

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-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
Sales Account Executive	1-16, 18-19	18
Radio Broadcast Engineer	1-18	17

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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	0
2	Bluefield College 300 College Ave Bluefield, Virginia 24605 Phone : 276-326-4461 Url : http://www.bluefield.edu/post-a-job/ Judy Pedneau Manual Posting	N	0
3	Christopher Newport University 1 Avenue of the Arts Newpoert News, Virginia 23606 Phone : 757-594-7636 Url : https://app.joinhandshake.com Christina Sincere Manual Posting	N	0
4	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
5	Hampton University 2 Frissell Ave Hampton, Virginia 23668 Phone : 757-727-5831 Url : https://app.joinhandshake.com Shannon Fields Manual Posting	N	0
6	James Madison University ssc 3210, MSC 1016 738 S. Mason St Harrisonburg, Virginia 22807 Phone : 540-568-6555 Url : https://app.joinhandshake.com Logan Zeigler 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	National Society of Black Engineers 145 Duke St Alexandria, Virginia 22314 Phone : 703-549-2207x216 Email : info@nsbe.org Franko Holmes	N	0
8	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://www.nsu.edu/https://app.joinhandshake.com Email : careerservices@nsu.edu Mrs. Bazemore	N	0
9	Old Dominion University 1004 Rollins Hall Norfolk, Virginia 23529 Phone : 757-683-4388 Url : http://www.odu.edu/purple_briefcase Angela Galvez Manual Posting	N	0
10	Piedmont VA Community College 501 College Dr Charlottesville, Virginia 22902 Phone : 434-961-5336 Url : http://www.pvcc.edu/collegcentral.com/pvcc GG Davis Manual Posting	N	0
11	Resource/Capital Region Workforce Partnership 1001 N Laburnum Ave Suite B Henrico, Virginia 23223 Phone : 804-652-3242 Url : http://www.henrico.us Email : angela.toombs@rescare.com Angela Toombs	N	0
12	Robert T. Robertson School of Media and Culture at VCU 901 West Main St Richmond, Virginia 23284 Phone : 804-828-1100 Url : http://www.vcu.edu/https://app.joinhandshake.com Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0

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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
13	US Army education Center Career resources Dept 650 Monroe Ave Suite 126023 Fort. Eustis, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0
14	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : Christina.sandridge@easterassociates.com Christina Sandridge	N	0
15	VA Workforce Connection 700 E Jackson St Richmond, Virginia 23218 Phone : 804-523-5361 Url : http://www.vawc.virginia.gov Email : mon23@henrico.us Teresa Bishop	N	0
16	Williams and Mary College 200 Stadium Drive Sadler Center Williamsburg, Virginia 23187 Phone : 757-221-3232 Taylor Eljaua Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
17	Current Employee - Transfer/Promotion	N	1
18	LinkedIn / Word of Mouth	N	8
19	Non-Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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 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 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 ongoing	1	EEO coordinator
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Richmond area of Audacy'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 Assistant Sales Manager
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.	6	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.	55	DSO EEO Coordinator General Sales Manager Brand Manager
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	10/6/2020	Participation in events or programs sponsored by educational institutions	Brand Manager on WBTJ spoke to a class on the History of Hip Hop offered at VCU.	1	Brand Manager
8	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
9	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.	55	Brand Manager On air Talent EEO Coordinator General Sales Manager

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10	3/31/2021	Participation in events or programs sponsored by educational institutions	Brand Manager on 106.5 The Beat WBTJ hosted a virtual career day at Henry L Marsh School.	1	Brand Manager
11	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
12	4/23/2021	Participation in events or programs sponsored by educational institutions	Brand Manager spoke to VCU Mass Communications students during a virtual event sponsored by The Mass Communications Club. The event, which was branded as a "Lunch and Learn," was aimed at presenting students with professionals from their main focus areas of interest: radio, TV, journalism & PR.	1	Brand Manager
13	5/17/2021	Participation in events or programs sponsored by educational institutions	Brand Manager for WBTJ held a virtual career fair for Fairfield Elementary to talk about the education needed to pursue a career in Radio Broadcasting	1	Brand Manager
14	5/18/2021	Hosting of Job Fair	Audacy Richmond along with Randstad Office Professionals hosted a virtual career fair. We scheduled 15 minute meetings with individuals interested in working in the broadcasting industry.	1	EEO coordinator