

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 7601 Ganser Way, Madison, WI - 53719	<u>Contact Person/Title:</u> Andrea Hansen Market Manager
<u>Telephone Number:</u> 608-826-0077	<u>E-Mail Address:</u> andrea.hansen@audacy.com

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
Chief Engineer	1-3, 5-6, 8, 11-12, 16, 21-22, 25-26, 28-29, 38-40, 42-44, 46, 48-61, 65-68	2
Account Executive (Outside) Madison	1-2, 4-21, 23-24, 26-56, 58, 61-65, 67-68, 70-71	33
Account Executive (Outside) Madison	1-2, 4-21, 23-24, 26-56, 58, 61-65, 67-68, 70-71	70
Digital Sales Manager	1-2, 4-21, 24, 27-32, 34-56, 58, 61-62, 64-65, 67-69	69

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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	Alverno College 3400 S. 43rd St. Milwaukee, Wisconsin 53234 Phone : 414-382-6010 Url : https://app.joinhandshake.com Sue Leister Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	7
3	Beloit College 1111 Sixteenth St. NW Washington, District of Columbia 20036 Phone : 202-785-7700 Url : https://app.joinhandshake.com Jessica Fox Wilson Manual Posting	N	0
4	Blackhawk Technical College 6004 S County Road G Janesville, Wisconsin 53547 Phone : 608-757-6329 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
5	Broadcast Employment Services 310 W. Wisconsin Ave Suite 500 East Milwaukee, Wisconsin 53203 Phone : 414-276-7239 Email : jobs@tvjobs.com Nancy Patterson	N	0
6	Bryant and Stratton College 10950 W Potter Road Wauwatosa, Wisconsin 53226 Phone : 216-771-1700 Email : mbenedik@bryantstratton.edu MJ Benedik	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	Carroll University 100 N East Ave Waukesha, Wisconsin 53186 Phone : (262) 524-7373 Url : https://app.joinhandshake.com Torrie Boduch Manual Posting	N	0
8	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 92052 Phone : 800-374-0119 Url : https://app.joinhandshake.com Career Website Manual Posting	N	0
9	Chippewa Valley Technical College 620 W Clairemont Avenue Eau Claire, Wisconsin 54701 Phone : 715-833-6505 N/A N/A Manual Posting	N	0
10	Concordia University 12800 N Lake Shore Dr Mequon, Wisconsin 53097 Phone : 262-247-5700 Url : https://app.joinhandshake.com Lisa Johnson Manual Posting	N	0
11	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
12	Edgewood College 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 312-369-1000 Url : https://app.joinhandshake.com/schools/978 N/A N/A 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
13	Fox Valley Technical College 1825 N Bluemound Dr Appleton, Wisconsin 54912 Phone : 920-735-5627 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
14	Gateway Technical College 3520 30th Avenue Kenosha, Wisconsin 53144 Phone : 800-247-7122 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
15	Illinois Institute of Technology 3201 South State Street Chicago, Illinois 60616 Phone : 312-567-3000 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
16	Lakeland College Career Services PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1388 Email : career@lakeland.edu Jess Lambrecht	N	0
17	Lakeshore Technical College 1290 North Ave Cleveland, Wisconsin 53015 Phone : 888-468-6582 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
18	Lawrence University 711 East Boldt Way Appleton, Wisconsin 54911 Phone : 920-832-6561 Url : https://app.joinhandshake.com N/A N/A 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
19	Madison Area Technical College 1701 Wright Street Madison, Wisconsin 53704 Phone : 608-246-6401 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
20	Marian University 45 South National Avenue Fond du Lac, Wisconsin 54935 Url : https://my.marianuniversity.edu/engagement/service Mary Hatlen Manual Posting	N	0
21	Marquette University 1250 W. Wisconsin Ave Milwaukee, Wisconsin 53233 Phone : 414-288-7250 Url : https://app.joinhandshake.com Karen Rinehart Manual Posting	N	0
22	MATC – Milwaukee 2 700 W. State St. #203 Milwaukee, Wisconsin 53233 Phone : 414-297-6302 Url : https://www.wisconsinstechconnect.com/employers Jenny McGilligan Manual Posting	N	0
