

WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT EEO PUBLIC FILE REPORT

August 1, 2020 - July 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
Senior Account Executive - Chicago Market	2-9, 11, 13-23, 25-33, 36-53	4
Director of Technical Operations	2-9, 11-23, 25-33, 36-53	4
WUSN-FM On Air Talent	2-9, 11-23, 25-33, 36-53, 56	4
WUSN-FM On Air Talent	2-9, 11-23, 25-33, 36-53, 56	56
WUSN-FM On Air Talent	2-9, 11-23, 25-33, 36-53, 56	4
General Sales Manager - Chicago	2-23, 25-33, 36-53	4
General Sales Manager - Chicago	2-23, 25-33, 36-53	4
On-Air Co Host Chicago WSCR-AM The SCORE	2-23, 25-33, 36-39, 41-53, 59-60	4
On-Air Co Host Chicago WSCR-AM The SCORE	2-23, 25-33, 36-39, 41-53, 59-60	4
WBBM-AM Full-Time Anchor/Reporter	2-23, 25-33, 36-39, 41-53, 55	55
Senior Account Executive - Chicago Market	2-23, 25-33, 36-39, 41-53, 60	60
Senior Account Executive - Chicago Market	2-23, 25-33, 36-39, 41-53, 60	4
Entry Level Account Executive	2-23, 25-33, 36-39, 41-53	4
Client Success Strategist	2-23, 25-28, 30-33, 36-39, 41-53, 55	55
Integrated Sales Planner - Chicago	3-23, 25-28, 30-33, 36-39, 41-53, 55-56, 60	55
Digital Managing Editor	1-28, 31-39, 41-54, 56, 58, 60	58
Part-Time Assistant Producer	1-28, 31-39, 41-53, 56-58, 60	58

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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	Asian American Association of Journalists - Chicago 321 S Plymouth Court #6 Chicago, Illinois 60604 Url : https://aajachicago.org/ Email : chicagoaja@gmail.com Ariel Cheung	N	0
2	Asian Human Services 4753 N Broadway Suite 700 Chicago, Illinois 60640 Phone : 773-728-2235 Email : Ili@ahschicago.org Ivan Li	N	0
3	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : https://awc.careerwebsite.com/ Email : info@womcom.org Pamela Valenzuela	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	24
5	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7338 Url : https://app.joinhandshake.com Laura Kestner-Ricketts Manual Posting	N	0
6	Aurora University 347 S. Gladstone Ave Aurora, Illinois 60506 Phone : 630-844-5463 Url : https://www.collegecentral.com/aurora/ Career Services Manual Posting	N	0

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7	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : community@bync.org Ed Garcia	N	0
8	Benedictine University 5700 College Rd Lisle, Illinois 60532 Phone : 630-829-6036 Url : https://www.collegecentral.com/iscpa/ Melissa Mouhelis Manual Posting	N	0
9	Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : bcrmail@aol.com Lo Jenks	N	0
10	Blackburn College 700 College Ave Carlinville, Illinois 62626 Phone : 217-854-3231 Email : suzanne.krupica@blackburn.edu Suzanne Krupica	N	0
11	Bradley University 1501 W Bradley Ave Burgess Hall, 1st Fl Peoria, Illinois 61625 Phone : 309-677-2513 Url : https://bradley.12twenty.hire Janet Pesek Manual Posting	N	0
12	Chicago Asian American Journalists Association P.O. Box 577639 Chicago, Illinois 60657 Phone : 000-000-0000 Email : chiaaja@yahoo.com Kim Tran	N	0

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13	Chicago State University 9501 S King Dr Suite 230 Chicago, Illinois 60628 Phone : 773-995-2327 Url : https://www.collegecentral.com/csu/employer.cfm Career Development Manual Posting	N	0
14	City Colleges of Chicago 226 W Jackson Chicago, Illinois 60606 Phone : 312-553-3381 Email : awissmann@ccc.edu Aaron Wissmann	N	0
15	Columbia College Journalism Department 33 E Congress Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
16	Concordia University 7400 Augusta St River Forest, Illinois 60305 Phone : 708-209-3033 Email : career.services@CUChicago.edu Jenny Pinotti	N	0
17	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
18	Dominican University 7900 W Division St River Forest, Illinois 60305 Phone : 708366-2490 Url : https://app.joinhandshake.com Keli Wojciechowski Manual Posting	N	0

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19	Eastern Illinois University 1301 Human Services Center 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Url : https://eiu-csm.symplicity.com/employers/?signin_t Lisa Hugg Manual Posting	N	0
20	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org N/A N/A	N	0
21	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3041 Email : sdrake@ic.edu Susie Drake	N	0
22	Illinois Department of Employment Security - Burbank Office Illinois Phone : 708-458-0500 Email : sheena.parker@illinois.gov Sheena Parker	Y	0
23	Illinois Media School - Lombard Campus 55 W 22nd St #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	N	0
24	Illinois News Broadcasters Association 1 University Circle Macomb, Illinois 61455 Url : https://www.inba.net/ Email : borowmaq@aol.com Bob Roberts	N	0

