

WNVZ, WPTE, WVKL, WWDE-FM
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
Account Executive - Norfolk	1-3, 5-9, 11-14, 16-19, 22, 24, 26, 28, 31	31
Account Executive - Norfolk	1-3, 5-9, 11-14, 16-19, 22, 24, 26, 28, 31	31
Account Executive - Norfolk	1-3, 5-9, 11-14, 16-19, 22, 24, 26, 28, 31	31
On Air Talent	1-3, 5-9, 11-14, 16-19, 22, 24, 26, 28- 29, 31	29
IT/Broadcast Technician	1-4, 6-17, 19-28, 30-31	31

WNVZ, WPTE, WVKL, WWDE-FM**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	8
2	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : mbenedik@bryantstratton.edu MJ Benedik	N	0
3	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 757-594-8286 Email : christina.sincere@cnu.edu Fax : 1-757-594-7639 Christina Sincere	N	0
4	College Broadcasters, Inc 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : 7133482935 Email : willr@rice.edu Will Robedee	N	0
5	College of William and Mary P.O. Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3329 Cristen McQuillan Manual Posting	N	0
6	Commonwealth of Va Rehabilitative Services 3248 Academy Ave Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : melissa.edmonds@dars.virginia.gov Melissa Edmonds	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	Dept of Veterans Affairs 2551 Eltham Ave #E Norfolk, Virginia 23513 Phone : 757-858-6154 Email : anthony.lorusso@va.gov Anthony Lorusso	N	0
8	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
9	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-838-9191 Email : pmirani@ecpi.edu C Johnson	N	0
10	Elizabeth City State University 1704 Weedsville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3318 Email : yscarcana@ecsu.edu Yolanda Carcana	N	0
11	Hampton University 100 E Queen St Hampton, Virginia 23668 Phone : 757-727-5331 Url : https://app.joinhandshake.com Lashel Wilson Manual Posting	N	0
12	International Black Women's Congress 645 Church Street Suite 200 Norfolk, Virginia 23510 Phone : 757-625-0500 Email : ibwc1609@verizon.net Job Listing	N	0

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13	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Url : https://app.joinhandshake.com Logan Zeigler Manual Posting	N	0
14	Local Veterans Employment 600 Butler Farm Dev Center Suite B Hampton, Virginia 23666 Phone : 757-865-5810 Email : stephen.larosee@vec.virginia.gov Stephen LaRosee	N	0
15	National Society of Black Engineers 145 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Email : info@nsbe.org Franko Holmes	N	0
16	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pam Saunders	N	0
17	Old Dominion University 5115 Hampton Blvd Norfolk, Virginia 23529 Phone : 757-683-4388 Email : employers@odu.edu Career Services	N	0
18	Opportunity Inc. 500 E Plume Street Suite 700 Norfolk, Virginia 23510 Phone : 757-314-2370 Email : learl@oihr.org Shawn Avery	N	0

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19	Piedmont VA Community College 501 College Drive Charlottesville, Virginia 22902 Phone : 434-977-3900 Email : aluck@pvcc.edu Andre Luck	N	0
20	Resource/Capital Regon Workforce Partnership 1001 B Laburnum Ave Suite B Henrico, Virginia 23223 Phone : 804-652-3242 Email : angela.toombs@rescare.com Angela Toombs	N	0
21	Robert T Robertson School of Media and Culture at VCU 901 West Main Street Richmond, Virginia 23284 Phone : 804-828-1100 Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
22	South University 301 Bendix Road Suite 100 Virginia Beach, Virginia 23452 Phone : 757-823-2069 Email : jtallmadge@southuniversity.edu James Tallmadge	N	0
23	US Army Education Center Career Resources Dept 650 Monroe Ave Suite 126023 Fort Eustic, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0
24	US Army Education Center, Career Resources Dept. 1500 Madison Ave Fort Eustis, Virginia 23604 Phone : 757-878-3638 Email : aishay.bingham-day.ctr@mail.mil Aisha Bingham	N	0

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a. Agencies Notified by Outreach

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25	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3916 Email : Christina.sandridge@easterassociates.com Christina Sandbridge	N	0
26	VA Employment Commission 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7012 Email : teri.stankey@vec.virginia.gov Teri Stankey	N	0
27	VARTV 1725 Live Oak Trail Virginia Beach, Virginia 23456 Phone : 7574272317 Email : editor@vartv.com Robert Corbin	N	0
28	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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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
29	Current Employee	N	1
30	Employee Referral	N	1
31	Station Website	N	10
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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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	Once a week, Entercom Norfolk airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Hampton Roads area of Entercom EOE policy and invite all organizations to be part of our recruitment process. This initiative is done on an ongoing basis.	1	EEO Coordinator
2	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 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
3	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
4	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.	37	All employees
5	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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6	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
7	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.	37	All employees

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8	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
9	4/21/2021	Participation in events or programs sponsored by educational institutions	Dinner & Learn Series: Careers in Media Sales. Sat on a virtual panel for about 250 students at Clark Atlanta University to discuss and answer questions on careers in the media sales.	1	DOS
10	Ongoing Event	Participation in events or programs sponsored by educational institutions	Entercom On Air Personality has been doing a virtual reading and succeeding program monthly with different schools in Norfolk. They share and discuss the excitement of having a radio career.	1	On Air Personality
11	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
12	5/18/2021	Hosting of Job Fair	Audacy Norfolk along with Randstad Office Professionals hosted a virtual career fair. We scheduled 15 minutes meetings with individuals interested in working in the broadcasting industry.	1	EEO Coordinator