

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b> 8300 NE 2nd Avenue, Suite 200, Miami, FL - 33138	<b><u>Contact Person/Title:</u></b> Claudia Menegus Regional President
<b><u>Telephone Number:</u></b> 305-521-5100	<b><u>E-Mail Address:</u></b> claudia.menegus@audacy.com

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Sales Manager	1-4, 6-13, 15-21, 23-39, 41-55, 57-68, 70-91, 96	96
Account Executive	1-4, 6-68, 70-73, 75-91, 94-95	95
Account Executive	1-4, 6-68, 70-73, 75-91, 94-95	94
Brand Manager	1-4, 6-13, 15-21, 23-39, 41-55, 57-68, 70-73, 75, 77-90, 94	94
National Sales Assistant	1-3, 5-21, 24-28, 30-39, 41-51, 53, 55, 57-60, 62-73, 75-80, 82-93	91

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<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>
1	African American Chamber of Commerce 3201 E. Colonial Drive S A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : <a href="http://www.blackcommerce.org">http://www.blackcommerce.org</a> Email : <a href="mailto:info@blackcommerce.org">info@blackcommerce.org</a> Sheena Jackson	N	0
2	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : <a href="https://www.ahcacmiami.org">https://www.ahcacmiami.org</a> Email : <a href="mailto:mldavis@miamidade.gov">mldavis@miamidade.gov</a> Marshall Davis	N	0
3	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : <a href="https://www.ahcacmiami.org">https://www.ahcacmiami.org</a> Email : <a href="mailto:ahcac@miamidade.gov">ahcac@miamidade.gov</a> AHCAC Miami	N	0
4	Ai Miami International University of Art & Design 1501 Biscayne Blvd. #100 Miami, Florida 33132 Phone : 305-428-5700 Url : <a href="https://www.artinstitutes.edu/miami">https://www.artinstitutes.edu/miami</a> Email : <a href="mailto:AICareerreadiness@aii.edu">AICareerreadiness@aii.edu</a> Sandye Palacios	N	0
5	All Access 24955 Pacific Coast Hwy #C303 Malibu, California 90265 Phone : 301-457-6616 Url : <a href="https://www.allaccess.com/">https://www.allaccess.com/</a> Job Listings Manual Posting	N	0

# WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS

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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
6	American Adult Education Center 18350 NW 67 Avenue Hialeah, Florida 33015 Phone : 305-548-4044 Url : <a href="https://www.americanadulthood.com/">https://www.americanadulthood.com/</a> Email : 169982@dadeschools.net Carlena Mitchell	N	0
7	American Inter-Continental University 6600 Peachtree Dunwoody Road 500 Embassy Row Atlanta, Georgia 30328 Phone : 404-965-6500 Url : <a href="https://www.aiuniv.edu/campus-locations/atlanta">https://www.aiuniv.edu/campus-locations/atlanta</a> Email : careerservices@aiuonline.edu Career Services	N	0
8	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	1
9	Barry University 11300 NE 2nd Avenue Miami, Florida 33161 Phone : 305-899-4842 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Email : careerservices@barry.edu Alison Reagin	N	0
10	Bethune-Cookman University 640 Dr. McLeod Blvd. Daytona Beach, Florida 32114 Phone : 386-481-2884 Url : <a href="https://www.cookman.edu/">https://www.cookman.edu/</a> Email : walkerg@cookman.edu Glenn Walker	N	0
11	Broward College Ft. Lauderdale 3051 SW David Road Bldg 19, Room 116 Davie, Florida 33314 Phone : 954-201-6612 Url : <a href="http://www.broward.edu">http://www.broward.edu</a> Email : awhitefie@broward.edu Autumn Whitfield	N	0