23	Mid-State Technical College 500 32nd Street North Wisconsin Rapids, Wisconsin 54494 Phone : 715-422-5366 N/A N/A Manual Posting	N	0
24	Milwaukee Area Technical College 700 W State Street S114 Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Url : https://app.joinhandshake.com N/A N/A 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
25	Milwaukee Institute of Art & Design 273 E. Erie St. Milwaukee, Wisconsin 53202 Phone : 414-847-3274 Url : https://app.joinhandshake.com/schools/789 Duane Seidensticker Manual Posting	N	0
26	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-227-4517 Url : https://app.joinhandshake.com Jennifer Abing Manual Posting	N	0
27	Moraine Park Technical College 235 North National Avenue Fond du Lac, Wisconsin 54936 Phone : 920-924-3205 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
28	National Association Of Broadcasters 1771 N. St. NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Job/listings Job/listings	N	0
29	National Lesbian & Gay Journalists Association 1420 K St. Suite 910 NW Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nlgja.org Job/listings Job/listings	N	0
30	Nicolet Area Technical College PO Box 518 Rhineland, Wisconsin 54501 Phone : 715-365-4566 Url : https://app.joinhandshake.com N/A N/A 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
31	Northcentral Technical College 1000 W Campus Drive Wausau, Wisconsin 54401 Phone : 715-675-3331 Email : careerservices@ntc.edu N/A N/A	N	0
32	Northeast Wisconsin Technical College 2740 W Mason Street Green Bay, Wisconsin 54303 Phone : 920-498-5528 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
33	On-Air Advertisements 7601 Ganser Way Madison, Wisconsin 53719 N/A N/A Manual Posting	N	2
34	Ripon College 300 E Seward Street Ripon, Wisconsin 54971 Phone : 920-748-8115 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
35	Southwest Wisconsin Technical College 1800 Bronson Blvd Fennimore, Wisconsin 53809 Phone : 608-822-2333 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
36	St. Norbert College 100 Grant Street DePere, Wisconsin 54115 Phone : 920-403-3040 Url : https://www.snc.edu/careers Mary Ellen Olson 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
37	University of Wisconsin Eau Claire 105 Garfield Avenue Eau Claire, Wisconsin 54702 Phone : 715-836-4636 Url : https://app.joinhandshake.com Meoldy Manteufel Manual Posting	N	0
38	University of Wisconsin Green Bay 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : https://app.joinhandshake.com Linda Peacock-Landrum Manual Posting	N	0
39	University of Wisconsin La Crosse 1725 State St La Crosse, Wisconsin 54601 Phone : 608-785-8362 Url : https://app.joinhandshake.com Rebecca Lee Manual Posting	N	0
40	University of Wisconsin Oshkosh 750 Elmwood Ave Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : https://app.joinhandshake.com Jamie Page-Stadler Manual Posting	N	0
41	University of Wisconsin Platteville 1 University Plz Platteville, Wisconsin 53818 Phone : 608-342-1491 Url : https://app.joinhandshake.com Trapper Mitchell 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
42	University of Wisconsin River Falls 410 S. 3rd St River Falls, Wisconsin 54022 Phone : 715-425-3572 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
43	University of Wisconsin Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : https://app.joinhandshake.com Sue Kissinger Manual Posting	N	0
44	University of Wisconsin Stout 103 Administration Building Menomonee, Wisconsin 54751 Phone : 715-232-1122 Email : placementcoop@uwstout.edu Career Website	N	0
45	University of Wisconsin Superior 801 N 28th Street Superior, Wisconsin 54880 Phone : 715-394-8101 Url : https://app.joinhandshake.com Haley Carr Manual Posting	N	0
46	University of Wisconsin Waukesha 1500 University Dr Waukesha, Wisconsin 53186 Phone : 262-541-5459 Email : alexandria.lawver@uwc.edu Alexandria Lawver	N	0
47	University of Wisconsin Whitewater 800 W Main Street Whitewater, Wisconsin 53190 Url : http://www.uww.edu/career N/A N/A Manual Posting	N	0

