

WKXJ, WLND, WRXR-FM, WUSY
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Account Executive	1-6, 8, 10-11	11
Sales Assistant	1, 4, 7, 9, 11-12	9

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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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	1
2	Chattanooga State Tech Community College 4501 Amnicola Hwy Chattanooga, Tennessee 37406 Phone : 423-468-1140 Email : placement@chattanoogastate.edu Placement Services	N	0
3	Chattanooga Times Free Press 400 East 11th St. Chattanooga, Tennessee 37403 Phone : 423-757-6861 Email : tplemons@timesfreepress.com T. Plemons	N	0
4	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
5	Southern Adventist University 4881 Taylor Cir Collegedale, Tennessee 37315 Phone : 423-236-1782 Email : drolson@southern.edu D. Rolson	N	0
6	TN Association of Broadcasters 2 International Plaza #902 Nashville, Tennessee 37217 Phone : 615-365-1840 Email : brenda@tabtn.org Career Services	N	0
7	University of Pennsylvania McNeil Building Suite 20 3718 Locust Walk Philadelphia, Pennsylvania Natty Leach	N	1

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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
8	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
9	Employee Referral	N	2
10	Indeed.com	N	1
11	Linked In	N	6
12	Station Website	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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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 Synidaceion 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	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
5	10/13/2021	Participation in Job Fairs	University of TN Knoxville in person job fair.	1	On-Air Staff

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	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
7	11/17/2021	Participation in events or programs sponsored by educational institutions	Advisory Board/Student Meet and Greet.	1	Brand Manager
8	2/24/2022	Participation in Job Fairs	University of Tennessee Knoxville Virtual Job Fair.	1	Business Administrator
9	2/28/2022	Participation in other activities designed by the station employment unit	Reading to students in Cherokee Ridge Elementary.	1	On-Air Staff
10	3/1/2022	Participation in other activities designed by the station employment unit	Reading to students from Rock Springs Elementary.	1	On-Air Staff
11	3/2/2022	Participation in other activities designed by the station employment unit	Read to the kids of Wood Station Elementary.	1	On-Air Staff
12	3/3/2022	Participation in other activities designed by the station employment unit	Read to the kids of Battlefield Primary School.	1	On-Air Staff
13	3/4/2022	Participation in other activities designed by the station employment unit	Read to the kids of Gilbert Elementary.	1	On-Air Staff
14	3/18/2022	Participation in events or programs sponsored by educational institutions	CCI Media, Sports and Entertainment Mingle.	1	Business Administrator