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12	Broward College Pembroke Pines 7200 Hollywood Blvd. Pembroke Pines, Florida 33024 Phone : 954-201-8938 Url : <a href="http://www.broward.edu">http://www.broward.edu</a> Email : <a href="mailto:cdelancy@broward.edu">cdelancy@broward.edu</a> Caron DeLancy-Simard	N	0
13	Career Source Palm Beach County 3400 Belvedere Road West Palm Beach, Florida 33406 Phone : 561-340-1060 Url : <a href="http://www.careersourcesfl.com/career-center/">http://www.careersourcesfl.com/career-center/</a> Email : <a href="mailto:pbastidas@careersourcepbc.com">pbastidas@careersourcepbc.com</a> Patricia Bastidas	N	0
14	Career Source South Florida 7300 Corporate Center Drive Suite 500 Miami, Florida 33126 Phone : 305-929-1546 Url : <a href="http://www.careersourcesfl.com">http://www.careersourcesfl.com</a> Email : <a href="mailto:jhyna.arauco@careersourcesfl.com">jhyna.arauco@careersourcesfl.com</a> Jhyna Arauco	N	0
15	Career Source South Florida NMB 801 NE 167 Street Miami, Florida 33162 Phone : 305-654-7175 Url : <a href="http://www.careersourcesfl.com/career-center/">http://www.careersourcesfl.com/career-center/</a> Email : <a href="mailto:roxanne.isaacs@careersourcesfl.com">roxanne.isaacs@careersourcesfl.com</a> Roxanne Isaacs	N	0
16	Career Source South Florida Northside 7900 NW 27 Avenue Suite 200 Miami, Florida 33147 Phone : 305-693-2060 Url : <a href="http://www.careersourcesfl.com/career-center/">http://www.careersourcesfl.com/career-center/</a> Email : <a href="mailto:hesterline.hall2@careersourcesfl.com">hesterline.hall2@careersourcesfl.com</a> Hesterline Hall	N	0

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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>
17	Career Source South Florida Re-Employment Center 325 NW 62 Street Miami, Florida 33150 Phone : 305-795-2058 Url : <a href="http://www.careersourcesfl.com/career-center/">http://www.careersourcesfl.com/career-center/</a> Email : <a href="mailto:yian.perrin@careersourcesfl.com">yian.perrin@careersourcesfl.com</a> Yian Perrin	N	0
18	Career Source South Florida West Dade Center 8485 Bird Road 2nd Floor Miami, Florida 33155 Phone : 305-228-2300 Url : <a href="http://www.careersourcesfl.com/career-center/">http://www.careersourcesfl.com/career-center/</a> Email : <a href="mailto:carl.alexis@careersourcesfl.com">carl.alexis@careersourcesfl.com</a> Carl Alexis	N	0
19	Carlos Albizu University 2173 NW 99 Avenue Miami, Florida 33172 Phone : 305-593-1223 Url : <a href="http://www.albizu.edu/">http://www.albizu.edu/</a> Email : <a href="mailto:cdolinsky@albizu.edu">cdolinsky@albizu.edu</a> Claudia Dolinsky	N	0
20	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : 407-834-4223 Url : <a href="https://www.cfec.org/">https://www.cfec.org/</a> Email : <a href="mailto:cfec@cfec.org">cfec@cfec.org</a> Paulette Weir	N	0
21	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 Url : <a href="https://www.cful.org/">https://www.cful.org/</a> Email : <a href="mailto:Info@cful.org">Info@cful.org</a> Job Listings	N	0

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22	Chinese Cultural Association of South Florida 21514 Sweetwater Ln S Boca Raton, Florida 33428 Phone : 561-445-0608 Url : <a href="http://www.ccasf.us/">http://www.ccasf.us/</a> Email : Annawong99@hotmail.com Anna Wong	N	0
23	City College 2000 W Commercial Blvd. Ft. Lauderdale, Florida 33309 Phone : 954-492-5353 Url : <a href="https://www.citycollege.edu/locations/fort-lauderd">https://www.citycollege.edu/locations/fort-lauderd</a> Email : cpersichilli@citycollege.edu Claire Persichilli	N	0
24	Coalition of Hispanic American Women Hispanic Coalition 5659 W Flagler Street Miami, Florida 33134 Phone : 305-262-0060 Url : <a href="https://hispanicoalition.org/">https://hispanicoalition.org/</a> Email : Hispacol2@aol.com Marlene Arribas	N	0
25	Connecticut School of Broadcasting N Palm Beach 760 US Hwy 1 Suite 101 North Palm Beach, Florida 33408 Phone : 561-847-4126 Url : <a href="https://gocsb.com/">https://gocsb.com/</a> Email : csbpalmbeach@gocsb.com Jim York	N	0
26	Connecticut School of Broadcasting Pembroke Pines 9050 Pines Blvd. Pembroke Pines, Florida 33024 Phone : 305-592-7133 Url : <a href="https://gocsb.com">https://gocsb.com</a> Email : csbmiami@gocsb.com Jim York	N	0

