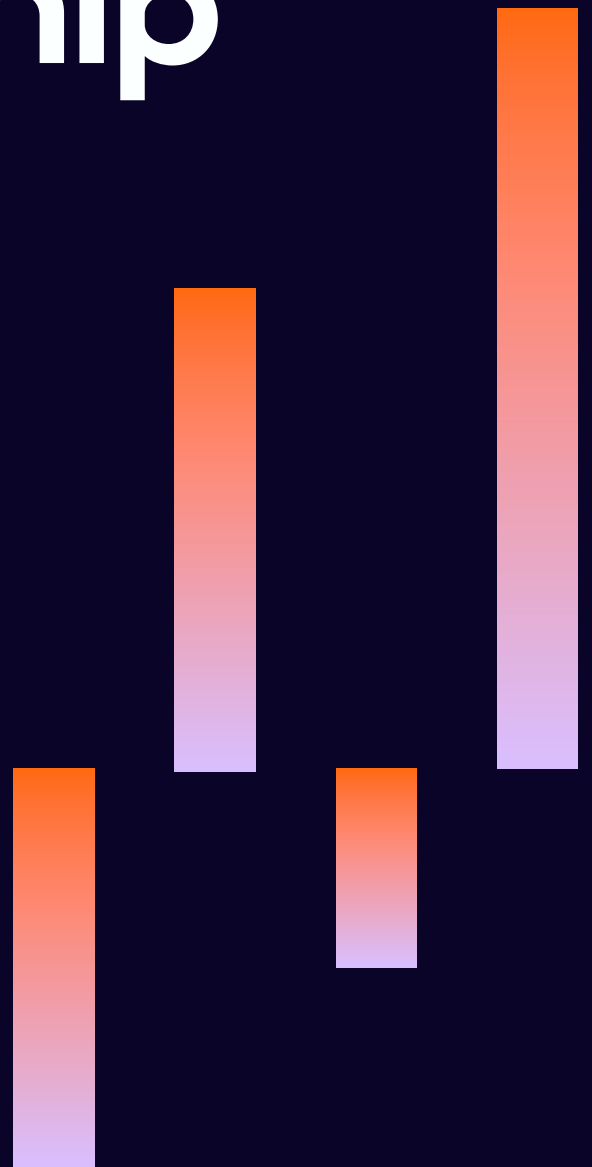




Audacy Fellowship Program

2021 APPLICANT PACKET



Dear Recent Graduate,

Thank you for your interest in our new Audacy Fellowship Program!

Each fellowship is a one-year structured job assignment with hands-on learning, job shadowing experiences, coaching, peer support, access to education and other resources, and will help develop your professional network. It's a unique opportunity to work with and learn from the best in our industry, so you can become one of the best who leads our future.

It's a dynamic and, honestly, pretty exciting time to be part of Audacy. We're the #1 creator of live, original audio content in the U.S., and the unrivaled leader in local radio sports and news. Each month, 170 million listeners engage with our influential collection of podcasts, digital and broadcast content, and premium live experiences.

Our 4 AudaCys

How we act and work together:

Community

We believe our strength is in our connection to others. We work together, champion our common goals, and celebrate diverse perspectives that make us stronger for our audiences, our business, and our world.

Curiosity

We listen to learn and grow. We ask the questions that help us build deeper connections and uncover better solutions.

Creativity

We dream big to build extraordinary experiences. We imagine possibilities and try new things to speed innovation and fuel our best work.

Courage

We lead with purpose and conviction. We meet challenges and take smart risks.

If you share these aspirational values, we encourage you to apply for one of our Fellowship positions. Online applications, available [here](#), will be accepted from May through mid-July. We'll select our finalists in August.

We look forward to meeting you!

Sincerely, Susan Larkin
Audacy Chief Operating Officer

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All About Audacy and the Audacy Fellowship Program

Audacy is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports, podcasts and music that matter to them.

If you're dreaming of becoming a leader in the audio entertainment industry, bring your dreams to life, and start your career with us today through our Audacy Fellowship Program. As one of our Audacy Fellows, you'll spend a year learning right on the job with the industry's best, while enjoying coaching, mentoring, peer support, and other growth experiences.

If you're a recent college graduate who comes from an underrepresented group and/or underserved community, or who simply shows both the talent and the passion to pursue a career in audio, this is the sound of opportunity knocking – so open the door and apply today! We can't wait to meet you!

What Does an Audacy Fellowship Include?

