

WDOK, WKRK-FM, WNCX, WQAL  
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
On Air Host	1-12	8

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.

**WDOK, WKRK-FM, WNCX, WQAL****EEO PUBLIC FILE REPORT****September 30, 2024 - May 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****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	1
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	Ohio Association of Broadcasting 17 S High St Suite 101 Columbus, Ohio 43215 Phone : 614-228-4052 Email : <a href="mailto:ahartzell@oab.org">ahartzell@oab.org</a> Andy Hartzell	N	0

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

**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>
7	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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**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>
8	Current Employee	N	1
9	Employee Referral	N	2
10	Indeed.com	N	1
11	Job Board	N	1
12	Linked In	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</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	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	11/22/2024	Participation in events or programs sponsored by educational institutions	Audacy Cleveland spoke to students at Walsh Jesuit High School about their careers in broadcasting.	1	On Air Personality
4	12/17/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Cleveland spoke at the Sporting JAX to a group of delegates from Azerbaijan. Discussing his position at Audacy, sports and the positive impact that they can make on communities worldwide.	1	Brand Manager
5	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 Managers

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6	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
7	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Cleveland 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
8	4/30/2025	Participation in events sponsored by organizations representing the community	Audacy Cleveland spoke to students at Olmsted Falls Middle School on career day about their careers in broadcasting.	1	On Air Personality
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