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27	Cuban American National Foundation 2147 SW 8 Street Miami, Florida 33135 Phone : 305-592-7768 Url : <a href="https://www.canf.org/">https://www.canf.org/</a> Email : <a href="mailto:info@canf.org">info@canf.org</a> Jorge Mas Santos	N	0
28	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
29	Emma Bowen Foundation 524 W 57 Street New York, New York 10019 Phone : 212-975-2597 Url : <a href="https://www.emmabowenfoundation.com">https://www.emmabowenfoundation.com</a> Email : <a href="mailto:sandra.rice@nbcuni.com">sandra.rice@nbcuni.com</a> Sandra Rice	N	0
30	Employ Florida Marketplace-Florida Veterans The Capital, Suite 2105 400 South Monroe St Tallahassee, Florida 32399 Phone : 866-352-2345 Url : <a href="http://www.employflorida.com">http://www.employflorida.com</a> Job Listings Manual Posting	N	0
31	Epilepsy Foundation Florida 7300 SW 88 Street #700 Miami, Florida 33156 Phone : 305-670-4479 Url : <a href="https://www.epilepsyfl.com/">https://www.epilepsyfl.com/</a> Email : <a href="mailto:jclausner@efof.org">jclausner@efof.org</a> Judy Clauser	N	0
32	Florida A&M University (FAMU) 1676 S Martin Luther King Dr. Blvd Tallahassee, Florida 32307 Phone : 850-599-3700 Email : <a href="mailto:careercenter@famu.edu">careercenter@famu.edu</a> Career Center	N	0

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33	Florida Assn of Broadcasters 201 S Monroe Street #201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : <a href="https://fab.org/">https://fab.org/</a> Email : <a href="mailto:intern@fab.org">intern@fab.org</a> Job Listings	N	0
34	Florida Atlantic University 777 Glades Road SU80 Room 220 Boca Raton, Florida 33431 Phone : 561-297-3533 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Mitchell Roshel Manual Posting	N	0
35	Florida Atlantic University Broward Campus 3200 College Avenue Davie, Florida 33314 Phone : 954-236-1000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> David Jenks Manual Posting	N	0
36	Florida Dept. of Education 325 W Gaines Street #734 Tallahassee, Florida 32399 Phone : 850-245-0446 Url : <a href="http://www.fldoe.org/academics/career-adult-edu/">http://www.fldoe.org/academics/career-adult-edu/</a> Email : <a href="mailto:Careerandadulted@fldoe.org">Careerandadulted@fldoe.org</a> Rod Duckworth	N	0
37	Florida Gulf Coast University 10501 FGCU Blvd. S Ft. Myers, Florida 33965 Phone : 239-590-7946 Url : <a href="https://fgcu-csm.symplicity.com/employers">https://fgcu-csm.symplicity.com/employers</a> Reid Lennertz Manual Posting	N	0