- One-year structured job assignment
- Competitive entry-level salary with benefits package
- Coaching, mentoring, and peer support
- Real-world education well beyond a typical internship
- Networking and access opportunities with audio executives
- Exciting opportunities in news programming, digital marketing, research, and more!

Who is the Ideal Audacy Fellow?

- Graduated college with undergraduate or relevant advanced degree program within the past two years
- Eligible to work in the United States
- Motivated. Fearless. Curious. Passionate. Ready to dive in and kick-start your career in the audio and entertainment industry!

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Meet the Audacy Fellowship Committee

Susan Larkin: As Chief Operating Officer at Audacy, Susan leads operations for the company's entire portfolio. Larkin also serves as Chairman of the Board of the Radio Advertising Bureau (RAB) as well as a member of the Board of New York Market Radio.

Mike Dash: Mike, our Executive Vice President of Compliance and Administration and Deputy General Counsel, has been an integral part of our legal team for 15 years. He is responsible for matters ranging from litigation management to employment related counseling and negotiations to the company's regulatory compliance obligations.

Deborah Kane: A 30-year Audacy veteran, Deborah serves as Executive Vice President Talent Development. She oversees our talent assessment and development efforts and is one of the chief architects of the Audacy Fellowship program.

Sarah Harris: Sarah serves as our Vice President of Social Impact, focused on connecting people, media, and entertainment to inspire significant positive change throughout our company and communities. With more than 18 years of experience in social impact marketing and communications, Sarah leads initiatives around environmental impact, mental health, diversity, and more.

Stephanie Taylor: Stephanie is our Vice President of Benefits, Compliance, and Talent Acquisition. Throughout her decade with Audacy, Stephanie has overseen our employee benefits program, HR compliance obligations, HR tech and data, and talent acquisition initiatives.

Mica Alexis: Mica, our Director of Human Resources, Diversity, Equity, and Inclusion, supports our corporate markets and helps drive our diversity, equity, and inclusion programs to create a more equitable and inclusive culture for our employees.

Bill Smeed: Our Vice President of News, Bill is an innovative Emmy-winning video and audio content strategist with a knack for launching new ventures in programming and production. With more than 25 years of experience leading digital strategies for cable and news networks such as CNN and NBC, Bill brings his expertise to the Audacy newsroom. He sets the strategy for our digital future with a keen focus on talent and diversity in our newsrooms.

Jenny Nelson: Jenny is our Executive Vice President of Marketing Solutions and Strategy. She supports local and national sales with resources and tools to accelerate the sales process. She manages the Marketing Solutions team that develops custom programs and sales opportunities for our local, multi-market, and national sales platforms.

Pam Russo: Our Executive Vice President and General Manager of Digital, Pam has launched, grown, and managed digital efforts for leading brands including TMZ, Discovery Channel, and Travel + Leisure. At Audacy, Pam leads our strategy around audience growth and digital consumer experiences including content development, live events, social media, partnerships, distribution, and new show production for our digital platforms.

Rick Caffey: A 30-year veteran of the radio industry, Rick leads our Atlanta, Georgia, market as Senior Vice President and Market Manager. He is also a passionate champion of diversity and supports the growth and development of diverse talent by fostering critical relationships with colleges and universities.

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2021 Audacy Fellowships and Host Managers

New York: WINS-AM & WCBS-FM News Fellowship

Hosts: Ben Mevorach, Director of News & Programming, 1010WINS, and Tim Scheld, Director of News & Programming, WCBS News Radio 880

Los Angeles: KNX-AM News Fellowship

Host: Ken Charles, Program Director, KNX

San Francisco: KCBS-AM News Fellowship

Host: Jennifer Seelig, Director of News & Programming, KCBS

Minneapolis: WCCO-AM News Fellowship

Hosts: Shannon Knoepke, Senior Vice President/Market Manager, and Lindsey Peterson, Director of Content, WCCO

Detroit: Sales Planner Fellowship

Hosts: Debbie Kenyon, Senior Vice President/Market Manager, and Peter Kowalski, Director of Sales

Houston: Sales Project Manager Fellowship

Hosts: Alana Lujan, Director of Sales, and Rachel Signorelli, Local Sales Manager

Philadelphia: Digital Sales Project Manager Fellowship

Hosts: Dave Scopinich, Director of Sales; Alysa Woloszyn, Digital Sales Manager; and Laura Campbell, Digital Sales Specialist

New York: Marketing Solutions Fellowship

Hosts: Jason Newman, Vice President, Ad Sales Marketing;
Carolyn Seras, Manager Strategic Marketing

