

**WJHM, WOCL, WOMX-FM**  
**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
Account Executive	1-14, 16, 19, 22-23	22
Account Executive	1-14, 16, 19, 22-23	23
Account Executive	1-14, 16, 19, 22-23	19
Account Executive	1-3, 6-15, 19, 23	23
On Air Personality	1-4, 6-14, 16-17, 21	3
On Air Personality	1-3, 6-14, 16, 18, 20	18

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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	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : <a href="http://www.blackcommerce.org/">http://www.blackcommerce.org/</a> Email : <a href="mailto:info@blackcommerce.org">info@blackcommerce.org</a> 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 : <a href="https://awc.careerwebsite.com/">https://awc.careerwebsite.com/</a> Email : <a href="mailto:info@awcsouthflorida.org">info@awcsouthflorida.org</a> Kandice Matteson	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	4
4	Beonair Network 9885 Rockside Road Valley View , Ohio 44125 Phone : 234.203.2768 Email : <a href="mailto:lleciejewski@beoniar.com">lleciejewski@beoniar.com</a> Lynda Leciejewski	N	0
5	Connecticut School of Broadcasting 3901 Coconut Palm Dr. Tampa, Florida 33619 Phone : 813-443-5307 Url : <a href="https://gocsb.com/">https://gocsb.com/</a> Email : <a href="mailto:sking@gocsb.com">sking@gocsb.com</a> Shana King	N	0
6	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Florida Association of Broadcasters 201 South Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : <a href="http://fab.org/">http://fab.org/</a> Email : <a href="mailto:lvarn@fab.org">lvarn@fab.org</a> Lindsay Varn	N	0
8	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-551-2023 Url : <a href="https://www.fullsail.edu/">https://www.fullsail.edu/</a> Email : <a href="mailto:nargyri@fullsail.edu">nargyri@fullsail.edu</a> Natasha Argyri	N	0
9	Hispanic Chamber of Commerce 3201 E. Colonial Dr. Suite A20 Orlando, Florida 32803 Phone : 407-428-5870 Url : <a href="http://www.hccmo.org/">http://www.hccmo.org/</a> Email : <a href="mailto:info@hispanicchamber.net">info@hispanicchamber.net</a> Elise Smith	N	0
10	Metropolitan Orlando Urban League 250 S Orange Ave Orlando, Florida 32801 Phone : 407-481-5672 Email : <a href="mailto:sminnis@cful.org">sminnis@cful.org</a> Job Postings	N	0
11	Society of Broadcast Engineers 1065 Rainer Drive Altamonte Springs, Florida 32714 Phone : 407-461-0088 Url : <a href="https://sbe.org">https://sbe.org</a> Email : <a href="mailto:randy.woods@zradio.org">randy.woods@zradio.org</a> Randy Woods	N	0
12	Valencia Community College - East Campus 701 N Econlockhatchee Trl Orlando, Florida 32825 Phone : 407-582-3428 Url : <a href="https://valencia-csm.symplicity.com/employers/">https://valencia-csm.symplicity.com/employers/</a> Email : <a href="mailto:kcharles36@valenciacollege.edu">kcharles36@valenciacollege.edu</a> Kamla Charles	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Women in Film & Television Florida 3830 Palm Ave. Mims, Florida 32754 Phone : 386-690-2237 Email : nancy@reelkasting.com Nancy McBride	N	0
14	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**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Current Employee	N	1
16	Employee Referral	N	3
17	Facebook post	N	2
18	Job posting on internet	N	1
19	Linked In	N	12
20	Non-Employee Referral	N	1
21	On Air Recruitment Ad	N	1
22	Recruiter	N	1
23	Word of Mouth Referral	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Orlando runs year long, ongoing general recruitment spots.	2	Regional President/Market Management Traffic Supervisor
2	11/11/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted the City of Orlando Veteran's Day Parade. This event was promoted on air. The on air staff spoke about careers in broadcasting provide ways to give back to local communities and events like this help us get the word out about Audacy when we recruit Veterans for our open job opportunities.	2	Regional Sales Promotion Director on air personality
3	12/1/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Give Kids The World Radiothon. This event was promoted on air and the staff spoke about the event and how careers in broadcasting provide rewarding ways to give back to local communities with events like this.	3	General Sales Manager Regional Sales Promotion Director on air personality
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
6	2/7/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted careers in broadcasting at an event at Disney honoring over 40 radio partners.	1	Assistant Brand Manager

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7	4/24/2024	Participation in Job Fairs	Audacy Florida participated in the Miami Media School's 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 Orlando promoted the Bike Safety Event where they gave out free helmets. This event was promoted on air and at the event the staff spoke about how careers in broadcasting provide opportunities such as this to give back to local communities.	3	Director of Programming Regional Sales Promotions Director on air personality
10	5/30/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Teacher Appreciation Celebration. This event was promoted on air and at the event the staff spoke about how careers in broadcasting provide opportunities such as this to give back to local communities.	3	Director of Programming Regional Sales Promotions Director on air personality
11	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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12	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
13	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
14	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
15	7/31/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Back to School Bash benefiting A Gift for Teaching. This event was promoted on air and at the event the staff spoke about how careers in broadcasting provide opportunities such as this to give back to local communities.	4	General Sales Manager Regional Sales Promotions Director on air personality Sales Coordinator
16	8/8/2024	Participation in Job Fairs	Audacy Florida participated in the Miami Media School's Career Day.	3	Brand Manager Board Operator Promotions Assistant



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17	8/13/2024	Participation in other activities designed by the station employment unit	Audacy Orlando posted their on air positions on the stations social media platforms.	1	Director of Programming
18	8/20/2024	Participation in other activities designed by the station employment unit	Audacy Orlando staff promoted National Radio Day and careers in broadcasting on air and on social media.	1	on air personality
19	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