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38	Florida International University - North Campus 3000 NE 151 Street North Miami, Florida 33181 Phone : 305-919-5770 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Yisell Cirion Manual Posting	N	0
39	Florida International University - South Campus 11200 SW 8 Street GC230 Miami, Florida 33199 Phone : 305-348-7285 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Carmen Rosado Manual Posting	N	0
40	Florida Memorial University 15800 NE 42 Street Miami Gardens, Florida 33054 Phone : 305-626-3782 Url : <a href="https://www.fmuniv.edu/">https://www.fmuniv.edu/</a> Email : <a href="mailto:Athena.jackson@fmuniv.edu">Athena.jackson@fmuniv.edu</a> Kareem Coney	N	0
41	Florida State University Career Center 600 W College Avenue Tallahassee, Florida 32306 Phone : 850-644-6431 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Kate Heron Manual Posting	N	0
42	Florida Technical College 12520 Pines Blvd. Pembroke Pines, Florida 33027 Phone : 787-664-5699 Url : <a href="http://feedback.ftccollege.edu/employers/">http://feedback.ftccollege.edu/employers/</a> Email : <a href="mailto:Kmwhite@ftccollege.edu">Kmwhite@ftccollege.edu</a> Karen White-Goyzueta	N	0

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43	Freeform Radio Initiative 411 Walnut Street #5561 Green Cover Springs, Florida 32043 Phone : 305-982-7233 Url : <a href="https://freeformradio.org/site/">https://freeformradio.org/site/</a> Email : <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a> Scott McWilliams	N	0
44	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-226-7625 Url : <a href="https://hello.fullsail.edu/">https://hello.fullsail.edu/</a> Email : <a href="mailto:Dseverson@fullsail.com">Dseverson@fullsail.com</a> Dan Severson	N	0
45	Futuri 1320 Summer Avenue #100 Cleveland, Ohio 44115 Phone : 877-221-7979 Url : <a href="https://futuraimedia.com/">https://futuraimedia.com/</a> Email : <a href="mailto:tracy@futuraimedia.com">tracy@futuraimedia.com</a> Tracy Gilliam	N	0
46	Gabe Hobbs Consulting 535 Central Avenue #302 St. Petersburg, Florida 33701 Phone : 813-938-3870 Url : <a href="http://www.gabehobbsmedia.com">http://www.gabehobbsmedia.com</a> Email : <a href="mailto:gabe@gabehobbsmedia.com">gabe@gabehobbsmedia.com</a> Gabe Hobbs	N	0
47	Georgia Association of Broadcasters 6 W Druid Hills Drive NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Url : <a href="https://www.gab.org/">https://www.gab.org/</a> Email : <a href="mailto:lstory@gab.org">lstory@gab.org</a> McKenzie Lewis	N	0

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48	Greater Ft. Lauderdale Chamber of Commerce 512 NE 3rd Avenue Ft. Lauderdale, Florida 33301 Phone : 954-462-4911 Url : <a href="https://www.ftlchamber.com/">https://www.ftlchamber.com/</a> Email : <a href="mailto:dan@ftlchamber.com">dan@ftlchamber.com</a> Dan Lindblade	N	0
49	Greater Hollywood Chamber of Commerce 330 N Federal Highway Hollywood, Florida 33020 Phone : 954-923-4000 Url : <a href="http://hollywoodchamber.org/">http://hollywoodchamber.org/</a> Email : <a href="mailto:information@hollywoodchamber.org">information@hollywoodchamber.org</a> Anne Hotte	N	0
50	Greater Miami Chamber of Commerce 1601 Biscayne Blvd Miami, Florida 33132 Phone : 305-577-5424 Url : <a href="http://www.miamichamber.com/">http://www.miamichamber.com/</a> Email : <a href="mailto:asanchez@miamichamber.com">asanchez@miamichamber.com</a> Alfred Sanchez	N	0
51	Greater Miami Jewish Federation J Works Miami 4200 Biscayne Blvd. Miami, Florida 33142 Phone : 786-866-8498 Url : <a href="https://jewishmiami.org/">https://jewishmiami.org/</a> Email : <a href="mailto:bdawson@gmjf.org">bdawson@gmjf.org</a> Bonnie Dawson	N	0
52	Hope South Florida 5110 N Federal Highway #101 Ft. Lauderdale, Florida 33308 Phone : 954-566-2311 Url : <a href="https://hopesouthflorida.org/">https://hopesouthflorida.org/</a> Email : <a href="mailto:apica@hopesouthflorida.org">apica@hopesouthflorida.org</a> Anthony Pica	N	0