Multi-Market: Research & Insights Fellowship (Philadelphia or New York)

Hosts: Idil Cakim-Kessler, Senior Vice President, Research & Insights,
and Reggie Shah, Director Ad Sales, Research & Insights

Philadelphia: Sports Content Producer Fellowship

Hosts: Stephen Meyer, Digital Managing Editor, Digital Content,
and John Healy, Senior Content Producer

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What to Expect During Your Audacy Fellowship

Starting in September 2021, our first-ever Audacy Fellows will embark on a year-long experience like no other. Truly, this is no regular internship. Rather, it's an opportunity to build your community and develop your extraordinary, innovative talent as part of the future of the audio entertainment industry.

If you apply and are selected as an Audacy Fellow, here's what you can expect:

- **Welcome Kick-off Session:** You'll receive a detailed program overview, establish reciprocal expectations with management, and review the team's mission. You'll hear directly from Audacy leaders, mentors, and Fellowship committee members committed to your support and success.
- **Team Orientation Session:** You'll meet with your Host Manager(s) for an orientation and introduction to your team. Together you'll define success for your Fellowship experience and align on goals and expectations.
- **Monthly Lunch & Learn Enrichment Series:** Tune in with leaders from various corporate departments for virtual programs that will discuss:
 - Audacy.com
 - Audacy sports
 - Social media engagement in media
 - Community activism and reporting
 - Podcasting
 - Data, research, and insights
 - Integrated marketing and sales
 - And so much more!

- **Quarterly Leadership Sessions:** Meet our Senior Leadership team including David Field, CEO; Susan Larkin, COO; J.D. Crowley, CDO; Paul Suchman, CMO; and Bob Phillips, CRO.
- **Quarterly One-on-Ones:** Check-in with a Fellowship committee member
- **Six-Month Evaluation:** You and your manager(s) will evaluate the program and your performance so we can all keep getting better
- **End-of-Year Fellowship Presentation:** It's your time to shine as you work with your manager to find innovative ways to present what you've learned
- **Year End "Graduation" and Networking Event:** You did it! Celebrate your Fellowship experience, and prepare for your next steps.
- **Radio Advertising Board (RAB) Membership:** But wait, there's more! You'll receive a one-year membership to the Radio Advertising Board, with tools and resources to support your professional growth. The RAB leads and participates in education, research, sales, and advocacy programs that promote and advance radio as a primary advertising medium. It's a great resource for ongoing professional development, networking opportunities, and keeping up to date with industry trends.

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Our Ideal Fellowship Candidate

Interested in joining our inaugural Fellowship class? Here's an overview of the candidates we're seeking:

- A recent graduate of either an undergraduate or relevant advanced degree program (within the past two years)
- Eligible to work in the United States
- From an underrepresented group, as well as those who demonstrate a commitment to helping build a more diverse, equitable, and inclusive work environment
- Motivated. Fearless. Curious. Inquisitive. A critical thinker. Passionate. Ready to dive in and start pursuing your career in the audio and entertainment industry.

Sound like you? Great! Here's what you need to do now:

Apply to one of the positions below where you will:

- Submit your resume

OUR IDEAL FELLOWSHIP CANDIDATE

- Tell us (in an essay of 500 words or less) why you want to be an Audacy Fellow, and why you're the candidate we need for this program. Audio or video clips are welcome!
- Submit letters of recommendation from two out of these three categories: academic, professional, and personal
- Depending on the Fellowship, additional application materials may be required

Los Angeles

KNX-AM
News Fellowship
[Apply](#)

San Francisco

KCBS-AM
News Fellowship
[Apply](#)

Minneapolis

WCCO-AM
News Fellowship
[Apply](#)

New York

WINS-AM & WCBS-FM
News Fellowship
[Apply](#)

Philadelphia

Sports Content
Producer Fellowship
[Apply](#)

Detroit

Sales Planner Fellowship
[Apply](#)

New York

Marketing Solutions Fellowship
[Apply](#)

Philadelphia

Digital Sales
Project Manager Fellowship
[Apply](#)

Houston

Sales
Project Manager Fellowship
[Apply](#)

Multi-Market

Research & Insights Fellowship
Philadelphia or New York
[Apply](#)

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Got Questions? We've Got Answers!

