

WFBC-FM, WORD, WROQ, WTPT, WYRD, WYRD-FM
EEO PUBLIC FILE REPORT
September 30, 2024 - July 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
Account Executive	1-25	22

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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	American Association of University Women 1310 L St. NW Suite 1000 Washington, District of Columbia 20005 Phone : 202-785-7700 Url : https://www.aauw.org Email : Aauwjobs@aauw.org Job Listing	N	0
2	Asheville Buncombe Tech 340 Victoria Rd Asheville, North Carolina 28801 Phone : 828-398-7209 Email : pbulla@abtech.edu Career Services	N	0
3	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	2
4	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Email : careerdevelopment@bjv.edu Job Listing	N	0
5	Camden Military Academy 520 US-1 Camden, South Carolina 29020 Phone : 800-948-6291 Email : admissions@camdenmilitary.com Job Listing	N	0
6	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

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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
7	ECPI College of Technology 4800 Airport Center Pkwy #100 Charlotte, North Carolina 28208 Phone : 704-751-4558 Email : careerservices@ecpi.edu Career Services	N	0
8	Erskine College 2 Washington St Due West, South Carolina 29639 Phone : 864-379-2131 Email : payne@erskine.edu Trent Payne	N	0
9	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : sandersb@gab.org Job Listings	N	0
10	Goodwill Industries - Charlotte 6607 South Blvd. Charlotte, North Carolina 28205 Phone : 704-552-2878 Email : angela.mercer@goodwillsp.org Angela Mercer	N	0
11	Greenville County Workforce Development 225 S Pleasantburg Dr E-1 Greenville, South Carolina 29607 Phone : 864-467-8080 Url : http://www.onetcenter.org/toolkit.html Email : employerinfo@greenvillecounty.org Employer Services	N	0
12	Limestone College 1115 College Dr Gaffney, South Carolina 29340 Phone : 864-488-4370 Email : ileaks@limestone.edu Career Development	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
13	Minority Media and Telecommunications 1919 Pennsylvania Av NW Suite 725 Washington, District of Columbia 20006 Phone : 202-332-0500 Email : info@mmtconline.org Job Listing	N	0
14	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	N	0
15	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-352-4926 Url : http://www.regent.edu Email : mackerman@regent.edu M Ackerman	N	0
16	Southern Wesleyan University 907 Wesleyan Drive Central, South Carolina 29630 Phone : 877-644-5556 Email : yduckett@swu.edu Career Services	N	0
17	UNC School of Journalism CB 3365 Carroll Hall Chapel Hill, South Carolina 27514 Phone : 919-962-4518 Email : jeubank@email.unc.edu Jay Eubank	N	0
18	Urban League of the Upstate 15 Regency Hill Dr Greenville, South Carolina 29607 Phone : 864-244-3862 Email : urbanleagueups@gmail.com Job Listing	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Western Carolina University 150 Reid Cullowhee, North Carolina 28723 Phone : 828-227-7133 Email : careerservices@wcu.edu Career Development	N	0
20	Winthrop University 701 Oakland Ave Rock Hill, South Carolina 29733 Phone : 803-323-2211 Email : howellh@winthrop.edu Howell Haney	N	0
21	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Employee Referral	N	2
23	Indeed.com	N	4
24	Linked In	N	21
25	Non-Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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 Greenville broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	SVP Market Manager Director Traffic Operations
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Greenville provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
5	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Greenville's SVP Market Manager is on the board of the South Carolina Broadcasters Association Education Foundation where they meet with students to help with applications and award scholarships to those interested in careers in broadcasting. This is an ongoing event.	1	SVP Market Manager

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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	4/16/2025	Participation in Job Fairs	Audacy Greenville attended the South Carolina Broadcaster's Association Collegiate Job Fair.	3	Regional Contest Director SVP Market Manager Promotions Assistant
8	5/1/2025	Establishment of an intern program designed to assist members of the community	Audacy Greenville hosted two interns from Presbyterian College.	1	SVP Market 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
10	5/6/2025	Establishment of an intern program designed to assist members of the community	Audacy Greenville worked with 100 students through Clemson University in the Sales Innovation Program where they learned to build websites and create marketing programs for the South Carolina Broadcasters Association. SVP/MM provided mentorship to students enrolled in the program.	1	SVP Market Manager

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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
12	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
13	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