

SIRIUS XM RADIO INC.
WASHINGTON DC EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
June 1, 2021-May 31, 2022¹

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
Producer, MLB Network Radio	1-3, 5, 7, 10, 14, 17-27	1
Principal Network Engineer	2-3, 7-8, 10, 12-14, 17-27	2
Technician, NOC	1-3, 7, 10, 14, 17-27	1
Coordinator, Music Programming	1-3, 5, 7, 10-11, 14, 17-27, 29	5
Senior Technician, IP NOC	2-3, 7, 10, 12, 14, 17-27	12
Manager, Repeater Construction	2-3, 7, 10, 12, 14, 17-27	12
Technician, Network Operations Center	1-3, 7, 10, 14, 17-27	1
Senior Database Engineer	2-4, 7-8, 10, 14, 17-27	10
IP NOC Manager	1-3, 5, 7, 10, 14, 17-27	5
Manager, Enterprise Control Center	2-3, 5, 7, 10, 14, 17-27	5
Senior Technician, IP NOC	1-3, 7, 10, 14, 17-27	7

¹ This Report provides recruitment data collected from June 1, 2021 - May 26, 2022.

Senior Producer, PGA	1-3, 5, 7, 10, 14, 17-27	2
Technician, Broadcast Operations Center	1-3, 5, 7, 10, 14, 17-27	2
Senior Operator, National Repeater Control Center	1-3, 7, 10, 14, 17-27	1
Manager, Sports Broadcast Operations	2-3, 5, 7, 10, 14, 17-27	5
Associate Producer, Talk Programming	1-3, 7, 10-11, 14, 17-27	1
Director, Library & Archives	1-3, 7, 10, 14, 17-27	10
Specialist, Metadata	1-3, 7, 10, 14, 17-27	1
Manager ECC Broadcast Operations	2-3, 5, 7, 10, 12, 14, 17-27	2
Technician, Broadcast Maintenance	1-3, 7, 9-10, 14, 17-27	2
Senior Producer, ESPNU Radio	2-3, 5, 7, 10, 14, 17-27	5
Senior Technician, Network Operations Center	1-5, 7, 10, 12, 14, 17-27	4
Technician, Broadcast Operations	1-3, 5, 7, 10, 14, 17-27	7
Coordinator, Music Programming	1-3, 5, 7-8, 10, 14, 17-27, 29	1
Senior Engineer, Windows / Virtualization	1-3, 5, 7-8, 10, 12, 14, 17-27, 29	10
Senior Operator, National Repeater Control Center	2-3, 7, 10, 12, 14, 17-27	12
Supervisor, DC Sports Play-by-Play	1-3, 5, 7, 10, 14, 17-27	2
Producer, Fantasy Sports Radio	1-3, 5, 7, 10, 14, 17-27	1

Producer, MLB	1-3, 5, 7, 10, 14, 17-27	2
IP NOC Technician	1-3, 7-8, 10, 12-14, 17-28	12
Associate Producer PGA Tour Radio	1-3, 5, 7, 10, 14, 17-27	5
Producer, College Conference Channels	1-3, 5, 7, 10, 14, 17-27	1
Coordinator, Music Programming	2-3, 5, 7, 10, 14, 17-27	5
Producer, Fantasy Sports Radio	1-3, 5, 7, 10, 14, 17-27	5
Associate Producer, Kids Place Live	1-3, 5, 7, 10, 14, 17-27, 29	5
Associate Producer – ESPNU Radio	1-3, 5, 7-8, 10, 14, 17-27	2
Technician, Broadcast Operations Center	2-3, 7-8, 10, 12, 14, 17-27	12
Board Operator, Talk Programming	2-3, 5, 7, 10, 14, 17-27	2
Producer, Fantasy Sports Radio	2-3, 5, 7-8, 10, 14, 17-27	2
Associate Producer PGA Tour Radio	2-3, 5, 7, 10, 14, 17-27	5
Technician, BOC	2-3, 7-8, 10, 12, 14, 17-27	12
Technician, Network Operations Center	2-3, 7, 10, 14, 17-28	2

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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	17
2	Company website(s) www.siriusxm.com http://siriusxm.jobs	N	36
3	Internal Posting/Company Intranet	N	0
4	Recruiter Sourced <i>(Represents passive candidates brought into recruitment process by active Recruiter outreach.)</i>	N	3
5	Internal Transfer/Promotion/Conversion	N	16
6	Former Employee/Intern	N	0
7	Indeed <i>(via indirect scraping)*</i> http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	27
8	Monster http://www.monster.com 646-427-6279 622 Third Avenue, 37 th Floor New York, NY 10017	N	1
9	Handshake https://joinhandshake.com/ 225 Bush St 12th floor San Francisco, CA 94104	N	0
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	33
11	The Muse https://www.themuse.com/ 1375 Broadway, 20th Floor New York, New York 10018 United States	N	0

12	AddThis (not directly contacted by SEU) http://addthis.com 1900 Oracle Way Reston, VA 20190	N	11
13	Glassdoor.com (not directly contacted by SEU) http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	0
14	District of Columbia – Department of Employment Services (via Local Jobs Network) https://www.dcnetworks.org 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
15	Washington Post Website (via indirect scraping)* 202-334-6000 1150 15 th Street, NW Washington, DC 20071	N	0
16	George Washington University Career Center 1922 F Street, NW Washington, DC 20052	N	0
17	Howard University Career Services 525 Bryant Street, NW – C.B. Powell Building Washington, DC 20059	N	0
18	American University 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/	N	0
19	George Mason University 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/	N	0
20	Georgetown University 37 th and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 http://careerweb.georgetown.edu/	N	0
21	Towson University The Career Center 410-704-2233 8000 York Road Towson, MD 21252 http://www.towson.edu/careercenter/	N	0

22	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
23	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
24	Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0
25	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
26	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nljja.org 202.588.9888	N	0
27	Local Jobs Network (<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
28	Grow with Google https://grow.google/ 1600 Amphitheatre Parkway Mountain View, CA 94043	N	0
29	ZipRecruiter https://www.ziprecruiter.com/ 604 Arizona Avenue Santa Monica, California 90401, USA	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			145

* 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	Host event/program sponsored by or on behalf of a community or educational organization relating to careers in satellite radio	On March 14th, 2022 SiriusXM hosted an informational session in partnership with Temple University. Participants included the Senior Manager, University Relations.
2	Participate in job fairs	On February 11, 2022 SiriusXM participated in a career fair hosted by the National Football League. Participants included the Associate Director, Technical Recruiting and various members of the SiriusXM Programming & Content team.
3	Host program to promote diversity among entry level	During this reporting period, SiriusXM hosted the Juneteenth Unityfest. A Virtual Town Hall Event to educate and increase cultural awareness surrounding Juneteenth/Garner. This event brought together people of all backgrounds in a day of unity to commemorate and celebrate Juneteenth and Black culture.
4	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On September 22, 2021, SiriusXM participated in a university virtual panel event with Howard University. The event was sponsored in partnership with the Howard University National Society of Black Engineers.
5	Host program to promote diversity among entry level	During this reporting period, SiriusXM facilitated 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.

6	Host Internship Programs (Summer 2021, Fall 2021, Spring 2022)	<p>During this reporting period, Sirius XM hosted a total of 211 interns in Summer and Fall 2021 as well as Spring 2022. 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.</p>
7	Activity designed by the employment unit that furthers the goal of disseminating information as to employment opportunities in satellite broadcasting (Resource Groups)	<p>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.</p>