

WLFP, WMC, WMFS, WMFS-FM, WRVR
EEO PUBLIC FILE REPORT
September 30, 2024 - March 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
Sales Associate	1-7	5

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.

WLFP, WMC, WMFS, WMFS-FM, WRVR**EEO PUBLIC FILE REPORT****September 30, 2024 - March 31, 2025****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	1
2	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
3	MEMPHIS BRANCH NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : nmemphil@comcast.net Madeline Taylor	N	0
4	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 ("MRSLS")

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
5	Employee Referral	N	1
6	Linked In	N	1
7	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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	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	12/5/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Memphis promoted the 104.5 Toy Truck Drive Benefitting Boys and Girls Clubs of Greater Memphis. The on air staff not only promoted the event but spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	2	on air personality on air personality
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Memphis 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
5	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Memphis provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
6	1/20/2025	Participation in Job Fairs	Audacy Memphis and Audacy Chattanooga attended the National Alliance State Broadcasters Association's job fair.	1	SVP Market Manager
7	1/28/2025	Participation in events sponsored by organizations representing the community	Audacy Memphis and Audacy Chattanooga attended a Career Exploration Workshop for students at the LIFT Youth Center in Ringgold.	1	on air personality

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8	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
9	3/25/2025	Participation in events sponsored by organizations representing the community	Audacy Memphis and Audacy Chattanooga participated in the Soddy Middle School Career Day.	1	on air personality