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53	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : 415-921-5225 Url : <a href="https://jacl.org">https://jacl.org</a> Email : <a href="mailto:jacl@jacl.org">jacl@jacl.org</a> David Inoue	N	0
54	Jewish Community Services of South Florida 735 NE 125 Street Miami, Florida 33161 Phone : 305-899-1587 Url : <a href="https://jcsfl.org/">https://jcsfl.org/</a> Email : <a href="mailto:slopez@jcsfl.org">slopez@jcsfl.org</a> Sara Lopez	N	0
55	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : 305-892-7030 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Craig Skilling Manual Posting	N	0
56	Keiser University 1640 SW 145 Street Pembroke Pines, Florida 33027 Phone : 954-431-4300 Url : <a href="https://keiser-education.com">https://keiser-education.com</a> Email : <a href="mailto:errodriguez@keiseruniversity.edu">errodriguez@keiseruniversity.edu</a> Erika Rodriguez	N	0
57	Latin Chamber of Commerce 1417 W Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Url : <a href="http://www.camacol.org/">http://www.camacol.org/</a> Email : <a href="mailto:patricia@camacol.org">patricia@camacol.org</a> Patricia Arias	N	0

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58	Lindsey Hopkins Technical College 750 NW 20 Street Room D232 Miami, Florida 33127 Phone : 305-324-6070 Url : <a href="https://www.lindseyhopkins.edu/">https://www.lindseyhopkins.edu/</a> Email : 173463@dadeschools.net Christina Brownlow	N	0
59	Lutheran Services Florida 8532 SW 8 Street #270 Miami, Florida 33144 Phone : 305-567-2511 Url : <a href="https://www.lsfnet.org/">https://www.lsfnet.org/</a> Email : careers@lsfnet.org Aimee Fraguela	N	0
60	Lynn University 3601 N Military Trail Boca Raton, Florida 33431 Phone : 561-237-7287 Url : <a href="https://www.lynn.edu/">https://www.lynn.edu/</a> Email : dporter@lynn.edu Dee Porter	N	0
61	Miami Beach Latin Chamber of Commerce 1620 Drexel Avenue Miami, Florida 33139 Phone : 305-674-1231 Url : <a href="http://www.miamibeach.org/">http://www.miamibeach.org/</a> Email : jobs@miamibeach.org Job Listings	N	0
62	Miami Dade Chamber of Commerce 100 S Biscayne Blvd. 3rd Floor Miami, Florida 33131 Phone : 305-751-8648 Url : <a href="http://m-dcc.org/">http://m-dcc.org/</a> Email : mdcc@m-dcc.org Debbie Pearson	N	0

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63	Miami Dade College 627 SW 27 Avenue Room 1112 Miami, Florida 33135 Phone : 305-237-6247 Url : <a href="https://www.mdc.edu">https://www.mdc.edu</a> Email : <a href="mailto:Jorge.hernandez2@mdc.edu">Jorge.hernandez2@mdc.edu</a> Jorge Hernandez	N	0
64	Miami Dade Office of Community Advocacy 111 NW 1 Street #1034 Miami, Florida 33128 Phone : 305-375-4606 Url : <a href="https://www8.miamidade.gov/global/government/commi">https://www8.miamidade.gov/global/government/commi</a> Email : <a href="mailto:rboone@miamidade.gov">rboone@miamidade.gov</a> Retha Boone-Fye	N	0
65	Miami Lakes Tech 5780 NW 158 Street Miami Lakes, Florida 33014 Phone : 305-557-1100 Url : <a href="http://www.miamilakes.edu/">http://www.miamilakes.edu/</a> Email : <a href="mailto:rzilka@dadeschools.net">rzilka@dadeschools.net</a> Richard Zilka	N	0
66	Miami Media School 901 S Miami Avenue #303 Miami, Florida 33180 Phone : 305-728-1120 Url : <a href="https://beonair.com/">https://beonair.com/</a> Email : <a href="mailto:Allamazares@beonair.com">Allamazares@beonair.com</a> Angel Llamazares	N	0
67	Mount Bethel Human Services 1021 NW 6 Street Sistrunk Blvd. Ft. Lauderdale, Florida 33311 Phone : 954-768-0920 Url : <a href="http://www.mbhsc.org">http://www.mbhsc.org</a> Email : <a href="mailto:tsmith@preventioncentral.org">tsmith@preventioncentral.org</a> Tierra Smith	N	0