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25	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-3071 Url : https://app.joinhandshake.com Warren Kistner Manual Posting	N	0
26	Knox College 2 E South Street Galesburg, Illinois 61401 Phone : 309-343-7662 Scott Crawford Manual Posting	N	0
27	Lake Forest College 555 N Sheridan Rd Lake Forest, Illinois 60045 Phone : 847-735-5235 Url : https://app.joinhandshake.com Danielle Kelly Manual Posting	N	0
28	Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : 815-836-5282 Url : http://www.lewisu.edu/resources/careerservices/emp Career Services Manual Posting	N	0
29	Madison Media Institute 2702 Agriculture Dr Madison, Illinois 53718 Phone : 608-237-8342 Email : careers@mediainstitute.edu Laura Mael	N	0
30	Medill School of Journalism 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-491-5634 Email : j-obrien@northwestern.edu Jim O'Brien	N	0

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31	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tharper@mbaweb.org Terry Harper	N	0
32	Moody Bible Institute 820 N LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Email : careerdev@moody.edu Patrick Friedline	N	0
33	National Able Network Inc 567 W Lake St Suite 1150 Chicago, Illinois 60661 Phone : 773-409-4996 Email : dclaxton@nationalable.org Donna Claxton	N	0
34	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : (301) 405-0248 Url : http://nabjchicago.org/ Email : vdodson@nabj.org Veronique Dodson	N	0
35	National Association of Hispanic Journalists 2011 W Pershing Rd Chicago, Illinois 60609 Url : https://nahj-chi.org/ Email : carly.luque@fox.com Carly Luque	N	0
36	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : brivas@nhmc.org Brenda Rivas	N	0

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37	National Latino Education Institute 2011 W Pershing Rd Chicago, Illinois 60609 Phone : 773-247-0707 Email : jporter@nlei.org Jacqueline Porter	Y	0
38	National Lesbian & Gay Journalists Association 2120 L Street Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : sachelle@nljja.org Sachelle Brooks	N	0
39	Northeastern Illinois University 5500 N St. Louis Ave Chicago, Illinois 60625 Phone : 000-000-0000 Url : https://neiu-csm.symplicity.com/ Career Services Manual Posting	N	0
40	Northwestern Business College 7725 S Harlem Ave Bridgeview, Illinois 60455 Phone : 708-237-5000 Email : abuoscio@nc.edu Amy Buoscio	N	0
41	Northwestern University of Communication 2240 Campus Drive Room 1-184 Evanston, Illinois 60208 Phone : 847-467-4024 Url : https://app.joinhandshake.com Geni Harclerode Manual Posting	N	0
42	Pyramid Partnership 3057 N Lincoln Ave Chicago, Illinois 60657 Phone : 773-975-9898 Email : hjackson@pyramid-pci.com Herman Jackson	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

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43	Radio 1 Broadcast School 700 3rd Street N LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
44	Rainbow PUSH Coalition 930 E 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Marjorie McKinnon-Price	N	0
45	Robert Morris University 401 S State St Chicago, Illinois 60605 Phone : 312-935-5460 Url : https://app.joinhandshake.com Chip Seiple Manual Posting	N	0
46	Roosevelt University 430 S Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3560 Email : careersdt@roosevelt.edu Christopher Willis	N	0
47	Saint Xavier University 3700 W 103rd St Chicago, Illinois 60655 Phone : 773-298-3131 Url : https://app.joinhandshake.com Jodi Martin Manual Posting	N	0
48	Southern Illinois University-Edwardsville Mail Stop 1000 One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://app.joinhandshake.com/ Career Services Manual Posting	Y	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
49	The Chicago Lighthouse 1850 W Roosevelt Rd Chicago, Illinois 60608 Phone : 312-997-3647 Email : sheila.perkins@chicagolighthouse.org Sheila Perkins	N	0
50	Triton College 2000 Fifth Ave River Grove, Illinois 60171 Phone : 708-456-0300 Url : https://www.collegecentral.com/triton/ Jackie Gordon Manual Posting	N	0
51	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Url : https://www.uis.edu/career/employers/careerconnect Student Affairs Manual Posting	N	0
52	Western Illinois University I University Sr Salle Hall 324 Macomb, Illinois 60145 Phone : 309-298-1838 Url : https://wiu-csm.symplicity.com/employers/index.php Career Development Manual Posting	N	0
53	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
54	Current Employee	N	2
55	Current Employee/Internal Promotion	N	3
56	Employee Referral	N	7
57	Facebook post	N	1
58	Indeed.com	N	6
59	Internal Candidate	N	3
60	Linked In	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			54

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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 Entercom 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 Entercom 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 Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
5	9/17/2020	Participation in events or programs sponsored by educational institutions	An On Air Personality spoke to Lyons Township high school English class about music and writing for radio.	1	On-Air Personality
6	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.	321	All FT and PT Staff

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7	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
8	10/20/2020	Participation in events or programs sponsored by educational institutions	An On Air Personality spoke to Elmhurst College business class about radio.	1	On-Air Personality
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

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10	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.	316	All FT and PT Staff
11	12/13/2020	Participation in events or programs sponsored by educational institutions	An On Air Personality helped with a fundraiser for Lyons Township high school radio station.	1	On-Air Personality
12	3/8/2021	Participation in events or programs sponsored by educational institutions	Two On Air Personalities participated in a career day event at Jonas Salk Elementary School, talking to students about the ins and outs of working in radio and media fields.	2	On-Air Personality On-Air Personality
13	3/30/2021	Participation in events or programs sponsored by educational institutions	A Program Director gave a class on broadcast news and sports to 20 Loyola students via ZOOM.	1	Program Director
14	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