

WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024**

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	1-52, 54-56	56
On Air Host	1-52, 54-56	56
Sales Assistant	1-18, 21-40, 42-54	53

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 3201 E. Colonial Drive S A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org Email : info@blackcommerce.org Sheena Jackson	N	0
2	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : mldavis@miamidade.gov Marshall Davis	N	0
3	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : ahcac@miamidade.gov AHCAC Miami	N	0
4	American Adult Education Center 18350 NW 67 Avenue Hialeah, Florida 33015 Phone : 305-548-4044 Url : https://www.americanadultedu.com/ Email : 169982@dadeschools.net Carlena Mitchell	N	0
5	American Inter-Continental University 6600 Peachtree Dunwoody Road 500 Embassy Row Atlanta, Georgia 30328 Phone : 404-965-6500 Url : https://www.aiuniv.edu/campus-locations/atlanta Email : careerservices@aiuonline.edu Career Services	N	0
6	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Barry University 11300 NE 2nd Avenue Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com Email : careerservices@barry.edu Alison Reagin	N	0
8	Bethune-Cookman University 640 Dr. McLeod Blvd. Daytona Beach, Florida 32114 Phone : 386-481-2884 Url : https://www.cookman.edu/ Email : walkerg@cookman.edu Glenn Walker	N	0
9	Broward College Ft. Lauderdale 3051 SW David Road Bldg 19, Room 116 Davie, Florida 33314 Phone : 954-201-6612 Url : http://www.broward.edu Email : awhitefie@broward.edu Autumn Whitfield	N	0
10	Broward College Pembroke Pines 7200 Hollywood Blvd. Pembroke Pines, Florida 33024 Phone : 954-201-8938 Url : http://www.broward.edu Email : cdelancy@broward.edu Caron DeLancy-Simard	N	0
11	Career Source South Florida NMB 801 NE 167 Street Miami, Florida 33162 Phone : 305-654-7175 Url : http://www.careersourcesfl.com/career-center/ Email : roxanne.isaacs@careersourcesfl.com Roxanne Isaacs	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
12	Career Source South Florida Northside 7900 NW 27 Avenue Suite 200 Miami, Florida 33147 Phone : 305-693-2060 Url : http://www.careersourcesfl.com/career-center/ Email : hesterline.hall2@careersourcesfl.com Hesterline Hall	N	0
13	Career Source South Florida Re-Employment Center 325 NW 62 Street Miami, Florida 33150 Phone : 305-795-2058 Url : http://www.careersourcesfl.com/career-center/ Email : yian.perrin@careersourcesfl.com Yian Perrin	N	0
14	Career Source South Florida West Dade Center 8485 Bird Road 2nd Floor Miami, Florida 33155 Phone : 305-228-2300 Url : http://www.careersourcesfl.com/career-center/ Email : carl.alexis@careersourcesfl.com Carl Alexis	N	0
15	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : 407-834-4223 Url : https://www.cfec.org/ Email : cfec@cfec.org Paulette Weir	N	0
16	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 Url : https://www.cful.org/ Email : Info@cful.org Job Listings	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
17	Coalition of Hispanic American Women Hispanic Coalition 5659 W Flagler Street Miami, Florida 33134 Phone : 305-262-0060 Url : https://hispanicoalition.org/ Email : Hispacol2@aol.com Marlene Arribas	N	0
18	Connecticut School of Broadcasting N Palm Beach 760 US Hwy 1 Suite 101 North Palm Beach, Florida 33408 Phone : 561-847-4126 Url : https://gocsb.com/ Email : csbpalmbeach@gocsb.com Jim York	N	0
19	Connecticut School of Broadcasting Pembroke Pines 9050 Pines Blvd. Pembroke Pines, Florida 33024 Phone : 305-592-7133 Url : https://gocsb.com Email : csbmiami@gocsb.com Jim York	N	0
20	Cuban American National Foundation 2147 SW 8 Street Miami, Florida 33135 Phone : 305-592-7768 Url : https://www.canf.org/ Email : info@canf.org Jorge Mas Santos	N	0
21	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
22	Florida A&M University (FAMU) 1676 S Martin Luther King Dr. Blvd Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famuedu Career Center	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
23	Florida Assn of Broadcasters 201 S Monroe Street #201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : https://fab.org/ Email : intern@fab.org Job Listings	N	0
24	Florida Dept. of Education 325 W Gaines Street #734 Tallahassee, Florida 32399 Phone : 850-245-0446 Url : http://www.fldoe.org/academics/career-adult-edu/ Email : Careerandadulted@fldoe.org Rod Duckworth	N	0
25	Florida Technical College 12520 Pines Blvd. Pembroke Pines, Florida 33027 Phone : 787-664-5699 Url : http://feedback.ftccollege.edu/employers/ Email : Kmwhite@ftccollege.edu Karen White-Goyzueta	N	0
26	Freeform Radio Initiative 411 Walnut Street #5561 Green Cover Springs, Florida 32043 Phone : 305-982-7233 Url : https://freeformradio.org/site/ Email : leads@freeformradio.org Scott McWilliams	N	0
27	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-226-7625 Url : https://hello.fullsail.edu/ Email : nargyri@fullsail.edu Natasha Argyri	N	0