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS**

**EEO PUBLIC FILE REPORT**

**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<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>
68	NAACP Ft. Lauderdale PO Box 101060 Ft. Lauderdale, Florida 33310 Phone : 407-843-5320 Url : <a href="http://www.flnaacp.com/">http://www.flnaacp.com/</a> Email : <a href="mailto:info@flnaacp.com">info@flnaacp.com</a> Adora Obi Nweze	N	0
69	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : <a href="https://www.nab.org/">https://www.nab.org/</a> Nate Mann Manual Posting	N	0
70	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="http://www.nhmc.org/about/">http://www.nhmc.org/about/</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Job Bank	N	0
71	National Lesbian & Gay Journalist Association 1420 K Street NW #910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="https://www.nlgja.org/">https://www.nlgja.org/</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Job Listings	N	0
72	New Birth Baptist Enterprise 2300 NW 135 Street Miami, Florida 33167 Phone : 305-685-3700 Url : <a href="https://nbbcmiami.org/">https://nbbcmiami.org/</a> Email : <a href="mailto:mfreeman@nbbcmiami.org">mfreeman@nbbcmiami.org</a> Marietta Freeman	N	0

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS**

**EEO PUBLIC FILE REPORT**

**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<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>
73	Nova Southeastern University 3301 College Avenue 1st Floor/Room 152 Ft. Lauderdale, Florida 33314 Phone : 954-262-7239 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Mignon Bissonnette Manual Posting	N	0
74	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : <a href="https://www.oceanational.org">https://www.oceanational.org</a> Email : <a href="mailto:oca@oceanational.org">oca@oceanational.org</a> Andrew Lo	N	0
75	Palm Beach State College 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3051 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Karen Rose Cover Manual Posting	N	0
76	Rollins College 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407-646-2000 Url : <a href="https://www.rollins.edu">https://www.rollins.edu</a> Email : <a href="mailto:tzelayaleon@rollins.edu">tzelayaleon@rollins.edu</a> Tricia Zelaya-Leon	N	0
77	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : <a href="https://www.seminolestate.edu">https://www.seminolestate.edu</a> Email : <a href="mailto:obriencs@seminolestate.edu">obriencs@seminolestate.edu</a> Christopher O'Brien	N	0



**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS**

**EEO PUBLIC FILE REPORT**

**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<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>
78	Society of Broadcast Engineers 9102 N Meridian Street #150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org/career_jobonline">http://www.sbe.org/career_jobonline</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> K Jones	N	0
79	South Florida Hispanic Chamber of Commerce 333 Arthur Godfrey Road Suite 300 Miami Beach, Florida 33140 Phone : 305-534-1903 Url : <a href="https://sflhcc.com">https://sflhcc.com</a> Email : <a href="mailto:info@sflhcc.com">info@sflhcc.com</a> Anielka Loaisiga	N	0
80	St. Thomas University 1640 NW 37 Avenue Miami, Florida 33054 Phone : 305-628-6768 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Cristina Lopez Manual Posting	N	0
81	United Way of Broward County 1300 S Andrews Avenue Ansin Bldg Ft. Lauderdale, Florida 33316 Phone : 954-308-9264 Url : <a href="https://www.unitedwaybroward.org/">https://www.unitedwaybroward.org/</a> Email : <a href="mailto:Rbancroft@UnitedWayBroward.org">Rbancroft@UnitedWayBroward.org</a> Ryan Bancroft	N	0
82	University of Central Florida (UCF) - School of Communications 4000 Central Florida Blvd. Orlando, Florida 32816 Phone : 407-823-2361 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Center Manual Posting	N	0

