

WJZ, WJZ-FM, WLIF, WWMX
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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
Senior Accountant (Baltimore)	1-3, 5-12, 14-19, 21-24, 26, 28-32, 34, 36-37	37
Senior Accountant (Baltimore)	1-6, 8-17, 19-24, 26, 28-34, 37	37
On-Air Talent/Entercom Baltimore	1-3, 5, 9-12, 14-17, 19-24, 26-31, 33- 34, 36, 40	36
On-Air Talent/Entercom Baltimore	1-3, 5, 9-12, 14-17, 19-24, 26-31, 33- 34, 36, 40	36
Account Executive - Baltimore	1-3, 9-12, 14-17, 19-24, 26, 28-30, 33- 34, 36-40	36
Account Executive - Baltimore	1-3, 9-12, 14-17, 19-24, 26, 28-30, 33- 34, 36-40	36
Administrative Assistant - Entercom Baltimore	1-3, 9-12, 14-17, 19-24, 26, 28-30, 33- 37, 39	36
Digital Account Executive - Entercom Baltimore	1-3, 9-14, 16-17, 19-26, 28-30, 33-34, 36, 39	36
Digital Account Executive - Entercom Baltimore	1-3, 9-14, 16-17, 19-26, 28-30, 33-34, 36, 39	39
Account Executive - Baltimore	1-5, 9-12, 14-26, 28-30, 33-34, 36-37, 39	36
Account Executive - Baltimore	1-5, 9-12, 14-26, 28-30, 33-34, 36-37, 39	39

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AllAccess.com 24955 Pacific Coast Highway Malibu, California allaccess.com allaccess.com Manual Posting	N	4
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	3
3	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : http://app.joinhandshake.com Dorothy Wigglesworth Manual Posting	N	0
4	Community College of Baltimore County 800 S.Rolling Road Catonsville, Maryland 21228 Phone : 443-840-2222 Url : http://collegecentral.com/ccbs Job Listings Manual Posting	N	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://collegecentral.com/coppin Job/ Listings Manual Posting	N	0
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Entercom On Air Announcements 1423 Clarkview Road Suite 100 Baltimore, Maryland 21209 Tom Cook Manual Posting	N	0
8	Facebook Listings facebook.com Baltimore, Maryland Ana Hall-Defoor Manual Posting	N	1
9	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
10	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
11	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
12	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	N	0
13	Howard Community College 10901 Little Patuxent Parkway Columbia, Maryland 21044 Phone : 443-518-4194 Url : http://howardcc.edu/hccjobemployer Tony Swain Manual Posting	N	0

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14	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
15	Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Ann Peters Manual Posting	N	0
16	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : info@jcsbaltimore.org Toya Jaffe	N	0
17	Johns Hopkins Baltimore, Maryland 21218 Email : recruit@jhu.edu Job Listings	N	0
18	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	2
19	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2692 Url : http://app.joinhandshake.com Mary DeManss Manual Posting	N	0
20	Maryland DC Delaware Broadcasters Association 804 E Edenton Street Raleigh, North Carolina 27601 Phone : 410-653-4122 Chip Weinman Manual Posting	N	0

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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
21	Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone : 301-362-9708 Url : http://mwejobs.maryland.gov Job/ Listings Manual Posting	N	0
22	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : jays@mdworks.com Jay Stewart	N	0
23	McDaniel College 2 College Hill Westminster, Maryland 21157 Email : jambrose@mcdaniel.edu Josh Ambrose	N	0
24	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : http://morgan-csm.symplicity.com Job Listings Manual Posting	N	0
25	NAACP of Baltimore 300 Lennox Avenue Baltimore, Maryland 21214 Phone : 410-321-1243 Email : naacp@naacp-bcountymd.org Job Listings	N	0
26	Notre Dame of Maryland University 4701 N. Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://app.joinhandshake.com Alan Jones Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	ramp247.com 24307 Magic Mountain Pkwy. Valencia, California Kevin Carter Manual Posting	N	0
28	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0
29	Stevenson University 10945 Boulevard Circle Owings Mills, Maryland 21117 Phone : 443-352-5314 Url : http://app.joinhandshake.com Matt Seiler Manual Posting	N	0
30	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Url : http://app.joinhandshake.com Job Listings Manual Posting	N	0
31	University of Maryland College Park, Maryland 20742 Url : http://umd-csm.symplicity.com Job Listings Manual Posting	N	0
32	University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Url : http://umbc-csm.symplicity.com Job Listings Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Washington College 300 Washington Avenue Chestertown, Maryland 21620 Phone : 410-778-2800 Url : http://app.joinhandshake.com Job Listings Manual Posting	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Current Employee	N	1
36	Employee Referral	N	13
37	Indeed.com	N	13
38	Job Board	N	1
39	Linked In	N	13
40	Non-Employee Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			54

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Audacy Baltimore airs recruitment advertisements on all stations seeking applicants across all departments. Advertisements inform the Baltimore area of Audacy's EOE policy and invites all organizations to be part of our recruitment process.	6	EEO Coordinator Traffic Department Market Manager GSM
2	Ongoing Event	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment unit include a link to the Audacy Careers page which has information about all available careers in broadcasting.	2	EEO Coordinator Digital Department
3	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 organization that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include 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	EEO Coordinator
4	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed on Audacy career sites, including position title, station and reference number.	1	Business Administrator
5	9/25/2020	Provision of training to management	All employees of Audacy were required to participate in an Anti-Harassment training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	65	Market Manager General Sales Managers Brand Managers All FT & PT Staff
6	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director

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7	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
8	12/10/2020	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discrimination in the workplace.	66	Market Manager General Sales Managers Brand Managers All FT & PT Staff

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9	4/15/2021	Participation in events sponsored by community groups	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
10	4/28/2021	Participation in Job Fairs	Brand Manager participated in Towson University's Arts Career Expo which was held virtually. He spoke with students about careers in audio platforms and afterwards, spoke to event organizer about assisting students in the future. He also met with several students one on one after the event to speak more in depth about careers in broadcasting and offered advice on moving forward with their career path.	1	Brand Manager
11	5/20/2021	Hosting of Job Fair	Audacy Baltimore hosted a Virtual Career Fair. Participants were invited to sign up via on-air announcements and social media. Managers explained the various career opportunities currently available, including the skills needed and training opportunities that are available.	2	Brand Manager Brand Manager