

**SIRIUS XM RADIO INC.
WASHINGTON DC EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
June 1, 2020-May 31, 2021¹**

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 |
|--|--|-----------------------|
| Vice President, Operations Management | 1-5, 7, 9-11, 17-21, 26-28, 31-32 | 2 |
| Board Operator, Talk Programming | 2-5, 7-11, 13, 17-21, 26-28, 31-32 | 5 |
| Senior Producer, PGA | 1-3, 5, 7-11, 13, 17-21, 26-28, 31-32 | 2 |
| Senior Director, Systems Engineering | 2-4, 7, 9-10, 17-21, 26-28, 31-32 | 7 |
| Coordinator, Music Programming | 1-3, 5, 7, 9-12, 17-21, 26-28, 31-32 | 5 |
| Manager, Critical Systems | 2-3, 7, 9-10, 12, 17-21, 26-28, 31-32 | 12 |
| Specialist, Streaming Content Operations | 1-3, 5, 7, 9-10, 13, 17-21, 26-28, 31-32 | 2 |
| Board Operator, Talk Programming | 2-3, 5, 7, 9-10, 17-21, 26-28, 31-32 | 5 |
| Technician, IP NOC | 2-4, 7-10, 13, 17-21, 26-28, 31-32 | 2 |
| Pathways Associate | 2-3, 5, 7, 9-10, 17, 22-25, 31-32 | 5 |
| Pathways Associate | 2-4,7, 9-10, 17, 22-25, 31-32 | 4 |

¹ This Report provides recruitment data collected from June 1, 2020 - May 26, 2021.

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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 | 4 |
| 2 | Company website(s) www.siriusxm.com http://siriusxm.jobs | N | 52 |
| 3 | Internal Posting/Company Intranet | N | 0 |
| 4 | Recruiter Sourced <i>(Represents passive candidates brought into recruitment process by active Recruiter outreach.)</i> | N | 4 |
| 5 | Internal Transfer/Promotion/Conversion | N | 15 |
| 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 | 14 |
| 8 | Monster Jeremy Rozicer http://www.monster.com 646-427-6279 622 Third Avenue, 37 th Floor New York, NY 10017 | N | 1 |
| 9 | FairyGodBoss https://fairygodboss.com/ 15 West 38th Street, 5th Floor New York, NY 10018 | N | 0 |
| 10 | 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 | 11 |
| 11 | The Muse https://www.themuse.com/ 1375 Broadway, 20th Floor New York, New York 10018 United States | N | 0 |

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|----|--|---|---|
| 12 | AddThis (not directly contacted by SEU) http://addthis.com 1900 Oracle Way Reston, VA 20190 | N | 2 |
| 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 and local One-Stop Centers 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 Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/ | N | 0 |
| 19 | George Mason University Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/ | N | 0 |
| 20 | 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 |

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|----|--|---|---|
| 21 | Towson University The Career Center 410-704-2233 8000 York Road Towson, MD 21252 http://www.towson.edu/careercenter/ | N | 0 |
| 22 | Morehouse College https://www.morehouse.edu/ 830 Westview Dr SW Atlanta, GA 30314 | N | 0 |
| 23 | Spelman College https://www.spelman.edu/ 350 Spelman Ln SW Atlanta, GA 30314 | N | 0 |
| 24 | Morgan State University https://www.morgan.edu/ 1700 E Cold Spring Ln Baltimore, MD 21251 | N | 0 |
| 25 | Prairie View A&M University https://www.pvamu.edu/ 100 University Dr Prairie View, TX 77446 | N | 0 |
| 26 | 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 |
| 27 | 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 |
| 28 | Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036 | N | 0 |
| 29 | 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 |
| 30 | The Society of Women Engineers (SWE) 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636 | N | 0 |

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|---|---|---|-----|
| 31 | National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nlgja.org 202.588.9888 | N | 0 |
| 32 | 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 |
| 33 | National Black MBA Association 400 W. Peachtree Street NW, Suite 203 Atlanta, GA 30308 (404) 260-5444 | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 103 |

* 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 February 17, 2021 SiriusXM hosted a mock interview day in partnership with HBCU20x20. The event included over 40 mock interviews with graduating college students from HBCUs, and was attended by members of the SiriusXM Programming & Content teams. |
| 2 | Participate in job fair | On February 05, 2021 SiriusXM participated in a career fair hosted by the National Football League. Participants included the Director, Talent Acquisition and various members of the SiriusXM Programming & Content team. |
| 3 | Participate in job fair | On September 18, 2020 SiriusXM participated in a career fair hosted by the Atlanta University Center Colleges (Morehouse, Clark, Spelman). This event prompted entry level roles and our Pathways Program. |

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|---|---|---|
| 4 | Host program to promote diversity among entry level | During this reporting period, SiriusXM launched 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. |
| 5 | 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. |
| 6 | Host Internship Programs (Summer 2020, Fall 2020, Spring 2021) | During this reporting period, Sirius XM hosted a total of 149 interns in Summer and Fall 2020 as well as Spring 2021. 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. |