

WJZ, WJZ-FM, WLIF, WWMX
EEO PUBLIC FILE REPORT
September 30, 2024 - May 31, 2025

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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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
Brand Manager	1-13, 15, 17	13
Account Executive	1-16	15

On September 30, 2024, there was an assignment and transfer of control of the Stations in the Employment Unit. See FCC File No. 0000241074. Therefore, in accordance with Section 47 C.F.R. § 73.2080(c)(6), information in this report is from September 30, 2024 going forward.

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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	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	4
2	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : http://app.joinhandshake.com Dorothy Wigglesworth Manual Posting	N	0
3	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
4	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
5	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
6	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
7	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	N	0

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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	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
9	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : info@jcsbaltimore.org Toya Jaffe	N	0
10	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	0
11	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : jays@mdworks.com Jay Stewart	N	0
12	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

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
13	Employee Referral	N	5
14	Job Board	N	1
15	Linked In	N	7
16	Non-Employee Referral	N	1
17	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
2	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Baltimore provides the link to Audacy's career site on their website giving listeners access to job opportunities	1	Market Managers
4	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
5	3/7/2025	Participation in Job Fairs	Baltimore Audacy participated in the Towson University's Spring 2025 Mega Job & Internship Fair	3	General Sales Manager Account Executive Account Executive
6	3/10/2025	Participation in events or programs sponsored by educational institutions	Audacy Baltimore spoke to students at Hampton Elementary School about careers in broadcasting	1	Brand Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/3/2025	Participation in events or programs sponsored by educational institutions	Audacy Baltimore participated in the Spring Career & Internship Fair at Stevenson University.	2	General Sales Manager Account Executive
8	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Baltimore 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
9	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	Regional Talent Acquisition Associate
10	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