

WJHM, WOCL, WOMX-FM
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 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	1-3, 8, 10, 12-20, 22-23	20
Sales Coordinator	1-14, 16-17, 21-22	3

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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	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome	N	0
2	Association for Women in Communications (South Florida) 7050 Palmetto Park Rd. 15-285 Boca Raton, Florida 33433 Phone : 561-806-0756 Url : https://awc.careerwebsite.com/ Email : info@awcsouthflorida.org Kandice Matteson	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	Barry University 11300 NE 2nd Ave Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com Email : careerservices@barry.edu Ginette Melchiorre	N	0
5	Beonair Network 9885 Rockside Road Valley View , Ohio 44125 Phone : 234.203.2768 Email : lleciejewski@beoniar.com Lynda Leciejewski	N	0
6	Central Florida Urban League 2804 Belco Dr. Orlando, Florida 32808 Phone : 407-841-7654 Url : https://www.cful.org/ Email : dmatos@cful.org Diane Matos	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	City College 1401 West Cypress Rd. Ft. Lauderdale, Florida 33309 Phone : 954-492-5353 Url : https://www.citycollege.edu/ Email : cpersichilli@citycollege.edu Claire Persichilli	N	0
8	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
9	Eastern Florida State College 1519 Clearlake Rd. Cocoa, Florida 32922 Phone : 321-433-7324 Url : http://www.easternflorida.edu/ Email : peidrot@easternflorida.edu Terri Peidro	N	0
10	Florida Association of Broadcasters 201 South Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : http://fab.org/ Email : lvarn@fab.org Lindsay Varn	N	0
11	Florida State College at Jacksonville 4501 Capper Rd. Jacksonville, Florida 32218 Phone : 904-766-6690 Url : https://www.fscj.edu/ Email : l.l.ertel@fscj.edu Leslie Ertel	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	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-551-2023 Url : https://www.fullsail.edu/ Email : nargyri@fullsail.edu Natasha Argyri	N	0
13	Hispanic Chamber of Commerce 3201 E. Colonial Dr. Suite A20 Orlando, Florida 32803 Phone : 407-428-5870 Url : http://www.hccmo.org/ Email : info@hispanicchamber.net Elise Smith	N	0
14	Metropolitan Orlando Urban League 250 S Orange Ave Orlando, Florida 32801 Phone : 407-481-5672 Email : sminnis@cful.org Job Postings	N	0
15	Society of Broadcast Engineers 1065 Rainer Drive Altamonte Springs, Florida 32714 Phone : 407-461-0088 Url : https://sbe.org Email : randy.woods@zradio.org Randy Woods	N	0
16	Valencia Community College - East Campus 701 N Econlockhatchee Trl Orlando, Florida 32825 Phone : 407-582-3428 Url : https://valencia-csm.symplicity.com/employers/ Email : kcharles36@valenciacollege.edu Kamla Charles	N	0
17	Women in Film & Television Florida 3830 Palm Ave. Mims, Florida 32754 Phone : 386-690-2237 Email : nancy@reelkasting.com Nancy McBride	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

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
18	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 ("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
19	Current Employee	N	1
20	Employee Referral	N	1
21	Job Board	N	1
22	Linked In	N	10
23	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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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	10/1/2024	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.	2	Market Manager Traffic Manager
2	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
3	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
4	12/6/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Give the Kids The World. This event was promoted on air. During the event, members from Audacy Orlando spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	General Sales Manager on air personality
5	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Orlando provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
6	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Orlando 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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	1/29/2025	Establishment of training programs for station personnel	Audacy Orlando attended the Strategic Workforce Exchange for talent and development training on AI and HR in the workplace.	1	General Sales Manager
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	3/12/2025	Participation in events or programs sponsored by educational institutions	Audacy Orlando attended a job fair at Barry University.	4	Sales Assistant General Sales Manager Promotions Assistant SVP Market Manager - RP
10	4/16/2025	Participation in events or programs sponsored by educational institutions	Audacy Orlando attended the Puerto Rican Chamber of Commerce panel discussion on Broadcasting.	2	General Sales Manager General Sales Manager
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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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
14	8/9/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando attended Load Up Your Lunchbox. This event was promoted on air. During the event, members from Audacy Orlando spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	2	on air personality Promotions Assistant
15	8/21/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Florida attended the Puerto Rican Chamber of Commerce Economic Forum & El Jasco Awards. This event was promoted on air with commercials and the staff spoke about careers in broadcasting at the event.	2	General Sales Manager General Sales Manager