41,44-45	1
Associate Producer, Comedy - SiriusXM	1-4,6,8-11,15,25-27,34-37,39-41,44-45	1
Technician, Sports Broadcast Operations Center	1-4,6,9-11,15,25-27,34-37,44-45	1
Audio Growth Coordinator - Sirius XM	1-4,6,9-10,17,25-27,34-37,41,44-45	4
Broadcast Infrastructure Technician	1-4,6-7,9-10,25-27,34-37,44-45	1
Senior Director, Artist & Industry Relations – Entertainment Booking	1-4,9-11,19,25-27,34-37,41,44-45	1
Broadcast Infrastructure Technician	1-4,6,9-10,17,25-27,34-37,39,41,44-45	9
Manager, Partner Strategy	1-4,6,8-11,25-27,34-37,40-41,44-45	1
Coordinator, Music Programming	1-4,6,8-10,19,25-27,34-37,41,44-45	4
Program Director, Music Programming	1-4,9-10,25-27,34-37,39-41,44-45	4
Technician, Broadcast Network Operations Center	1-4,9-11,13,17,19,25-27,34-37,39,44-45	9
Associate Producer, Entertainment	1-4,6-11,16-17,19,25-27,34-37,39-41,44-45	1
Senior Researcher, Talk Programming	1-4,6,9-11,16,25-27,34-37,40,44-45	10
Producer, Music Programming	1-4,6,9-10,16-17,25-27,34-37,44-45	2

Coordinator, Music Programming	1-3,6,9-10,16-17,25-27,34-37,41,44-45	1
Audio Editor, Sports Newsroom	1-4,6-11,16,25-27,34-37,39-40,44-45	4
Administrative Assistant	1-4,8-11,15-17,25-27,34-37,39,41,44-45	1
Senior Principal Engineer, Media Content Engineering Program	1-3,9-10,25-27,34-37,39,41,44-45	1
Engineer III, Satellite Distribution Software	1-3,9-11,25-27,34-37,44-45	1

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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	49
2	Company Website Posting http://www.siriusxm.com/careers	N	60
3	Internal Posting/Company Intranet	N	0
4	SiriusXM Recruiter or Sourcer	N	11
5	Former Intern/Employee	N	1

6	Internal Transfer/Promotion/Conversion	N	21
7	Recruitment Agencies SiriusXM partners with various third party recruitment agencies to fill requisitions.	N	0
8	Monster http://www.monster.com 646-427-6279 622 Third Avenue, 37 th Floor New York, NY 10017	N	0
9	Indeed (<i>via indirect scraping</i>) http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	40
10	LinkedIn (online job board and/or active sourcing) http://www.linkedin.com 212-946-0443 250 5 th Avenue New York, NY 10118	N	142
11	Glassdoor.com (<i>not directly contacted by SEU</i>) http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	1
12	TheLadders.com http://www.theladders.com 244 5th Ave New York, NY 10001	N	0

13	Careerbuilder http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	1
14	The Muse https://www.themuse.com/ 1375 Broadway, 20th Floor New York, New York 10018 United States	N	0
15	Upward https://www.upward.net/ 280 Park Ave. Suite 2056 New York, NY 10017	N	0
16	ZipRecruiter https://www.ziprecruiter.com/ 604 Arizona Ave. Santa Monica, CA 90401	N	0
17	Grow With Google https://grow.google/	N	0
18	SAE Institute https://usa.sae.edu/career-services/ 14 NE 1st Avenue, 6th Floor Miami, FL, 33132	N	0
19	Handshake http://www.joinhandshake.com 225 Bush St #1200 San Francisco, CA 94104 (415) 981-8400	N	0

20	Lensa https://lensa.com/ 541 Jefferson Ave STE 100 Redwood City, CA 94063	N	0
21	AddThis (not directly contacted by SEU) http://addthis.com 1900 Oracle Way Reston, VA 20190	N	0
22	mediabistro.com http://www.mediabistro.com 475 Park Avenue South, 4 th Floor New York, NY 10016 212-389-2000	N	0
23	New York University Cheryl Mazlen 133 E. 13 th Street, 2 nd Floor New York, NY 10003 quent.mazlen@nyu.edu (212) 998-4730 http://www.nyu.edu/careerdevelopment/	N	0
24	Pace University One Pace Plaza New York, NY 10038 https://www.pace.edu/	N	0
25	Hofstra University Keesha Cameron 1000 Fulton Avenue Hempstead, NY 11549 plakac@hofstra.edu (516) 463-6060 http://www.hofstra.edu/StudentAffairs/StudentServices/career/index.html	N	0
26	Seton Hall University Reesa Greenwald 400 South Orange Ave South Orange NJ, 07079 greenwre@shu.edu (973) 275-2828 http://www.shu.edu/offices/career-center/	N	0

27	Fordham University Catrina Cunningham 113 West 60 th Street New York, NY 10023 ccunningham@fordham.edu (718) 817-4353 http://www.fordham.edu/campus_resources/student_services/career_services/	N	0
28	Prairie View A&M University https://www.pvamu.edu/ 100 University Dr Prairie View, TX 77446	N	0
29	Morgan State University https://www.morgan.edu/ 1700 E Cold Spring Ln Baltimore, MD 21251	N	0
30	Morehouse College https://www.morehouse.edu/ 830 Westview Dr SW Atlanta, GA 30314	N	0
31	Spelman College https://www.spelman.edu/ 350 Spelman Ln SW Atlanta, GA 30314	N	0
32	Howard University https://home.howard.edu/ 2400 6th St NW Washington, DC 20059	N	0
33	Greater New York Chamber of Commerce 20 West 44 th Street, 4 th floor New York, NY 10036 Phone 212-686-7220	N	0

34	American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 http://www.awrt.org/	N	0
35	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nljja.org 202.588.9888	N	0
36	Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18 th St, NW Washington DC 20036	N	0
37	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
38	The Society of Women Engineers (SWE) 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
39	Facebook (paid advertisement and/or posting on SiriusXM Facebook page) http://www.facebook.com 156 University Avenue Palo Alto, CA 94301	N	0
40	Twitter (Sirius XM online job messaging) http://www.twitter.com 795 Folsom Street San Francisco, CA 94103	N	0

41	Instagram 1 Hacker Way Menlo Park, CA 94025 https://www.instagram.com	N	2
42	Google www.google.com 1600 Amphitheatre Parkway Mountain View, CA 94043	N	0
43	Radio Ad Siriusxm.com/careers SiriusXM 1221 Avenue of the Americas New York, NY 10020	N	0
44	Circa (<i>automatically 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
45	NYS Department of Labor – Job Bank Posting and One-Stop Career Center Guidance 1 Hudson Square 75 Varick Street, 7 th Floor New York, NY 10013 Phone: (212) 775-3330 Fax: (212) 775-3855 Job Bank link: http://newyork.us.jobs/	N	0
46	Imported¹	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			329

¹ During the 2022 reporting period, SiriusXM transitioned applicant tracking systems. The transition resulted in some applicants migrating with an “Imported” source. This is a limited occurrence, and should not affect any candidates in future reporting years.

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Activity
1.	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On February 10, 2023, SiriusXM participated in a career fair and networking event with the National Football League in Glendale, AZ for current and former NFL players. Members of the SiriusXM Recruiting team met and interviewed participants interested in or looking for positions.
2.	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On February 15, 2023, SiriusXM hosted an info session at SiriusXM's NYC office for graduates of AAF's Most Promising Multicultural Students program . Members of the SiriusXM Recruiting team met with students about entry-level roles in advertising, broadcasting, and programming.
3.	Attended event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On March 2, 2023, SiriusXM sponsored and participated in the virtual Women Who Code Conference which included a job board and networking event. Members of the SiriusXM Recruiting team connected with attendees about technical SiriusXM career opportunities.
4.	Participated in job fair	On March 13, 2023, SiriusXM participated in the Emory Goizueta Graduate Spring Talent Expo . Members of the SiriusXM Recruiting team conducted informational interviews with participants about SiriusXM career opportunities.
5.	Participated in job fair	On March 24, 2023, SiriusXM attended Penn State's 20th annual Success in the City Internship/Career Fair in New York City. One member of the SiriusXM Recruiting team conducted informational interviews with participants about SiriusXM career opportunities.
6.	Participated in job fair	On March 31, 2023, SiriusXM participated in the virtual CareerCircle Job Fair . Members of the SiriusXM Recruiting team conducted informational interviews with participants about SiriusXM career opportunities.

7.	Participated in job fair	On March 31, 2023, SiriusXM participated in the virtual 2023 Specialty Business Masters Networking & Career Fair . Members of the SiriusXM Recruiting team conducted informational interviews with participants about SiriusXM career opportunities.
8.	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.
9.	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 New York City called ' Scratch That - A Look at Diversity Through the 50 Years of Hip Hop ' where SiriusXM employees networked with attendees about SiriusXM career opportunities.
10.	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.
11.	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.
12.	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.
13.	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.

14.	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On October 23, 2022, SiriusXM sponsored and participated in the HBCU Homecoming Pop Up at Morehouse College . Members of the SiriusXM Recruiting team networked with attendees about a variety of career opportunities at SiriusXM.
15.	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 networked with attendees about SiriusXM career opportunities.
16.	Host program to promote diversity among entry level	During this reporting period, SiriusXM continued its participation in 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 focuses on top talent from these schools with flexibility to place participants in a wide range of entry level roles and departments. Participants are also enrolled in mentorship and developmental programs as part of a one (1) year cohort.
17.	Host Internship Programs (Spring, Summer, and Fall)	During this reporting period, SiriusXM hosted a total of 160 interns in the Spring, Summer and Fall 2023 Internship Programs at its New York offices. The interns participated in several departments at SiriusXM, including Programming (Music, Talk, Sports), Marketing, Accounting/Finance, and Information Technology. 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 hailed from schools nationwide, which included, but are not limited to, New York University, Columbia University, Syracuse University, Pace University, and Hofstra University.
18.	Activity designed by the employment unit that furthers the goal of disseminating information as to employment opportunities in satellite broadcasting	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.