

WNVZ, WPTE, WVKL, WWDE-FM
EEO PUBLIC FILE REPORT
June 1, 2025 - May 31, 2026

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
General Sales Manager	1-24	22
Account Executive	1-8, 10-22, 24	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**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	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 757-594-8286 Email : christina.sincere@cnu.edu Fax : 1-757-594-7639 Christina Sincere	N	0
3	College Broadcasters, Inc 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : 7133482935 Email : willr@rice.edu Will Robedee	N	0
4	Commonwealth of Va Rehabilitative Services 3248 Academy Ave Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : melissa.edmonds@dars.virginia.gov Melissa Edmonds	N	0
5	Dept of Veterans Affairs 2551 Eltham Ave #E Norfolk, Virginia 23513 Phone : 757-858-6154 Email : anthony.lorusso@va.gov Anthony Lorusso	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-838-9191 Email : pmirani@ecpi.edu C Johnson	N	0
8	Elizabeth City State University 1704 Weedsville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3318 Email : yscarcana@ecsu.edu Yolanda Carcana	N	0
9	Hampton University 100 E Queen St Hampton, Virginia 23668 Phone : 757-727-5331 Email : careercenter@hampton.edu Shannon Fields	N	0
10	International Black Women's Congress 645 Church Street Suite 200 Norfolk, Virginia 23510 Phone : 757-625-0500 Email : ibwc1609@verizon.net Job Listing	N	0
11	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Url : https://app.joinhandshake.com Logan Zeigler Manual Posting	N	0
12	Local Veterans Employment 600 Butler Farm Dev Center Suite B Hampton, Virginia 23666 Phone : 757-865-5810 Email : stephen.larosee@vec.virginia.gov Stephen LaRosee	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	National Society of Black Engineers 145 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Email : info@nsbe.org Franko Holmes	N	0
14	Piedmont VA Community College 501 College Drive Charlottesville, Virginia 22902 Phone : 434-977-3900 Email : aluck@pvcc.edu Andre Luck	N	0
15	Robert T Robertson School of Media and Culture at VCU 901 West Main Street Richmond, Virginia 23284 Phone : 804-828-1100 Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
16	South University 301 Bendix Road Suite 100 Virginia Beach, Virginia 23452 Phone : 757-823-2069 Email : jtallmadge@southuniversity.edu James Tallmadge	N	0
17	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7232 Email : bbrock@tcc.edu Babi Brock	N	0
18	US Army Education Center Career Resources Dept 650 Monroe Ave Suite 126023 Fort Eustic, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	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
19	US Army Education Center, Career Resources Dept. 1500 Madison Ave Fort Eustis, Virginia 23604 Phone : 757-878-3638 Email : aishay.bingham-day.ctr@mail.mil Aisha Bingham	N	0
20	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3916 Email : Christina.sandridge@easterassociates.com Christina Sandbridge	N	0
21	www.mediagignow.com 625 West Adams St. Suite 20-110 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 ("MRSL")

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	3
23	Indeed.com	N	2
24	Linked In	N	4
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 Norfolk provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Regional President
2	6/1/2025	Establishment of an intern program designed to assist members of the community	Audacy Norfolk hosted a college student intern for 8 weeks over the Summer.	2	SVP Market Manager Promotions Director
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Norfolk 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	Regional President Director Traffic Operations
4	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
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	Talent Acquisition Manager
6	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more.	2	Talent Acquisition Talent Acquisition

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7	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
8	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist
9	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition
10	11/17/2025	Participation in other activities designed by the station employment unit	Audacy Norfolk hosted students from a local Home School group for a station tour.	2	Account Executive SVP Sales Manager
11	11/21/2025	Participation in events sponsored by organizations representing the community	Audacy Norfolk visited Cardinal Elementary for a Career Day where they spoke to students about careers in broadcasting.	1	on air personality
12	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist
13	2/11/2026	Participation in Job Fairs	Audacy's Talent Acquisition Team attended the University of Texas Austin career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	1	Talent Acquisition Specialist

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14	2/20/2026	Participation in events sponsored by organizations representing the community	Audacy's programming and production leadership team represented Audacy at the annual IBS National College Radio Conference, held at the Sheraton Times Square in New York City. Skip, Andre Yancy, and Shelley Wade spoke directly with students, sharing industry insights and career perspectives with the next generation of media professionals. Also included on panels at the event were Audacy experts Rob Miller, Mindy Hoffman, Heather Bermudez, John Foxx, Dave Stewart, Jodi Vale, Kristie Keleshian, and Ryan Hurley.	4	Brand Manager Assistant Brand Manager on air personality Brand Manager
15	2/27/2026	Participation in Job Fairs	Audacy's Talent Acquisition Recruiters attended the Penn State Career Fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, engineering/tech, and revenue and corporate central jobs.	3	Talent Acquisition Specialist Talent Acquisition Specialist engineer
16	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair to help promote career opportunities at Audacy.	1	Promotions Director
17	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacy representatives spoke to a Senior Seminar class at Temple University's Klein College of Media and Communication in Philadelphia about career fair preparation. They discussed Audacy's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacy to help students stand out in their job search	1	Regional HR Director
18	3/25/2026	Participation in Job Fairs	Audacy's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	2	Director, Talent Acquisition Manager, Talent Acquisition

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19	4/16/2026	Establishment of an intern program designed to assist members of the community	Audacy Norfolk hosted students from the CBDA Princess Anne High School for an internship Day at the station. The students learned about Sales, Promotions and On Air careers at Audacy.	3	Promotions Director SVP Sales Manager VP Brand Manager
20	Ongoing Event	Provision of training to management	To ensure ongoing compliance with federal regulations and support equitable hiring practices, Audacy provides comprehensive OFCCP training across the company for all personnel involved in the recruitment and employee lifecycle. This training, which covers EEO guidelines, non-discriminatory practices, and our responsibilities as a federal contractor, was officially communicated and assigned via Brainshark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains