

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>3600 NW 43rd St, Bldg B, Gainesville, FL - 32606</p>	<p><u>Contact Person/Title:</u></p> <p>Peter Rothfuss SVP/Market Manager</p>
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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	1-57	56

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 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	Africa-American Chamber of Commerce: Central Florida 315 East Robinson St Suite 100 Orlando, Florida 32801- Phone : 407-420-4870 Url : http://blackcommerce.org Email : info@blackcommerce.org Pamela Martin	N	0
2	African American Accountability Alliance PO Box 5502 Gainesville, Florida 32627- Phone : 352-273-3840 Email : 4ASalachuacounty@gmail.com Deadra Harvey	N	0
3	Association of Hispanic Media Professionals 1945 Allen Parkway Houston, Texas 77019- Phone : 713-526-1111 Email : jobposting@nshp.org Sylvan Rodriguez	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	0
5	Barry University 11300 NE 2nd Ave, Landon Student Union Suite 205 Miami, Florida 33161- Phone : 305-899-4842 Url : https://app.joinhandshake.com John Moriarty Manual Posting	N	0
6	California Chicano News Media Association 300 South Grand Avenue Suite 3920 Los Angeles, California 90071- Phone : 230- 437-4408 Url : http://ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	N	0

WKTK, WSKY-FM
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7	Central Florida Association of Black Journalists Post Office Box 745 Orlando, Florida 32802-0745 Phone : 800-804-8478 Url : http://clf.rr.com Email : chetglover@cfl.rr.com Chester Glover	N	0
8	Central Florida Employment Council 450 Semolina Blvd. Casselberry, Florida 32707- Phone : 407-834-4223 Url : http://cfec.org Email : cfec@cfec.org Paulette Weir	N	0
9	City College 2400 SW 13th St Gainesville, Florida 32608- Phone : 352-335-4000 Url : http://citycollege.edu Email : tvalukevich@citycollege.edu Tom Valukevich	N	0
10	Connecticut School of Broadcasting - Orlando 5323 Milenia Lakes Blvd. Suite 120 Orlando, Florida 33619- Phone : 407-704-8910 Url : http://gocsb.com Email : rthomas@gocsb.com Ray Thomas	N	0
11	Connecticut School of Broadcasting - Palm Beach Gardens 3450 North Lake Blvd. Suite 110 Palm Beach Gardens, Florida 33403-1712 Phone : 561-847-4126 Url : http://gocsb.com Email : mlayne@gocsb.com R Green	N	0

WKTK, WSKY-FM
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12	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
13	Eastern Florida State College 3865 N Wickham Rd Melbourne, Florida 32935- Phone : 321-632-1111 Url : http://easternflorida.edu Linda DeAngelis Manual Posting	N	0
14	Eckerd College 4200 54th Avenue South PO Box 12560 St. Petersburg, Florida 33733- Phone : 727-864-8258 Url : http://eckerd.edu Lena L. Wilfalk Manual Posting	N	0
15	Flagler College 74 King St St. Augustine, Florida 32084 Phone : 904-819-6286 Url : https://app.joinhandshake.com Tara Stevenson Manual Posting	N	0
16	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301- Phone : 800-825-5322 Url : http://fab.org Email : lvarn@fab.org Lindsay Varn	N	0

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
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17	Florida College 119 North Glen Arven Avenue Temple Terrace, Florida 33617- Phone : 813-899-6745 Url : http://floridacollege.edu Email : barlard@floridacollege.edu Doug Barlar	N	0
18	Florida Institute of Technology 150 West University Boulevard Melbourne, Florida 32901- Phone : 321-674-8102 Url : https://app.joinhandshake.com Dona Gaynor Manual Posting	N	0
19	Florida Southern College Career Center 111 Lake Hollingsworth Dr Lakeland, Florida 33801- Phone : 863-680-4390 Url : https://app.joinhandshake.com Garrett Secor Manual Posting	N	0
20	Florida State University Career Center A-4100 University Center Tallahassee, Florida 32306-2490 Phone : 850-644-6431 Url : https://app.joinhandshake.com Scott Maynard Manual Posting	N	0
21	Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043- Phone : 305-982-7233 Url : http://freeformradio.org Email : leads@freeformradio.org Scott McWilliams	N	0

WKTK, WSKY-FM
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22	Full Sail Real World Education 3300 University Blvd. Winter Park, Florida 32792- Phone : 800-226-7625 Url : http://fullsail.com Email : ktrudeau@fullsail.com Karen Trudeau	N	0
23	Hispanic Chamber of Commerce of Metro Orlando 315 E Robinson St Suite 465 Orlando, Florida 32801- Phone : 407-428-5879 Url : http://hispanicchamber.net Email : info@HispanicChamber.net Diana Bolivar	N	0
24	Howard University School of Communication 525 Bryant Street NW Washington, District of Columbia 20059- Phone : 202-806-5806 Url : http://howard.edu Carol Dudley Manual Posting	N	0
25	Jacksonville University 2800 North University Boulevard Jacksonville, Florida 32211- Phone : 904-256-7054 Url : https://app.joinhandshake.com Barbara Vick Manual Posting	N	0
26	Japanese American Cultural Community Center 244 San Pedro Street Room 505 Los Angeles, California 90011- Phone : 213-628-2725 Url : http://acc.org Email : info@jaccc.org Job Listing	N	0

