

WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM
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
Sales Assistant	1-8, 11	11
On Air Personality	1-10	9

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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	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	2
2	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
3	Maryland DC Delaware Broadcasters Association (MDCD) 804 east Edenton St. Raleigh, North Carolina 27601 Phone : 410-653-4122 Email : info@mdcdbroadcasters.org Gail Summerville	N	0
4	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-204-4447 Email : kstewart@nabj.org Kanya Stewart	N	0
5	National Association of Black Owned Broadcasters 1201 Connecticut Ave NW Ste 200 Washington, District of Columbia 20036 Phone : 202-436-8970 Email : knickens@nabob.org Kathy Nickens	N	0
6	National Lesbian and Gay Journalists Association 1420 K Street NW Ste 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nlga.org Sachelle Brookes	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	Organization of Chinese Women 4641 Montgomery Ave Ste 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Email : Maryland@ocawwomen.org Christina Wong Poy	N	0
8	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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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
9	Employee Referral	N	1
10	Indeed.com	N	1
11	Linked In	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	10/11/2024	Participation in events or programs sponsored by educational institutions	Audacy Washington DC attended Meade High School Hispanic Heritage Fair where they spoke to students about their career in broadcasting.	1	On Air Personality
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	12/4/2024	Participation in events sponsored by organizations representing the community	Audacy Washington, DC collaborated with Washington Metropolitan Police Department in a Three Kings Day Event to distribute toys to needy families in the community and spoke about their careers in broadcasting.	1	On Air Personality
5	12/21/2024	Participation in events sponsored by organizations representing the community	Audacy Washington DC attended the Hope For The Holidays event where they distributed toys to kids in the local community & discussed their careers in broadcasting.	1	On Air Personality

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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
7	3/2/2025	Participation in events sponsored by organizations representing the community	Audacy Washington DC participated in the National Read Across America Day at Langston Hughes Middle School. They discussed their careers at Audacy and read books to the students.	1	On Air Personality
8	4/4/2025	Participation in events sponsored by organizations representing the community	Audacy Washington DC attended Montgomery Village Middle School culture night where they spoke to students about their career in broadcasting.	1	On Air Personality
9	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Washington, DC broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager
10	4/29/2025	Participation in events sponsored by organizations representing the community	Audacy Washington DC attended the Greater Washington Hispanic Chamber of Commerce Business Expo where they discussed their careers in broadcasting.	1	On Air Personality

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11	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
12	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Washington, DC provides the link to Audacy's career site on their website giving listeners access to job opportunities	1	Market Managers
13	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