

**SIRIUS XM RADIO NEW YORK CITY EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
February 1, 2024-January 31, 2025**

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
Senior Director, Broadcast Operations	1-4,6,9-10,15,25-27,32,34-37,39-41,44-45	1
Broadcast Infrastructure Technician	1-4,9-11,16,25-27,32,34-37,41,44-46	10
Board Operator, Talk Programming	1-4,6,8-11,16,25-27,32,34-37,41,44-45	1
Producer, Entertainment	1-6,8-11,15-17,25-27,32,34-37,40,42,44-45	5
Assistant Music Programmer, Music Programming	1-4,6,9-11,13,15-17,25-27,32,34-37,39-41, 44-45	1
Coordinator, Music Programming	1-4,6-7,9-10,15,17,25-27,32,34-37,44-45	6
Senior Manager, Music Programming Operations	1-3,9-11,25-27,32,34-37,44-45	1
Associate Director, Broadcast Operations	1-4,6,8-11,16,25-27,32,34-37,41,44-45	4
Associate Producer, NFL Radio	1-3,5,9-10	5
Producer, Entertainment	1-4,6,9-11,14-17,25-27,32,34-37,39-41, 44-45	1
Broadcast Control Center Manager	1-3,6,8-11,25-27,32,34-37,44-45	10
Library Coordinator, Music Programming	1-4,6,9-10,17,19,25-27,32,34-37,44-45	6

This Report provides recruitment data collected from February 1, 2024 through January 27, 2025.

Manager, Music Programming Operations	1-4,6-7,9-11,17,25-27,32,34-37,44-45	1
Associate Producer, NFL Radio	1-4,6,8-11,15-17,19,25-27,32,34-37,41,44-45	2
Technical Support Specialist, Talk Programming - Howard Stern Channels	1-4,8-11,13,16-17,25-27,32,34-37,40-41,44-45	10
Director, Content Marketing & Partnerships (Talk)	1-3,6,9-10	6
Research Producer, Talk Programming - The Howard Stern Channels	1-7,9-11,25-27,32,34-37,41-42,44-45	5
Coordinator, Talent Operations	1-11,16-17,19,25-27,32,34-37,39,42,44-45	5
Technician, Sports Broadcast Operations Center	1-4,6,9-11,13,16-17,25-27,32,34-37,42,44-45	10
Producer, Music Programming	1-4,6,8-11,16-17,25-27,32,34-37,39,41,44-45	6
On-Air Host*	6	6

*Exigent Circumstances

**SIRIUS XM RADIO
NEW YORK CITY EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025**

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	24
2	Company Website Posting http://www.siriusxm.com/careers	N	50
3	Internal Posting/Company Intranet	N	0
4	SiriusXM Recruiter or Sourcer	N	16
5	Former Intern/Employee	N	4

6	Internal Transfer/Promotion/Conversion	N	25
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	87
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	163
11	Glassdoor.com (<i>not directly contacted by SEU</i>) http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	6
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	1
16	ZipRecruiter https://www.ziprecruiter.com/ 604 Arizona Ave. Santa Monica, CA 90401	N	3
17	Grow With Google https://grow.google/	N	2
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	0
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	Grace Hopper Celebration Anita Borg Institute for Women and Technology 2108 N St #8268 Sacramento, CA 95816 https://ghc.anitab.org/	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			382

**SIRIUS XM RADIO
NEW YORK CITY EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Activity
1.	Attended event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On February 14, 2024, SiriusXM sponsored and participated in the international Scalar Conference which included a job fair and networking events. Members of the SiriusXM team connected with attendees about SiriusXM career opportunities in tech including those in broadcasting.
2.	Attended event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On June 11, 2024, SiriusXM sponsored and participated in the Lesbians Who Tech Conference in NYC which included a job fair and networking events. Members of the SiriusXM recruiting team connected with attendees about SiriusXM career opportunities in tech including those in broadcasting.
3.	Participated in job fair	On September 19, 2024, SiriusXM sponsored and participated in the Sistas in Sales Conference in NYC 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.
4.	Attended event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On October 8, 2024, SiriusXM sponsored and participated in the Grace Hopper Celebration in Philadelphia, PA which included a job fair and networking events. Members of the SiriusXM recruiting team connected with attendees about SiriusXM career opportunities in tech including those in broadcasting.
5.	Participated in job fair	On November 11, 2024, SiriusXM sponsored and participated in the ADCOLOR Conference in Los Angeles, CA which included a job fair and networking events. Members of the SiriusXM recruiting team connected with attendees about SiriusXM career opportunities in tech including those in broadcasting.

6.	Attended event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On November 13, 2024, SiriusXM sponsored and participated in the AfroTech Conference in Houston, TX which included a job fair and networking events. Members of the SiriusXM recruiting team connected with attendees about SiriusXM career opportunities in tech including those in broadcasting.
7.	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.
8.	Host Internship Programs (Spring, Summer, and Fall)	During this reporting period, SiriusXM hosted a total of 169 interns in the Spring, Summer and Fall 2024 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.
9.	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.