

WDOK, WKRK-FM, WNCX, WQAL
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

AUDACY Cleveland,OH 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	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 Entercom Careers page, which has information about careers in broadcasting. This initiative is done on an ongoing basis	1	EEO Coordinator
2	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Entercom airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Cleveland area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process. This Initiative is done on an ongoing basis.	3	EEO Coordinator Traffic Manager Market Manager
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 organizations that are members of the Direct Employers Association Job Syndication Alliance Members of the Alliance include organizations whose membership includes 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. This initiative is done on an ongoing basis.	1	EEO Coordinator
4	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom 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	87	All employees

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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
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.	87	All employees

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9	4/1/2021	Participation in events or programs sponsored by educational institutions	Program employee sat in a Zoom call with a Radio & TV Broadcasting Audition Preparation class at the Ohio Media School and spoke with the students about getting ready to send out resumes, how to make a good sounding demo tape, and talked about his radio career.	1	Board Operator/Sports Remote Engineer
10	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
11	4/20/2021	Participation in events or programs sponsored by educational institutions	Morning show host and on air traffic reporter attended and participated in the April 2021 Ohio Media School advisory board meeting and gave feedback on many topics. Among the topics discussed were: how to improve and move students towards success, mentorship and creating special events for students to speak with professionals, internships and more digital opportunities, newer opportunities, including podcast network, remote work, concept of on-demand audio and video, podcasting, streaming, create content and monetize, create ability to work around COVID restrictions, Objectives: Skills, control, Artistry, how to take it to professional level.	2	Morning Show Host On Air Traffic Reporter