

WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD  
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
IT Engineer	1-13	13
Account Executive	1-14	12

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.

**WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD****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	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com/forum">http://www.allaccess.com/forum</a> Email : <a href="mailto:careers@galaxymediacompany.com">careers@galaxymediacompany.com</a> Joel Denver	N	0
2	American Federation of Radio and Television Artists 1 E Erie St #650 Chicago, Illinois 60611 Phone : 248-213-0264 Email : <a href="mailto:Jayne.bower@sagafta.org">Jayne.bower@sagafta.org</a> Jayne Bower	N	0
3	Arab American and Chaldean Council 363 W. Big Beaver Rd Suite 300 Troy, Michigan 48084 Phone : 248-559-1990 Email : <a href="mailto:programadvocates@myacc.org">programadvocates@myacc.org</a> Fax : 1-248-559-9117 Nancy Hanoosh	N	0
4	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	3
5	Career Spring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : <a href="mailto:aadams@careerspring.org">aadams@careerspring.org</a> Abby Adams	N	0
6	Detroit Urban League 208 Mack Ave Detroit, Michigan 48201 Phone : 313-832-4600 Fax : 1-313-832-3222 Cassasandra Nelson-Pruitt	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	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
8	National Black MBA Association- Detroit Detroit Chapter NBMBAA PO BOX 32960 Detroit, Michigan 48232 Phone : 404-260-5444 Email : <a href="mailto:detroit.chapter@nbmbaa.org">detroit.chapter@nbmbaa.org</a> Bryan Howard	N	0
9	University of Detroit Mercy - Career Development 4001 West McNichol's Rd #143 Reno Hall Detroit, Michigan 48221 Phone : 313-596-0223 Email : <a href="mailto:careerlink@udmercy.edu">careerlink@udmercy.edu</a> Career Connect	N	0
10	Women in Communications of Detroit 71 Garfield Ste 140a Detroit, Michigan 48201 Phone : 313-327-2256 Email : <a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a> Jennifer Foster	N	0
11	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**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>
12	Indeed.com	N	2
13	Linked In	N	4
14	On Air Recruitment Ad	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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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	9/30/2024	Participation in events or programs sponsored by educational institutions	Audacy Detroit spoke to Broadcasting/Journalism students at Salem High School about his career in broadcasting.	1	Brand Manager
2	11/7/2024	Participation in events sponsored by organizations representing the community	Audacy Detroit participated in a career fair sponsored by Michigan Association of Broadcasters and the Michigan High School Athletic Association.	1	Brand Manager
3	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
4	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
5	12/8/2024	Hosting of Job Fair	Audacy Detroit hosted a station tour and job shadowing opportunity for a student from Central Michigan University who is interested in pursuing a career in broadcasting	1	Brand Manager
6	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Detroit provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Market Managers

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7	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
8	3/20/2025	Participation in events sponsored by organizations representing the community	Audacy Detroit attended a Meet & Greet & Career Fair at the Michigan Association of Broadcaster Foundation's Scholarship Recipient for students who is interesting in a career in broadcasting.	1	Brand Manager
9	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Detroit 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
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	Regional Talent Acquisition Associate
11	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

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**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	5/15/2025	Participation in events sponsored by organizations representing the community	Audacy Detroit participated in Upland's Career Day at Sierra Vista Elementary School where they talked to students about their careers in broadcasting.	1	On Air Personality