

**WJMH, WPAW, WQMG, WSMW**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 - July 31, 2021**

AUDACY Greensboro-Winston Salem-High Point,NC 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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<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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 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.	1	EEO Coordinator
2	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
3	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The use of LinkedIn is used to network with potential applicants.	1	Business Admin
4	Ongoing Event	Establishment of a mentoring program	Mentoring available for anyone interested in radio, specific to programming.	1	Program Director
5	Ongoing Event	Participation in other activities designed by the station employment unit	Entercom stations air recruitment advertisements on all stations, seeking applicants for current open positions.	1	EEO Coordinator
6	Ongoing Event	Establishment of an intern program designed to assist members of the community	Created a mutli position internship allowing interns to experience each department, in the past interns only worked for one department.	2	GM VP Operations
7	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.	35	Business Admin Sales Manager GM VP operations

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8	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
9	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
10	11/11/2020	Participation in events or programs sponsored by educational institutions	Speaker at Forsyth Technical Community College. Sales managers spoke to students about the wide range of careers within radio, everything from programming to sales.	1	Sales Manager

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11	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.	35	Business Admin Sales Manager GM VP operations
12	Ongoing Event	Participation in events or programs sponsored by educational institutions	Mock interview training for broadcasting students. Managers conduct mock interviews on students providing them with great practice and feedback.	1	Sales Manager
13	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
14	Ongoing Event	Provision of training to management	Employment Unit's management level personnel received training information on the new hiring platform and the importance of equal employment opportunity.	6	Business Admin GM Sales manager Sales manager
15	7/1/2021	Participation in job banks, internet programs and other programs designed to promote outreach	Job openings were posted on the Southeastern Career Center Raleigh, NC job board for a seven day period.	2	Business Admin Sales Manager
16	7/7/2021	Participation in Job Fairs	Attended the Southeastern Career Center virtual job fair.	2	Business Admin Sales Manager
17	7/29/2021	Participation in Job Fairs	Attended the Charlotte Virtual Career Fair.	2	Business Admin Sales Manager