

**WDOK, WKRK-FM, WNCX, WQAL**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 - May 31, 2026**

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
Account Executive	1-7, 9-10, 13-14	10
Morning Drive Host – WNCX Cleveland	1-7, 9, 11-13	11
Account Executive	1-10, 13	13

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a> Careers Page Manual Posting	N	4
2	Baylor University One Bear Place #97036 Waco, Texas 76798 Phone : 254-710-3771 Url : <a href="https://app.joinhandshake.com/schools/11">https://app.joinhandshake.com/schools/11</a> Email : <a href="mailto:careercenter@baylor.edu">careercenter@baylor.edu</a> Amanda Kuehl	N	0
3	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : <a href="mailto:dmjohns@bryantstratton.edu">dmjohns@bryantstratton.edu</a> Deb Johns	N	0
4	Cuyahoga Community College 2900 Community College Room MSS 207 Cleveland, Ohio 44115 Phone : 216-987-5576 Url : <a href="https://www.collegecentral.com/tri-c/">https://www.collegecentral.com/tri-c/</a> Email : <a href="mailto:careerservices@tri-c.edu">careerservices@tri-c.edu</a> Miguel Sanchez	N	0
5	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
6	NABJ Sports Task Force 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 626-792-3846 Email : <a href="mailto:eric@nabjcareers.org">eric@nabjcareers.org</a> Eric Wee	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Ohio Association of Broadcasting 17 S High St Suite 101 Columbus, Ohio 43215 Phone : 614-228-4052 Email : ahartzell@oab.org Andy Hartzell	N	0
8	Vocational Guidance Services 2235-2239 East 55th Street Cleveland , Ohio 44103 Phone : 2164317800 Url : <a href="https://mypulse.entercom.com/,DanaInfo=vgsjob.org">https://mypulse.entercom.com/,DanaInfo=vgsjob.org</a> , Email : michaelronga@vgsjob.org Michael Ronga	N	0
9	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0

**WDOK, WKRK-FM, WNCX, WQAL****EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
10	Employee Referral	N	2
11	Facebook post	N	1
12	Indeed.com	N	1
13	Linked In	N	5
14	Radio Recruitment Ad	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/12/2025	Participation in events or programs sponsored by educational institutions	Audacy Cleveland spoke to students from Ohio Media School about their careers in radio.	2	Brand Manager Brand Manager
2	6/17/2025	Participation in events sponsored by organizations representing the community	Audacy Cleveland participated in Bride Hard Pre Party at Quaker Steak & Lube. During the event, members from Cleveland spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	On Air Personality
3	6/18/2025	Participation in events sponsored by organizations representing the community	Cleveland participated in Amherst Turnpike Appreciation Day. During the event, members from Audacy Cleveland spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	Marketing Director Promotions Assistant On Air Personality
4	7/8/2025	Participation in events or programs sponsored by educational institutions	Audacy Cleveland participated in the Sports Management Institute Workshop at Cleveland State University where they spoke with students about their careers in radio.	1	On Air Personality
5	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
6	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	Talent Acquisition Manager

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7	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more.	2	Talent Acquisition Talent Acquisition
8	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
9	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
10	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
11	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist
12	2/11/2026	Participation in Job Fairs	Audacy's Talent Acquisition Team attended the University of Texas Austin career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	1	Talent Acquisition Specialist

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13	2/20/2026	Participation in events sponsored by organizations representing the community	Audacy's programming and production leadership team represented Audacy at the annual IBS National College Radio Conference, held at the Sheraton Times Square in New York City. Skip, Andre Yancy, and Shelley Wade spoke directly with students, sharing industry insights and career perspectives with the next generation of media professionals. Also included on panels at the event were Audacy experts Rob Miller, Mindy Hoffman, Heather Bermudez, John Foxx, Dave Stewart, Jodi Vale, Kristie Keleshian, and Ryan Hurley.	4	Brand Manager Assistant Brand Manager on air personality Brand Manager
14	2/27/2026	Participation in Job Fairs	Audacy's Talent Acquisition Recruiters attended the Penn State Career Fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, engineering/tech, and revenue and corporate central jobs.	3	Talent Acquisition Specialist Talent Acquisition Specialist engineer
15	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to help promote career opportunities at Audacy.	1	Promotions Director
16	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacy representatives spoke to a Senior Seminar class at Temple University's Klein College of Media and Communication in Philadelphia about career fair preparation. They discussed Audacy's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacy to help students stand out in their job search	1	Regional HR Director
17	3/25/2026	Participation in Job Fairs	Audacy's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	2	Director, Talent Acquisition Manager, Talent Acquisition
18	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Cleveland broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager

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19	Ongoing Event	Provision of training to management	To ensure ongoing compliance with federal regulations and support equitable hiring practices, Audacy provides comprehensive OFCCP training across the company for all personnel involved in the recruitment and employee lifecycle. This training, which covers EEO guidelines, non-discriminatory practices, and our responsibilities as a federal contractor, was officially communicated and assigned via Brainshark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains
20	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Cleveland provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Market Manager