

WAOK,WSTR,WVEE,WZGC
EEO PUBLIC FILE REPORT
December 1, 2020 - November 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
On-Air Talent (Entercom Atlanta)	1, 3-25, 27, 30-31, 33	33
Director of Technical Operations	1-25, 27, 30, 32-33	33
Human Resources Manager (Atlanta)	1-27, 29-30, 33	33
Digital Sales Manager	1-16, 19-25, 27-30	6
On-Air Talent	1-17, 19-25, 27-30	6
On-Air Talent	1-17, 19-25, 27-30	6
Producer	1-17, 19-25, 27-30	6
Traffic Manager	1-17, 19-25, 27-30	6
Account Executive	1-17, 19-25, 27-30	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	100 Black Men, Atlanta Group 101 Jackson St NE Atlanta, Georgia 30312 Phone : 404-525-6220 Email : decarlos.wardlaw@gmail.com Decarlos Wardlaw	N	0
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road N.E 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4870 Email : shutchins@aia.edu Career Services	N	0
3	Assistance League of Atlanta 3534 Broad St Chamblee, Georgia 30341 Phone : 770-458-2038 Email : info@assistanceleagueATL.org Job Listings	N	0
4	Atlanta Business League of Atlanta 931 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-584-8126 Email : qwhite@atlantabusinessleague.org Job Listings	N	0
5	Atlanta Institute Of Music 2875 Breckinridge Blvd #700 Duluth, Georgia 30096 Phone : 800-886-6874 Email : chrisfragale@aimm.edu Chris Fragale	N	0
6	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	19

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7	Chattahoochee Technical College 980 South Cobb Drive Marietta, Georgia 30060 Phone : 770-528-4545 Url : https://chattahoocheetech-csm.symplicity.com/ Annette Davis Manual Posting	N	0
8	Clark Atlanta University 223 James P Brawley Dr SW Atlanta, Georgia 30314 Phone : 404-929-0522 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
9	Complete Game Broadcasting 1935 Cliff Valley Way NE #215 Atlanta, Georgia 30329 Phone : 678-205-2210 Email : jeff@completegame.tv Job Listings	N	0
10	Connecticut School of Broadcasting (Orlando) 9050 Pines Boulevard Pembroke Pines, Florida 33024 Phone : 813-443-5307 Email : rthomas@gocsb.com Job Listings	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	Florida A&M University (FAMU) 1601 S Martin Luther King Jr Blvd Tallahassee, Florida 32307 Phone : 850-599-3000 Url : https://app.joinhandshake.com Christopher Anderson Manual Posting	N	0

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13	Fort Valley State University 1005 State University Dr Fort Valley, Georgia 31030 Phone : 478-825-7076 Url : https://fvsu-csm.symplicity.com/employers/?signin_ Email : Barcado.Styles@fvsu.edu Barcado Styles	N	0
14	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : mlewis@gab.org Job Listings	N	0
15	Georgia Institute of Technology North Avenue Atlanta, Georgia 30332 Phone : 404-894-1353 Email : sonia.anderson@gatech.edu James Barricelli	N	0
16	Georgia Perimeter College 3251 Panthersville Road Decatur, Georgia 30034 Phone : 404-297-9522 Email : Adelaide.richardson@gpc.edu Adelaide Richardson	N	0
17	Georgia Piedmont Tech College 495 N Indian Creek Dr Clarkston, Georgia 30021 Phone : 404 297 9522 Email : careers@gptc.edu Job Listings	N	0
18	Gwinnett Technical College 5150 Sugarloaf Pkwy Lawrenceville, Georgia 30043 Phone : 770-962-7580 Url : https://gwinnettech-csm.symplicity.com/employers/ Job Listings Manual Posting	N	0

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19	Hire Heroes 1360 Union Hill Rd Alpharetta, Georgia 30004 Phone : 844-634-1520 Email : neils@heroesforhirellc.com Job Listings	N	0
20	Latin America Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone : 404-638-1800 Email : evelez@thelaa.org Job Listings	N	0
21	Morehouse University 830 Westview Dr SW Atlanta, Georgia 30314 Phone : 470-639-0999 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
22	Morris Brown College 643 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-458-6085 Email : Joann.googer@morrisbrown.edu Job Listings	N	0
23	National Association Of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202 429 5395 Email : nab@nab.org Job Listings	N	0
24	Nine To Five Atlanta Working Women 501 Pulliam Street SW Atlanta, Georgia 30312 Phone : 404-222-0001 Email : 9to5atlanta@9to5.org Job Listings	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	Ogelthorpe University 4484 Peachtree Rd NE Atlanta, Georgia 30319 Phone : 404-261-1441 Email : alumni@oglethorpe.edu Job Listings	N	0
26	OUT Georgia Business Alliance 1530 Dekalb Ave Suite A Atlanta, Georgia 30307 Phone : 000-000-000 Email : info@outgeorgia.org Job Listings	N	0
27	UGA / Grady College of Journalism 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-1704 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
28	Urban League of Greater Atlanta 229 Peachtree St #300 Atlanta, Georgia 30303 Phone : 404-659-1150 Email : info@ulga-yp.org Job Listings	N	0
29	Valdosta State University 1500 North Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5942 Url : https://app.joinhandshake.com Career Services Manual Posting	N	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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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	Broadcast 1 Source Website	N	1
32	Internal Candidate	N	2
33	Linked In	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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	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	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
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	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

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4	Ongoing Event	Participation in other activities designed by the station employment unit	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. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
5	12/10/2020	Establishment of a mentoring program	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	4	Market Manager General Sales Manager Brand Managers All FT & PT Staff
6	2/16/2021	Participation in other activities designed by the station employment unit	Email communication of job opening to Atlanta Staff.	1	Talent Acquisition Specialist

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7	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
8	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
9	9/30/2021	Provision of training to management	FCC and OFCCP's EEO Requirements Management Training: Companywide 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	4	Market Manager General Sales Manager Brand Managers All FT & PT Staff
10	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 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

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11	11/1/2021	Participation in other activities designed by the station employment unit	In order to connect with the community we decided to use our most important and trusted platform which is radio, to connect with our audience. We hope by using our platform it will help our stations (WVEE, WAOK, WSTR and WZGC) tap into diverse and dynamic talent pools. This approach will help us market Audacy Inc. and show potential talent the awesome opportunities working in broadcasting.	4	Creative Service Director News Brand Manager Director of Sales Ivey