

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 817 W Peachtree Street NW, Suite 800, Atlanta, GA - 30361	<u>Contact Person/Title:</u> Rick Caffey SVP/Market Manager
<u>Telephone Number:</u> 404-898-8900	<u>E-Mail Address:</u> rick.caffey@audacy.com

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
On Air Personality	1-22, 24-25	25
Account Executive	1, 3-7, 9-12, 14, 16-23, 25-26, 28	25
Account Executive	1, 3-7, 9-12, 14, 16-23, 25-26, 28	28
Account Executive	1, 3-7, 9-12, 14, 16-23, 25-26, 28	5
On Air Personality	1, 3-7, 9-12, 14, 16-22, 25, 27-30	30
On Air Personality	1, 3-7, 9-12, 14, 16-22, 25, 27-30	29
On Air Personality	1, 3-7, 9-12, 14, 16-22, 25, 27-30	5
Client Success Strategist	1, 3-7, 9-12, 14, 16-22, 25-26, 28	25
On Air Personality	1, 3-7, 9-12, 14, 16-22, 27-28	27
Client Success Strategist	1, 3-7, 9-12, 14, 16-22, 25, 28	25

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	100 Black Men, Atlanta Group 101 Jackson St NE Atlanta, Georgia 30312 Phone : 404-525-6220 Email : decarlos.wardlaw@gmail.com Decarlos Wardlaw	N	0
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road N.E 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4870 Email : shutchins@aia.edu Career Services	N	0
3	Assistance League of Atlanta 3534 Broad St Chamblee, Georgia 30341 Phone : 770-458-2038 Email : info@assistanceleagueATL.org Job Listings	N	0
4	Atlanta Business League of Atlanta 931 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-584-8126 Email : qwhite@atlantabusinessleague.org Job Listings	N	0
5	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	6
6	Career Spring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
7	Complete Game Broadcasting 1935 Cliff Valley Way NE #215 Atlanta, Georgia 30329 Phone : 678-205-2210 Email : jeff@completegame.tv Job Listings	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Connecticut School of Broadcasting (Orlando) 9050 Pines Boulevard Pembroke Pines, Florida 33024 Phone : 813-443-5307 Email : rthomas@gocsb.com Job Listings	N	0
9	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
10	Fort Valley State University 1005 State University Dr Fort Valley, Georgia 31030 Phone : 478-825-7076 Url : https://fvsu-csm.symplicity.com/employers/?signin_ Email : Barcado.Styles@fvsu.edu Barcado Styles	N	0
11	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : mlewis@gab.org Job Listings	N	0
12	Georgia Institute of Technology North Avenue Atlanta, Georgia 30332 Phone : 404-894-1353 Email : sonia.anderson@gatech.edu James Barricelli	N	0
13	Georgia Perimeter College 3251 Panthersville Road Decatur, Georgia 30034 Phone : 404-297-9522 Email : Adelaide.richardson@gpc.edu Adelaide Richardson	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Georgia Piedmont Tech College 495 N Indian Creek Dr Clarkston, Georgia 30021 Phone : 404 297 9522 Email : careers@gptc.edu Job Listings	N	0
15	Hire Heroes 1360 Union Hill Rd Alpharetta, Georgia 30004 Phone : 844-634-1520 Email : neils@heroesforhirellc.com Job Listings	N	0
16	Latin America Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone : 404-638-1800 Email : evelez@thelaa.org Job Listings	N	0
17	Morris Brown College 643 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-458-6085 Email : Joann.googer@morrisbrown.edu Job Listings	N	0
18	National Association Of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202 429 5395 Email : nab@nab.org Job Listings	N	0
19	Nine To Five Atlanta Working Women 501 Pulliam Street SW Atlanta, Georgia 30312 Phone : 404-222-0001 Email : 9to5atlanta@9to5.org Job Listings	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Ogelthorpe University 4484 Peachtree Rd NE Atlanta, Georgia 30319 Phone : 404-261-1441 Email : alumni@oglethorpe.edu Job Listings	N	0
21	OUT Georgia Business Alliance 1530 Dekalb Ave Suite A Atlanta, Georgia 30307 Phone : 000-000-000 Email : info@outgeorgia.org Job Listings	N	0
22	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Career Fair	N	1
24	Current Employee/Internal Promotion	N	1
25	Employee Referral	N	7
26	Indeed.com	N	2
27	Job Board	N	2
28	Linked In	N	10
29	Other Source	N	1
30	Radio Recruitment Ad	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Atlanta provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Market Manager
2	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
3	5/7/2025	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	3	Market Manager Brand Manager Sales Manager
4	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the company about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
5	5/14/2025	Participation in events or programs sponsored by educational institutions	Audacy Atlanta participated in Georgia Association of Broadcasters annual Radio Talent Institute where they broadcasted live and spoke with graduating students about careers in broadcasting.	4	On Air Personality On Air Personality On Air Personality On Air Personality

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	5/15/2025	Participation in events sponsored by organizations representing the community	Audacy Atlanta's Market Manager participated on a panel at the Georgia Association of Broadcasting Radio Talent Institute, where he discussed his career in broadcasting and suggested ways to obtain a career in broadcasting.	1	Market Manager
7	7/10/2025	Participation in other activities designed by the station employment unit	Audacy Atlanta hosted a station tour for graduating students from the Georgia Association of Broadcasters.	2	Brand Manager Promotions Director
8	7/10/2025	Establishment of an intern program designed to assist members of the community	Audacy Atlanta established an intern program for students from Georgia Association of Broadcasters (GAB).	1	Market Managers
9	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager
10	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the participation of women and minorities, veterans, and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	
11	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Atlanta broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager
12	10/20/2025	Participation in other activities designed by the station employment unit	Audacy Atlanta hosted a station tour for a student from Cannongate Elementary School and discussed ways to obtain a career in broadcasting.	1	On Air Personality

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
14	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist
15	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition
16	11/10/2025	Participation in events or programs sponsored by educational institutions	Audacy Atlanta spoke to students at J.W. Dobbs Elementary school about careers in broadcasting.	1	On Air Personality