

**WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 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
WOMX-FM 105.1 Full Time On-Air Talent (Orlando)	1-8, 10, 12-32, 34, 37-38	32
Account Executive (Orlando)	1-5, 7-29, 31, 35	31
WOMX-FM 105.1 Full Time On-Air Talent (Orlando)	1-5, 7-30, 33, 36-38	37
Account Executive (Orlando)	1-5, 7-30, 33, 35	35

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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	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome	N	0
2	Association for Women in Communications (South Florida) 7050 Palmetto Park Rd. 15-285 Boca Raton, Florida 33433 Phone : 561-806-0756 Url : https://awc.careerwebsite.com/ Email : info@awcsouthflorida.org Kandice Matteson	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
4	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
5	Bethune-Cookman University 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32115 Phone : 386-481-2143 Url : https://app.joinhandshake.com Davita Bonner 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
6	Central Florida Urban League 2804 Belco Dr. Orlando, Florida 32808 Phone : 407-841-7654 Url : https://www.cful.org/ Email : dmatos@cful.org Diane Matos	N	0
7	City College 1401 West Cypress Rd. Ft. Lauderdale, Florida 33309 Phone : 954-492-5353 Url : https://www.citycollege.edu/ Email : cpersichilli@citycollege.edu Claire Persichilli	N	0
8	Connecticut School of Broadcasting 3901 Coconut Palm Dr. Tampa, Florida 33619 Phone : 813-443-5307 Url : https://gocsb.com/ Email : sking@gocsb.com Shana King	N	0
9	Direct Employers 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
10	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

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11	Eastern Florida State College 1519 Clearlake Rd. Coca, Florida 32922 Phone : 321-433-7324 Url : http://www.easternflorida.edu/ Email : peidrot@easternflorida.edu Terri Peidro	N	0
12	Florida A&M University (FAMU) 1610 South Martin Luther King Junior Boulevard The Commons 104 Tallahassee, Florida 32307 Phone : 850-599-8514 Url : https://app.joinhandshake.com Shereada Harrell Manual Posting	N	0
13	Florida Association of Broadcasters 201 South Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : http://fab.org/ Email : lvarn@fab.org Lindsay Varn	N	0
14	Florida International University 3000 N.E. 151 Street Academic 2, Room 320 North Miami, Florida 33181 Phone : 305-919-4298 Url : https://app.joinhandshake.com Harold Clayton Manual Posting	N	0
15	Florida State College at Jacksonville 4501 Capper Rd. Jacksonville, Florida 32218 Phone : 904-766-6690 Url : https://www.fscj.edu/ Email : l.l.ertel@fscj.edu Leslie Ertel	N	0

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16	Florida State University Career Center A-4100 University Center Tallahassee, Florida Phone : 850-644-6431 Url : https://app.joinhandshake.com Scott Maynard Manual Posting	N	0
17	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-757-5105 Url : https://www.fullsail.edu/ Email : wdavis@fullsail.com Wynn Davis	N	0
18	Hispanic Chamber of Commerce 3201 E. Colonial Dr. Suite A20 Orlando, Florida 32803 Phone : 407-428-5870 Url : http://www.hccmo.org/ Email : info@hispanicchamber.net Elise Smith	N	0
19	Metropolitan Orlando Urban League 250 S Orange Ave Orlando, Florida 32801 Phone : 407-481-5672 Email : sminnis@cful.org Job Postings	N	0
20	Rollins College 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407-646-2335 Url : https://app.joinhandshake.com Jacqueline Brito Manual Posting	N	0
21	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://app.joinhandshake.com Tiffanie Hidle 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
22	Society of Broadcast Engineers 1065 Rainer Drive Altamonte Springs, Florida 32714 Phone : 407-461-0088 Url : https://sbe.org Email : randy.woods@zradio.org Randy Woods	N	0
23	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
24	University of Florida 2081 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-3261 Url : https://app.joinhandshake.com Job Postings Manual Posting	N	0
25	University of South Florida 4202 E. Fowler Ave. Tampa, Florida 33620 Phone : 813-974-2011 Url : https://app.joinhandshake.com Amanda Marshall Manual Posting	N	0
26	University of South Florida Sarasota–Manatee 8350 N. Tamiami Trl. Sarasota, Florida 34243 Phone : 941-359-4200 Url : https://app.joinhandshake.com Job Postings Manual Posting	N	0

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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
27	Valencia Community College - East Campus 701 N Econlockhatchee Trl Orlando, Florida 32825 Phone : 407-582-3428 Url : https://valencia-csm.symplicity.com/employers/ Email : kcharles36@valenciacollege.edu Kamla Charles	N	0
28	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
29	Women in Film & Television Florida 3830 Palm Ave. Mims, Florida 32754 Phone : 386-690-2237 Email : nancy@reelkasting.com Nancy McBride	Y	0
30	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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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
31	Employee Referral	N	8
32	Facebook post	N	2
33	Indeed.com	N	2
34	Internal Posting	N	1
35	Linked In	N	7
36	Non-Employee Referral	N	1
37	Station Website	N	3
38	Trade Website	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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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 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
2	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's EOE policy and invites all organizations to be part of the recruitment process.	1	EEO Coordinator Traffic Manager
3	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Audacy's career sites, including position title, station and reference number.	1	Business Administrator
4	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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5	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
6	12/10/2020	Establishment of training programs for station personnel	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.	36	Full-time & Part time

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7	3/24/2021	Participation in Job Fairs	We participated virtually in the Miami Dade College job fair through the Handshake website. A Business Administrator spoke with students from Miami Dade College with interest in working with Entercom for future employment.	1	Business Administrator
8	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
9	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.	6	Hiring Managers
10	9/7/2021	Participation in Job Fairs	Participation in Orlando Virtual Job Fair. A sales manager with Audacy and 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