

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 400 Poydras St, Suite 800, New Orleans, LA - 70130	<u>Contact Person/Title:</u> Kevin Cassidy SVP/Market Manager
<u>Telephone Number:</u> 504-593-6376	<u>E-Mail Address:</u> kevin.cassidy@audacy.com

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
IT Manager - New Orleans	3-5, 7-8, 10-11, 16, 19-23, 26-35	35
Play-By-Play Announcer	3, 5, 7-8, 10-11, 16, 19-23, 25-35, 39	3
News Anchor	1-3, 5-9, 11-15, 17-18, 20-21, 23-28, 30 -31, 34, 36, 38	38
Board Operator	3, 8, 35-36, 38	35
Board Operator	3, 8, 36-37	36
Senior Account Executive - New Orleans	3, 5, 7-8, 11, 20-21, 23, 25-28, 30-31, 34, 36, 38-39	39

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2021 - January 31, 2022

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	A.B. Freeman School of Business 7 McAlister Dr New Orleans, Louisiana 70118 Phone : 504-865-5417 Url : https://freeman.tulane.edu/ Email : Moneill@tulane.edu Mary Rose O Neil	N	0
2	American Women in Radio and Television 8405 Greensboro Dr Suite 800 McLean, Virginia 22102 Phone : 972-248-3394 Email : veunger@swbill.net Vivian Unger	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	3
4	Catholic Charities Job Search 1000 Howard Ave Suite 200 New Orleans, Louisiana 70113 Phone : 504-310-6945 Url : http://www.ccano.org/programs/employment/ Email : ccano@ccano.org Chelana Alexander	N	0
5	Delgado 615 City Park New Orleans, Louisiana 70119 Phone : 504-671-6726 Url : http://www.dcc.edu/ Email : jarose@dcc.edu Jane LaRose	N	0
6	Delgado Community College, Career Services 615 City Park Ave New Orleans, Louisiana 70119 Phone : 504-361-6389 Url : http://www.dcc.edu/ Email : dnelson@dcc.edu D Nelson	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****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
7	Delgado Job Developer 615 City Park Ave New Orleans, Louisiana 70119 Phone : 504-671-5142 Url : http://www.dcc.edu/ Email : tjohns1@dcc.edu T Johns	N	0
8	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
9	Freeman School of Business 7 McAlister Dr New Orleans, Louisiana 70118 Phone : 504-865-5417 Url : https://freeman.tulane.edu/ Email : lquendry@tulane.edu L Quedry	N	0
10	Grambling State University, Mass Communications 403 Main Street Grambling, Louisiana 71245 Phone : 318-274-2403 Url : https://app.joinhandshake.com Altha Madison Manual Posting	N	0
11	Grantham University Career Center (Slidell Ctr) 16025 W 113th St Lenexa, Kansas 66219 Phone : 800-955-2527 Email : veteranservices@grantham.edu Job Postings	N	0
12	Herzing College 2400 Veterans Blvd Suite 400 Kenner, Louisiana 70062 Phone : 504-575-3065 Url : https://herzing.edu Email : doubre@herzing.edu D Oubre	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2021 - January 31, 2022

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
13	Hire Tulane Grads.Com Office 6823 St Charles Mussafer Hall New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : https://tulane.edu/ Email : Barry.thompson@tulane.edu Barry Thompson	N	0
14	Jewish Federation of New Orleans 3749 W Esplanade Ave Metairie, Louisiana 70002 Phone : 504-780-5612 Url : https://www.jewishnola.com/ Email : carey@jewishnola.com C Sherman	N	0
15	LA Association of Broadcasters 660 Florida St Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : https://www.broadcasters.org/ Email : jmunson@broadcasters.org L Munson	N	0
16	Louisiana State University 1146 Pleasant Hall Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : https://app.joinhandshake.com Courtney Edwards Manual Posting	N	0
17	Loyola University College of Business 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3860 Url : http://www.loyno.edu Email : atmccios@loyno.edu A McClos	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****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
18	Loyola University Communications/ Career Dev. Department 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3430 Url : http://www.loyno.edu Email : mcullar@loyno.edu M Cullar	N	0
19	Loyola University of New Orleans Career Services 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-861-5554 Url : https://app.joinhandshake.com Jill Boatright Manual Posting	N	0
20	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Url : https://www.nafeonation.org/ Email : lojelks@aol.com Lo Jelks	N	0
21	National Organization for Women 1100 H Street NW Suite 300 Washiington, District of Columbia 20005 Phone : 504-364-4444 Url : https://now.org/ Email : charlotte@klasson.cx Charlotte Klasson	N	0
22	Nicholls State University 906 E. 1st St. Thibodaux, Louisiana 70301 Phone : 985-448-4508 Url : https://app.joinhandshake.com Kristie Tausin Manual Posting	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2021 - January 31, 2022

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
23	Nunez Community College 9710 Paris Rd. Chalmette, Louisiana 70043 Phone : 504-278-6422 Url : https://www.nunez.edu/ Email : mminor@nunez.edu M Minor	N	0
24	Our Lady of Holy Cross College 4123 Woodland Dr. New Orleans, Louisiana 70131 Phone : 504-398-2110 Url : https://www.uhcno.edu/ Email : jtubwell@olhcc.edu J Tubwell	N	0
25	Southeastern Louisiana University Office of Career Services SLU 10492 Room 2102 Hammond, Louisiana 70402 Phone : 985-549-2121 Url : https://www.southeastern.edu/admin/career_srv/ Email : careerservices@selu.edu Ken Rigidell	N	0
26	Southern University of New Orleans Career Services Office 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5000 Url : http://www.suno.edu/page/career-counsel-veteran-af Email : jmarion@suno.edu J Marion	N	0
27	State of Louisiana (La Works) 1900 Lafayette St Gretna, Louisiana 70053 Phone : 504-227-1283 Url : http://www.laworks.net/ Email : metairie@lwc.la.gov Job Listing	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****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
28	Tulane School of Public Health Adm. Student Affairs & Career Svcs. 1440 Canal St. Tidewater Bldg. 24th floor #8329 New Orleans, Louisiana 70112 Phone : 504-988-7111 Url : https://sph.tulane.edu/career-services-0 Email : cartwright@tulane.edu Margie Cartwright, Esq.	N	0
29	Tulane University 6823 St Charles New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : https://app.joinhandshake.com Lesley Hollon Manual Posting	N	0
30	UNO College of Business Admin 2000 Lakeshore Drive New Orleans, Louisiana 70148 Phone : 888-514-4275 Url : http://new.uno.edu/ Email : bizcareers@uno.edu Job Listing	N	0
31	UNT Career Center 2811 Internet Blvd. Chestnut Hall, Suite 103 Frisco, Texas 75034 Phone : 940-565-2105 Url : https://studentaffairs.unt.edu/career-center Email : corey.davidson@unt.edu Cory Davidson	N	0
32	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

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****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
33	Xavier University, Career Services 1 Drexel Dr. New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : https://app.joinhandshake.com Marian Minnard Manual Posting	N	0
34	Xavier University, Career Services 1 Drexel Dr. New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : http://www2.xula.edu/career-services/index.html Email : mminnard@xula.edu M Minnard	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
35	Employee Referral	N	8
36	Indeed.com	N	10
37	Internal Candidate	N	1
38	Linked In	N	6
39	Non-Employee Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2021 - January 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2021	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
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 EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
3	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
4	8/3/2021	Establishment of training programs for station personnel	Companywide management training was help 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 Manager DOS Brand Manager Business Administrator
5	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

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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