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28	Futuri 1320 Summer Avenue #100 Cleveland, Ohio 44115 Phone : 877-221-7979 Url : https://futurimedia.com/ Email : tracy@futurimedia.com Tracy Gilliam	N	0
29	Greater Ft. Lauderdale Chamber of Commerce 512 NE 3rd Avenue Ft. Lauderdale, Florida 33301 Phone : 954-462-4911 Url : https://www.ftlchamber.com/ Email : dan@ftlchamber.com Dan Lindblade	N	0
30	Greater Hollywood Chamber of Commerce 330 N Federal Highway Hollywood, Florida 33020 Phone : 954-923-4000 Url : http://hollywoodchamber.org/ Email : information@hollywoodchamber.org Anne Hotte	N	0
31	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : 415-921-5225 Url : https://jacl.org Email : jacl@jacl.org David Inoue	N	0
32	Latin Chamber of Commerce 1417 W Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Url : http://www.camacol.org/ Email : patricia@camacol.org Patricia Arias	N	0

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33	Lindsey Hopkins Technical College 750 NW 20 Street Room D232 Miami, Florida 33127 Phone : 305-324-6070 Url : https://www.lindseyhopkins.edu/ Email : 173463@dadeschools.net Christina Brownlow	N	0
34	Lutheran Services Florida 8532 SW 8 Street #270 Miami, Florida 33144 Phone : 305-567-2511 Url : https://www.lsfnet.org/ Email : careers@lsfnet.org Aimee Fraguela	N	0
35	Miami Dade Chamber of Commerce 100 S Biscayne Blvd. 3rd Floor Miami, Florida 33131 Phone : 305-751-8648 Url : http://m-dcc.org/ Email : mdcc@m-dcc.org Debbie Pearson	N	0
36	Miami Dade College 627 SW 27 Avenue Room 1112 Miami, Florida 33135 Phone : 305-237-6247 Url : https://www.mdc.edu Email : Jorge.hernandez2@mdc.edu Jorge Hernandez	N	0
37	Miami Dade Office of Community Advocacy 111 NW 1 Street #1034 Miami, Florida 33128 Phone : 305-375-4606 Url : https://www8.miamidade.gov/global/government/commi Email : rboone@miamidade.gov Retha Boone-Fye	N	0

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38	Miami Lakes Tech 5780 NW 158 Street Miami Lakes, Florida 33014 Phone : 305-557-1100 Url : http://www.miamilakes.edu/ Email : rzilka@dadeschools.net Richard Zilka	N	0
39	Miami Media School 901 S Miami Avenue #303 Miami, Florida 33180 Phone : 305-728-1120 Url : https://beonair.com/ Email : Allamazares@beonair.com Angel Llamazares	N	0
40	Mount Bethel Human Services 1021 NW 6 Street Sistrunk Blvd. Ft. Lauderdale, Florida 33311 Phone : 954-768-0920 Url : http://www.mbhsc.org Email : tsmith@preventioncentral.org Tierra Smith	N	0
41	NAACP Ft. Lauderdale PO Box 101060 Ft. Lauderdale, Florida 33310 Phone : 407-843-5320 Url : http://www.flnaacp.com/ Email : info@flnaacp.com Adora Obi Nweze	N	0
42	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org/about/ Email : info@nhmc.org Job Bank	N	0

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43	National Lesbian & Gay Journalist Association 1420 K Street NW #910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : https://www.nlgja.org/ Email : info@nlgja.org Job Listings	N	0
44	New Birth Baptist Church/Employment Services 13242 NW 7th Avenue Miami, Florida 33168 Phone : 305-769-1100 Ext 237 Url : https://nbbcmiami.org/ Email : mfreeman@nbbcmiami.org Marietta Freeman	N	0
45	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://www.seminolestate.edu Email : obriencs@seminolestate.edu Christopher O'Brien	N	0
46	Society of Broadcast Engineers 9102 N Meridian Street #150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/career_jobonline K Jones	N	0
47	South Florida Hispanic Chamber of Commerce 333 Arthur Godfrey Road Suite 300 Miami Beach, Florida 33140 Phone : 305-534-1903 Url : https://sflhcc.com Email : info@sflhcc.com Anielka Loaisiga	N	0
48	Urban League of Greater Miami 8500 NW 25 Avenue Miami, Florida 33147 Phone : 305-696-4450 Url : https://miamiurbanleague.org/ Email : shenley@miamiurbanleague.org Sharron Henley	N	0

