

WAAF, WGGY, WILK, WILK-FM, WKRF, WKRZ, WLMZ, WLMZ-FM
EEO PUBLIC FILE REPORT
September 30, 2024 - March 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	1-17	14
Account Executive	1-17	14

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.

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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	Allegheny College 520 N Main St Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : jfitch@allegheny.edu Jim Fitch	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	1
3	Bucknell University 701 Moore Ave Lewisburg, Pennsylvania 17837 Phone : 570-577-1599 Email : acs@bucknell.edu Career Center	N	0
4	Commission on Economic Opportunity 165 Amber Lane Wilkes-Barre, Pennsylvania 18702 Phone : 570-208-7010 Email : cmatalonis@ceopeoplehelpingpeople.org Cathy Matalonis	N	0
5	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
6	Georgetown University 3700 O St NW Washington, District of Columbia 20057 Phone : 202-687-7121 Email : sfc38@georgetown.edu Patrick Denenea	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	Greater Scranton Chamber of Commerce 222 Mulberry St Scranton, Pennsylvania 18503 Phone : 570-342-7711 Email : mpotis@scrantonchamber.com Mari Potis	N	0
8	Lackawanna College 501 Vine Street Scranton, Pennsylvania 18509 Phone : 570-504-7939 Email : ohorab@lackawanna.edu Beverly O'Hara	N	0
9	Luzerne County Community College 1333 South Prospect St Nanticoke, Pennsylvania 18634 Phone : 570-470-0200 Email : uuhrin@luzerne.edu Mary Ghilani	N	0
10	Mount Zion Baptist Church 105 Hill Street Wilkes-Barre, Pennsylvania 18702 Phone : 570-824-0146 Email : mtzionbapch@epix.net Career Services	N	0
11	Trehab Center 1 Kim Ave #4 Tunkhannock, Pennsylvania 18657 Phone : 570-933-7576 Email : info@trehab.org Career Services	N	0
12	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
13	Career Fair	N	1
14	Employee Referral	N	3
15	Linked In	N	1
16	Previous Employee	N	1
17	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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 Fairs	Audacy Wilkes-Barre/Scranton participated in a Career Fair hosted by Times Leader Media on Tuesday, October 1, 2024 at the Mohegan Arena.	1	Financial Analyst
2	10/11/2024	Participation in other activities designed by the station employment unit	Audacy Wilkes-Barre/Scranton hosted a tour of our station, discussing future careers in the field of radio with Reaching Beyond Limits.	1	Promotions Director
3	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
4	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
5	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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6	2/21/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative, Vice President of Sales, Regional Promotions Director and Technical Engineer Representative participated in the JobExpo.Comm 2025 career fair at Penn State University speaking with undergrad and grad students from across the state regarding open opportunities at Audacy.	4	Talent Acquisition Specialist Vice President Sales Regional Promotions Director Technical Engineer
7	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Wilkes-Barre-Scranton 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	Market Manager Traffic Coordinator
8	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Wilkes Barre - Scranton provides the link to Audacy's career site on their website giving listeners access to job opportunities.	2	Market Manager Brand Manager
9	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
10	3/20/2025	Co Sponsoring Job Fair	Wilkes-Barre/Scranton Audacy participated in the Scranton Chamber of Commerce's 2025 Workforce Summit. We had a booth to discuss open positions within Audacy.	1	Financial Analyst