

**WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM  
EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><b><u>Address:</u></b>  1015 Half Street SE, Suite 200, Washington, DC - 20003</p>	<p><b><u>Contact Person/Title:</u></b>  Ivy Savoy-Smith SVP/Market Manager</p>
<p><b><u>Telephone Number:</u></b>  202-479-9227</p>	<p><b><u>E-Mail Address:</u></b>  ivy.savoy-smith@audacy.com</p>

## 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 (Entercom DC)	1-18	17
Account Executive (Entercom DC)	1-18	18
Account Executive (Entercom DC)	1-18	1
Account Executive (Entercom DC)	1-18	1
Sports Talk Show Host	1-3, 5-11, 13-16	1
Sports Talk Show Host	1-3, 5-11, 13-16	1
Sports Talk Show Host	1-3, 5-11, 13-16	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	9
2	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
3	Emma L. Bowen Foundation 30 Rockefeller Plaza New York, New York 10112 Phone : 212-664-3486 Email : <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a> Sandra Rice	N	0
4	Forty Plus of Greater Washington 1718 P Street Washington, District of Columbia 20036 Phone : 202-387-1582 Email : <a href="mailto:jobpostings@40plusdc.org">jobpostings@40plusdc.org</a> Career Services	N	0
5	George Washington University School of Media and Public Affairs 805 21st Street NW Washington, District of Columbia 20052 Phone : 202-994-1868 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Tina Gaddy Manual Posting	N	0
6	Georgetown 37th And O Street NW Washington, District of Columbia 20057 Phone : 202-687-3576 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jodi Schneiderman Manual Posting	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Carol Dudley Manual Posting	N	0
8	Internal Communication 1015 Half Street SE Suite 200 Washington, District of Columbia 20003 Phone : 4079191088 Email : <a href="mailto:paul.diaz@entercom.com">paul.diaz@entercom.com</a> Paul Diaz	N	0
9	Maryland DC Delaware Broadcasters Association (MDCD) 804 east Edenton St. Raleigh, North Carolina 27601 Phone : 410-653-4122 Email : <a href="mailto:info@mdcdbroadcasters.org">info@mdcdbroadcasters.org</a> Gail Summerville	N	0
10	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-204-4447 Email : <a href="mailto:kstewart@nabj.org">kstewart@nabj.org</a> Kanya Stewart	N	0
11	National Association of Black Owned Broadcasters 1201 Connecticut Ave NW Ste 200 Washington, District of Columbia 20036 Phone : 202-436-8970 Email : <a href="mailto:knickens@nabob.org">knickens@nabob.org</a> Kathy Nickens	N	0
12	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : <a href="mailto:nab@nab.com">nab@nab.com</a> Career Services	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	National Lesbian and Gay Journalists Association 1420 K Street NW Ste 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nljja.org Sachelle Brookes	N	0
14	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
15	University of the District of Columbia 4200 Connecticut Ave NW Washington, District of Columbia 20008 Phone : 202-274-5000 Mamei Williebonglo Manual Posting	N	0
16	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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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Employee Referral	N	1
18	Station Website	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Entercom DC airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the DC area of Entercom EOE policy and invite all organizations to be part of our recruitment process.  This initiative is done on an ongoing basis.	3	EEO Coordinator Sales Manager Traffic Director
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 Entercom Careers page, which has information about careers in broadcasting.  This initiative is done on an ongoing basis.	1	EEO Coordinator
3	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.	6	Business Administrator
4	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 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. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	1	EEO Coordinator
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.	175	

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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.	175	

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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