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48	UW Green Bay, Assoc. Prof. of Business 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-456-2000 Email : zehmsk@uwgb.edu Karl Zehms	N	0
49	UW Madison School of Journalism & Mass Communication 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Email : pgarciariver@wisc.edu Pamela Garcia-Rivera	N	0
50	UW Milwaukee Career Planning & Resource Center PO Box 413 Milwaukee, Wisconsin 53202 Phone : 414-229-4486 Url : https://app.joinhandshake.com Kamara Jackson Manual Posting	N	0
51	UW Milwaukee Prof. of Journalism 2200 E Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-1122 Email : jsmith@uwm.edu Jeffery Smith	N	0
52	UW Milwaukee School of Business 2200 E Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-1122 Email : gregkr@uwm.edu Greg Krejci	N	0
53	UW OshKosh, Business & Marketing 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : lilly@uwosh.edu Bryan Lilly	N	0

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54	UW OshKosh, Journalism 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : cowling@uwosh.edu Mike Cowling	N	0
55	UW Parkside, Dean of Bus. & Economics 900 Wood Rd. Kenosha, Wisconsin 53141 Phone : 262-595-2345 Email : Dirk.baldwin@uwp.edu Dirk Baldwin	N	0
56	UW Stevens Point, Business & Economics 2100 Main St Stevens Point, Wisconsin 54481 Phone : 715-346-0123 Email : gmullins@uwsp.edu Gary Mullins	N	0
57	UW Stevens Point, Communications 2100 Main St Stevens Point, Wisconsin 54481 Phone : 715-346-0123 Email : jhaney@uwsp.edu Jim Haney	N	0
58	UW Washington County, Student Services 400 University Dr West Bend, Wisconsin 53095 Phone : 262-335-5212 Email : Chris.roland@uwc.edu Chris Roland	N	0
59	Waukesha Co Tech College 1 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7842 Url : https://www.wisconsintechconnect.com/ Tim Alft 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
60	Waukesha Co Tech College, Co-Op / Internship Assist. 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-691-5566 Kim Houk Manual Posting	N	0
61	Waukesha County Technical College 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7842 Url : https://app.joinhandshake.com Career Website Manual Posting	N	0
62	Western Technical College 400 Seventh Street North La Crosse, Wisconsin 54601 Phone : 608-785-9440 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
63	Wisconsin Broadcasters Association 44 E Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : wi-broadcasters.org/broadcasting-careers/job-bank/ N/A N/A Manual Posting	N	0
64	Wisconsin Indianhead Technical College 505 Pine Ridge Drive Shell Lake, Wisconsin 54871 Phone : 800-243-9482 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
65	Wisconsin Lutheran College 8800 W. Bluemound Rd. Milwaukee, Wisconsin 53226 Phone : 414-443-8800 Url : https://app.joinhandshake.com Thad Jahns 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
66	Wisconsin TechConnect PO Box 518 Rhinelander, Wisconsin 54501 Phone : 715-365-4448 Url : https://www.wisconsintechconnect.com/ Lori Vance Manual Posting	N	0
67	Wisconsin Women's Network 122 State St. #201B Madison, Wisconsin 53703 Phone : 608-255-9809 Email : info@wiwomensnetwork.org Career Website	N	0
68	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
69	Current Employee/Internal Promotion	N	1
70	Linked In	N	8
71	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	Internal email publishing the current open positions listed in Audacy career sites, including position title, station and reference number.	1	Business Administrator
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 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
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 Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
4	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
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 of the process of reporting incidents to management.	15	Market Manager Operations Manager Local Sales Manager All FT & PT Staff
6	9/30/2020	Co Sponsoring Job Fair	Audacy was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Audacy representative shared information on employment opportunities within Audacy markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director

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7	10/2/2020	Co Sponsoring Job Fair	An Audacy representative met with Milwaukee's major employers with thousands of qualified diversity professionals with the aim to recruit, promote, and reaffirm their commitment to diversity in the workplace. The Business Administrator and Director of Sales were able to speak with potential candidates and discuss open positions to them.	2	Business Administrator Director of Sales
8	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Audacy 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

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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 was to help foster an inclusive work environment as well as prevent discrimination in the workplace.	15	Market Manager Operations Manager Local Sales Manager All FT & PT Staff
10	2/15/2021	Participation in events or programs sponsored by educational institutions	On Air Personality participated in a virtual communication class of 15 students, at Madison College, about the changes in radio broadcasting careers and news coverage over the last 20 years.	1	On Air Personality
11	2/25/2021	Participation in Job Fairs	A station representative virtually met with University of Wisconsin Advertising & Communications students at the UW Virtual Job Fair and discussed open positions across the company, as well as worked to promote and recruit for Audacy.	1	Business Administrator
12	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