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<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>
83	University of Florida 2070 Wellmer Hall Gainseville, Florida 32611 Phone : 352-273-2300 Url : <a href="http://www.ufl.edu/">http://www.ufl.edu/</a> Email : Ppena@ufsa.ufl.edu Phyllis Pena	N	0
84	University of Miami 5100 Brunson Drive Coral Gables, Florida 33146 Phone : 305-284-6632 Url : <a href="https://miami.joinhandshake.com">https://miami.joinhandshake.com</a> Kebrina Maharai Manual Posting	N	0
85	University of South Florida 4202 E Fowler Avenue SVC2088 Tampa, Florida 33620 Phone : 813-974-5350 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Lynn Chisholm Manual Posting	N	0
86	Urban League of Greater Miami 8500 NW 25 Avenue Miami, Florida 33147 Phone : 305-696-4450 Url : <a href="https://miamiurbanleague.org/">https://miamiurbanleague.org/</a> Email : shenley@miamiurbanleague.org Sharron Henley	N	0
87	Valencia Community College 1800 S Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Url : <a href="https://valenciacollege.edu/">https://valenciacollege.edu/</a> Email : mabalos@valenciacollege.edu Carmen Diaz	N	0

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<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>
88	Women In Distress PO Box 50187 Lighthouse Point, Florida 33074 Phone : 954-760-9800 Url : <a href="https://www.womenindistress.org/">https://www.womenindistress.org/</a> Email : <a href="mailto:info@womenindistress.org">info@womenindistress.org</a> Sheryl Bain	N	0
89	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
90	Youth Co-Op, Inc. 5040 NW 7 Street #200 Miami, Florida 33126 Phone : 305-442-6900 Url : <a href="http://www.careersourcesfl.com">http://www.careersourcesfl.com</a> Email : <a href="mailto:felipe.reboucas@careersourcesfl.com">felipe.reboucas@careersourcesfl.com</a> Felipe Reboucas	N	0

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****b. Exemptions or Other Sources of Candidate Referral**

<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>
91	Employee Referral	N	3
92	Former Employee	N	1
93	Indeed.com	N	3
94	Internal Hire	N	2
95	Station Website Posting (One or More SEU Stations)	N	1
96	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</b>

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****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	10/28/2020	Participation in events sponsored by organizations representing the community	On-Air Talent Julie & Tamara (WLYF) were guest speakers for Women Leading Broward Empowerment Lunch. They spoke about their careers in Radio as women, the organizations purpose is to provide opportunities for high potential women to develop skills and advance their careers.	2	On-Air Talent On-Air Talent
2	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
3	11/16/2020	Participation in events or programs sponsored by educational institutions	Brand Managers and On-Air talent spoke to 10 students from Johnson & Wales Business Music Class and discussed job opportunities and career paths taken in order to be where the talent is today via Zoom Call Meeting.	4	On-Air Talent Brand Manager On-Air Talent Business Administrator

# WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS

## EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	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 this training was to help promote an inclusive work environment as well as prevent discrimination in the workplace.	91	All FT & PT Staff Brand Managers General Sales Manager
5	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
6	3/24/2021	Participation in Job Fairs	Audacy Miami participated in the Virtual Handshake virtual career fair. The Business Administrator chatted with participants through a virtual platform, and directed candidates to the careers website to apply for any open positions, the BA answered any questions that the attendees has relating to the career opportunities at Audacy.	1	Business Administrator
7	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Miami group airs recruitment advertisements on all stations, seeking applicants across all departments once a week. Advertisements inform the listening area of Audacy Miami EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
8	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

**WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****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>
9	4/15/2021	Participation in events sponsored by organizations representing the community	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
10	8/3/2021	Provision of training to management	Company management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules and record keeping requirements. 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.	6	General Sales Manager Brand Managers
11	9/1/2021	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.	2	Brand Manager
12	9/7/2021	Participation in Job Fairs	Audacy Miami participated in the virtual Orlando Job Fair. The business administrator and General Sales Manager spoke with attendees through a virtual platform (chatroom), and directed candidates to <a href="http://Audacyinc.com/careers">Audacyinc.com/careers</a> to apply for any open positions, and answered any questions.	2	General Sales Manager Business Administrator