1. Why would I want to do a Fellowship with Audacy?

Where do we begin?! As an Audacy Fellow, you'll join a remarkable group with access to career development experiences, real-world education, and professional networks beyond what you'd find in a typical internship or entry-level position. You'll job-shadow, experiencing first-hand how a leading audio and entertainment company operates across on-air, podcasting, digital, sales, marketing, programming, and other teams and platforms. You'll have access to coaching, mentoring, and peer support to learn and grow within the industry. Oh – and you'll get paid a competitive, entry-level salary with comprehensive benefits.

2. Integrated media? What's that?

Integrated media combines audio and visual mediums and marketing strategies to communicate messages. It applies advertising strategies, content development, branding, events, print, broadcast, online digital (podcast), social media, and so much more. Here at Audacy, we use a combination of all of these mediums to deliver content to more than 170 million consumers every month. In addition to positions in “on-air” broadcasting, we've got career opportunities in sales, digital media, programming, sports content, and more. There are many sides to radio and audio entertainment!

3. Who is eligible to apply for an Audacy Fellowship?

Eligible candidates should meet the following minimum requirements:

- A recent graduate of either an undergraduate or relevant advanced degree program (within the past two years)
- Eligible to work in the United States
- From an underrepresented group, as well as those who demonstrate a commitment to helping build a more diverse, equitable, and inclusive work environment
- Motivated. Fearless. Curious. Inquisitive. A critical thinker. Passionate. Ready to dive in and start pursuing your career in the audio and entertainment industry.

4. Will all eligible applicants be admitted into the Audacy Fellowship program?

Unfortunately, no. It's a highly competitive application process for just 10 available positions. So be sure to “wow” us with your essay (audio or video clips are welcome!), and choose the references who will help us understand why you're the best candidate for one of our Fellowship opportunities.

5. What is the application process and timeline?

Applications are being accepted from May through mid-July 2021, and candidates will be selected and notified on or around August 15, 2021. To apply, visit Audacy's career site where you can submit your resume, completed application form, essay describing why you want to be part of the Fellowship program and why you'd make a great candidate, and two letters of recommendation. Depending on the Fellowship, additional application materials may be required.

6. How will the applications be evaluated?

Hiring managers will choose the most qualified and compelling applications. The Talent Acquisition team will ensure those candidates meet the basic qualifications, then have phone interviews with those top candidates. Hiring managers will conduct Zoom or in-person interviews; some positions may require a second-round interview as well. Finalists may then need to participate in a final interview assessment.

7. When will final decisions be made?

Final decisions will be made in the beginning of August. The start date of the fellowship program will be Tuesday, September 7, 2021.

8. Is every applicant admitted into the Fellowship Program guaranteed an employment offer?

Unfortunately, no on that as well. The Audacy Fellowship program is a one-year job assignment. The decision to hire any Fellow into a standard position on or after August 2022 will be subject to normal hiring and budgeting requirements. We certainly hope that after we spend a year together that you'll want to join our team, and that there's a place for you here! However, employment with Audacy is not guaranteed when your Fellowship ends.

9. This all sounds interesting, but I haven't taken any communications courses. Can I still apply?

Absolutely! Many of our superstar employees come from different undergraduate majors and areas of focus. Your life lessons and experiences could translate well to a career in media and communications. You just need to be courageous, curious, creative, and willing to be a great member of our community. We'll provide the great training and tools to help you succeed.

10. Will I be required to attend all virtual Lunch & Learn sessions?

When will the sessions be held?

Some Lunch & Learn sessions will be mandatory, and others will be optional, but they'll all give you a terrific overview of our company, our industry, and our leaders. You'll need to attend at least nine of the 12 sessions, either live or via a recorded link. Dates and times will be announced during the Fellowship Kick-Off session.

11. Do you have any advice on how I can strengthen my application?

Be yourself! Tell us who you are and what you aspire to be and to do. Share your passions, ideas and interests. Be creative, and have fun. We are playing in the world of the latest in music, sports, and news, and we appreciate anyone who's both energetic and energizing. Also, your letters of recommendation mean a lot to us. Sometimes a recommendation can provide that special insight that will make all the difference. We can't wait to get to know you better!

12. Due to Covid, will I be working in an office/studio setting, or will I be working remotely?

We're looking forward to returning to our offices and studios, and we'd like to spend time with you there too. There is nothing more exciting than being in an Audacy radio station or podcast studio. And we believe the hands-on learning experience of being physically together matters. With physical distance requirements, the whole staff might not be together for the full work week. However, we hope that you'll spend time working side-by-side with your managers and mentors each and every week. That said, a requirement of the job is the ability to commute to the office location of your fellowship position. Whether you live in the area, or have a friend or family member with a couch to crash on, you're welcome to apply!