

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM  
EEO PUBLIC FILE REPORT  
September 30, 2024 - May 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
Account Executive	1-22	20
Account Executive	1-22	18
Account Executive	1-22	22

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.

**WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM****EEO PUBLIC FILE REPORT****September 30, 2024 - May 31, 2025****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>
1	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a> Careers Page Manual Posting	N	0
2	Bluefield College 300 College Ave Bluefield, Virginia 24605 Phone : 276-326-4461 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Judy Pedneau Manual Posting	N	0
3	Christopher Newport University 1 Avenue of the Arts Newpoert News, Virginia 23606 Phone : 757-594-7636 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Christina Sincere Manual Posting	N	0
4	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
5	Hampton University 2 Frissell Ave Hampton, Virginia 23668 Phone : 757-727-5831 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Shannon Fields Manual Posting	N	0
6	James Madison University ssc 3210, MSC 1016 738 S. Mason St Harrisonburg, Virginia 22807 Phone : 540-568-6555 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Logan Zeigler Manual Posting	N	0

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<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	National Society of Black Engineers 145 Duke St Alexandria, Virginia 22314 Phone : 703-549-2207x216 Email : info@nsbe.org Franko Holmes	N	0
8	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : <a href="http://www.nsu.edu/https://app.joinhandshake.com">http://www.nsu.edu/https://app.joinhandshake.com</a> Email : careerservices@nsu.edu Mrs. Bazemore	N	0
9	Old Dominion University 1004 Rollins Hall Norfolk, Virginia 23529 Phone : 757-683-4388 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Angela Galvez Manual Posting	N	0
10	Robert T. Robertson School of Media and Culture at VCU 901 West Main St Richmond, Virginia 23284 Phone : 804-828-1100 Url : <a href="http://www.vcu.edu/https://app.joinhandshake.com">http://www.vcu.edu/https://app.joinhandshake.com</a> Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
11	The College of William and Mary 200 Stadium Drive Sadler Center Williamsburg, Virginia 23187 Phone : 757-221-3232 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Taylor Eljaui Manual Posting	N	0
12	US Army Education Center Career resources Dept 650 Monroe Ave Suite 126023 Fort. Eustis, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0

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<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	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : Christina.sandridge@easterassociates.com Christina Sandridge	N	0
14	VA Employment Commission 703 E Main Street Richmond, Virginia 23218 Phone : 804-952-6105 Url : <a href="http://www.vec.com">http://www.vec.com</a> Email : dennis.woodward@vec.virginia.gov Dennis Woodward	N	0
15	VA Workforce Connection 700 E Jackson St Richmond, Virginia 23218 Phone : 804-523-5361 Url : <a href="http://www.vawc.virginia.gov">http://www.vawc.virginia.gov</a> Email : mon23@henrico.us Teresa Bishop	N	0
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> 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>
17	Employee Referral	N	1
18	Indeed.com	N	1
19	Linked In	N	9
20	On Air Recruitment Ad	N	1
21	Station On-Air Advertisement	N	2
22	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>15</b>

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## EEO PUBLIC FILE REPORT

September 30, 2024 - May 31, 2025

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/16/2024	Participation in Job Fairs	Audacy Richmond and Audacy Norfolk attended the Reform Alliance Job Fair.	1	Brand 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	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Richmond 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 Richmond provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
6	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

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7	2/14/2025	Participation in events sponsored by organizations representing the community	Audacy Richmond and Audacy Norfolk participated in the Black Love Day Discussion Panel. They spoke about careers in journalism and broadcasting.	1	Brand Manager
8	3/13/2025	Participation in events sponsored by organizations representing the community	Audacy Richmond attended the Fairfield School Career Fair.	1	Brand Manager
9	3/24/2025	Participation in Job Fairs	Audacy Richmond and Audacy Norfolk participated in Richmond Public Schools Q&A and career fair event.	1	Brand Manager
10	3/25/2025	Participation in events or programs sponsored by educational institutions	Audacy Richmond and Audacy Norfolk participated in The University of Richmond's Journalism Discussion Panel.	1	Brand Manager
11	3/28/2025	Participation in events sponsored by organizations representing the community	Audacy Richmond attended Harry James Elementary Career Day.	2	Brand Manager on air personality
12	4/3/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Norfolk and Audacy Richmond attended the Women's Exchange to benefit Community Knights program. This organization helps place individuals with special needs in internship programs. We spoke to this group about internship opportunities and careers at Audacy.	1	Talent Acquisition
13	4/9/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Richmond and Audacy Norfolk jointly participated in Politics and Pints. They promoted Audacy careers to everyone in attendance.	4	SVP Market Manager Director of Sales Director of Sales Promotions Director
14	4/18/2025	Participation in events sponsored by organizations representing the community	Audacy Richmond participated in The Miles Jones Elementary Career Day.	1	Brand Manager

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15	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	Regional Talent Acquisition Associate
16	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