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49	Valencia Community College 1800 S Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Url : https://valenciacollege.edu/ Email : mabalos@valenciacollege.edu Carmen Diaz	N	0
50	Women In Distress PO Box 50187 Lighthouse Point, Florida 33074 Phone : 954-760-9800 Url : https://www.womenindistress.org/ Email : info@womenindistress.org Sheryl Bain	N	0
51	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
52	Youth Co-Op, Inc. 5040 NW 7 Street #200 Miami, Florida 33126 Phone : 305-442-6900 Url : http://www.careersourcesfl.com Email : felipe.reboucas@careersourcesfl.com Felipe Reboucas	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
53	Employee Referral	N	1
54	Linked In	N	5
55	On Air Recruitment Ad	N	1
56	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Miami posts their career opportunities on their website.	1	SVP Market Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Miami broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	3	Regional President/Market Management Traffic Supervisor Traffic Manager
3	12/7/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Miami promoted Kiss country Cares. This event was a live broadcast from the lobby of Joe DiMaggio Children's Hospital 12 hours a day to raise money for the kids and families going through the toughest times of their lives. This event was a live broadcast and the on air staff spoke about careers in broadcasting provide ways to give back to our local communities with events like these.	3	on air personality Regional Promotions Director Regional Promotions Director
4	Ongoing Event	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.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
5	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	Director, Talent Acquisition

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6	3/9/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Miami promoted the Harbor Lights Gala. Funds raised during the Harbor Lights Gala “Nash Bash” benefit Children’s Harbor, a nationally accredited nonprofit agency with a mission to help strengthen families in our community, while providing safe shelter and support to teens in foster care. The on air staff promoted this event and spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	1	Music Director
7	4/24/2024	Participation in events or programs sponsored by educational institutions	Audacy Florida participated in the Miami Media School Career Day.	3	Video Operator Brand Manager Promotions Assistant
8	4/25/2024	Provision of training to management	Members of Audacy's Talent Acquisition team participated in Reach Out for Happy Hour (ROFHH): Operation Warfighter where they learned how to tap into transitioning service members from all branches of the military for recruitment purposes via the Operation Warfighter program. These resources can be utilized for recruitment efforts across Audacy.	4	Director, Talent Acquisition Talent Acquisition Associate Talent Acquisition Associate Talent Acquisition Associate
9	5/25/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Miami promoted the Hyundai Air and Sea Show. This event was promoted on air and the staff spoke about careers in broadcasting provide rewarding ways to give back to local communities. This event celebrated all 5 branches of the United States Military. In addition Audacy actively recruits veterans for our open positions.	4	Regional Promotions Director Regional Promotions Director on air personality Music Director
10	6/18/2024	Participation in events sponsored by organizations representing the community	On June 18th, leaders from across Audacy, including our COO and EVP of Programming, attended the prestigious Gracies luncheon in New York. This award ceremony and networking event provided a valuable opportunity for our team to connect with rising talent in the industry. It was a platform to discuss potential opportunities at Audacy and share inspiring stories from their careers in broadcasting.	3	COO EVP, Programming On Air Personality

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11	6/25/2024	Provision of training to management	A representative from TA attended a webinar hosted by Direct Employers to learn how companies can leverage advanced sourcing platforms and utilize innovative outreach strategies to bridge the talent gap and ensure they attract and retain a diverse, skilled workforce while maintaining compliance with OFCCP guidelines. and disseminated the information to the Talent Acquisition team. The knowledge transfer is disseminated to hiring managers during the in-take process with each open requisition.	2	Talent Acquisition Talent Acquisition
12	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	Market Manager Brand Manager Regional President Talent Acquisition Specialist
13	7/17/2024	Establishment of a mentoring program	Audacy's COO serves as an industry leader and mentor in the Rising Through the Ranks Scholarship program. Each year, two dozen women are selected to participate in a multi-day session, providing them with the opportunity to learn and engage in meaningful discussions on topics such as outperforming the competition, gender in the workplace, emerging best practices, overcoming challenges, and leadership strategies. Among the 2024 class, participants from our New Orleans, LA, and New York offices were selected, joining their peers from across the country.	1	COO
14	8/8/2024	Participation in events or programs sponsored by educational institutions	Audacy Florida participated in the Miami Media School Career Day.	3	Board Operator Brand Manager Promotions Assistant

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15	9/4/2024	Participation in other activities designed by the station employment unit	An executive from Audacy participated in a panel at The Barrett News Media, a two-day event at George Washington University in Washington, DC, on September 4th and 5th. The series of presentations and panels covered topics such as the state of journalism, the impact of AI, digital audio consumption trends, and revenue and audience strategies. Hundreds of industry professionals attended, along with local college students.	1	Regional President/Market Manager
16	9/13/2024	Participation in other activities designed by the station employment unit	Audacy Miami posted their open Engineer job post on a private Veterans' social media group page (Combat System Jobs) to help recruit a wider pool of applicants with specific skills in Engineering.	2	IT Engineer Talent Acquisition