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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27	Jones College, Career Development 5353 Arlington Expressway Jacksonville, Florida 32211- Phone : 904-371-1138 Url : http://jones.edu Email : cd@jones.edu Rick Smith	N	0
28	Lynn University 3601 North Military Trail Boca Raton, Florida 33431-5598 Phone : 561-237-7286 Url : http://lynn.edu Louise Sundermeier Manual Posting	N	0
29	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302- Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
30	National Federation of Filipino American Associations 1322 18th St NW Washington, District of Columbia 20036- Phone : 202-986-1153 Url : http://naffaa.org Email : admin@naffaa.org Jon Melegrito	N	0
31	National Lesbian & Gay Journalists Association 1420 K Street NW Washington, District of Columbia 20005- Phone : 202-588-9888 Url : http://nigja.org Email : dejohnson@nlgja.org D.E. Johnson	N	0
32	National Organization for Women 1100 H Street NW 3rd Floor Washington, District of Columbia 20005- Phone : 202-331-0066 Url : http://now.org Email : now@now.org Rebecca Farmer	N	0

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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33	National Urban League 120 Wall Street New York, New York 10005-3902 Phone : 212-558-5300 Url : http://nul.org Email : dwest@nul.org Dale West	N	0
34	Poynter Institute for Media Studies 801 Third Street South St. Petersburg, Florida 33701- Phone : 888-769-6837 Url : http://poynter.org Email : nguerrero@poynter.org Nico Guerrero	N	0
35	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464-9800 Phone : 757-226-4353 Url : http://regent.edu Michael Patrick Manual Posting	N	0
36	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Camp Box 2722 Winter Park, Florida 32789-4499 Phone : 407-646-2335 Url : https://app.joinhandshake.com Jacqueline Brito Manual Posting	N	0
37	Seminole State College 100 Weldon Blvd Sanford, Florida 32773- Phone : 407-708-2033 Url : https://app.joinhandshake.com Tiffanie Hidle Manual Posting	N	0

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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38	Service Source 2735 Whitney Rd Clearwater, Florida 33760- Phone : 727-538-7370 Url : http://servicesource.org Email : cher.street@servicesource.org Cher Street	N	0
39	Southern Tech College 1485 Florida Mall Ave Orlando, Florida 32809- Phone : 407-323-4141 Url : http://southernstech.edu Email : speek@southernstech.edu Stacy Peek	N	0
40	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720- Phone : 386-822-7315 Url : http://stetson.edu Annette Accorto Manual Posting	N	0
41	The F.I.R.S.T. School 2309 Silver Star Rd Orlando, Florida 32804- Phone : 407-316-8310 Url : http://first.edu Email : careerdevelopment@first.edu Kim Coley	N	0
42	University of Central FL Career Services PO Box 160165 Orlando, Florida 32816- Phone : 407-823-2361 Url : https://app.joinhandshake.com Brian Creel Manual Posting	N	0

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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43	University of Florida College of Journalism and Communications PO Box 118400 Gainesville, Florida 32611-8400 Phone : 352-846-0180 Url : http://ufl.edu Craig Lee Manual Posting	N	0
44	University of Miami Toppel Career Planning & Placement 1306 Stanford D Whitten University Center Coral Gables, Florida 33124-6930 Phone : 305-284-5451 Url : https://app.joinhandshake.com Devin Rogan Manual Posting	N	0
45	University of Tampa 401 West Kennedy Blvd Box K Tampa, Florida 33606- Phone : 813-253-6236 Url : http://ut.edu Sheila Hood Manual Posting	N	0
46	Valencia College 1800 South Kirkman Rd Orlando, Florida 32811- Phone : 407-582-1034 Url : http://valenciacollege.edu Carmen Diaz Manual Posting	N	0
47	Warner University 13895 US Highway 27 South Lake Wales, Florida 33859- Phone : 863-638-7848 Url : http://warner.edu Jan Robillard Manual Posting	N	0

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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48	Webber International University 1201 North Scenic Highway PO Box 96 Babson Park, Florida 33827- Phone : 863-638-2964 Url : https://app.joinhandshake.com Devyn Montalvo Manual Posting	N	0
49	Webster University 3405 SW College Rd Suite 113 Ocala, Florida 34474- Phone : 352-861-9330 Url : http://webster.edu Tray Rogers Manual Posting	N	0
50	Worksource 215 North Market St Jacksonville, Florida 32202- Phone : 904-798-9229 Url : http://worksourcefl.com Email : jbox@worksourcefl.com Jerry Box	N	0
51	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

WKTK, WSKY-FM
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October 1, 2020 - September 30, 2021

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
52	Employee Referral	N	1
53	Indeed.com	N	1
54	Job Board	N	1
55	Linked In	N	2
56	Re-hire	N	1
57	Station Website	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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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, 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 invite all organizations to be part of the recruitment process.	2	Traffic Manager 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 the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the 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's Careers page, which has information about careers in broadcasting.	1	EEO Coordinator

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4	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
5	12/10/2020	Provision of training to management	All full-time and part-time 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	All staff
6	3/26/2021	Participation in Job Fairs	Career fair for Miami Dade College. We spoke with college students about career opportunities with Entercom.	1	Business Administrator

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
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7	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
8	8/3/2021	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record-keeping requirements. The importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	3	Market Hiring Managers
9	9/7/2021	Participation in Job Fairs	Participated in the Orlando Virtual Florida job fair. Three sales managers and one Business Administrator spoke with candidates with interest in working with Audacy for current job openings and future employment.	4	General Sales Manager Business Administrator Sales Manager General Sales Manager