

WLFP, WMC, WMC -FM, WMFS, WMFS-FM, WRVR
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
Radio Broadcast Engineer	1-15, 17, 21	17
Account Executive	1-15, 21	21
On-Air Personality	1-16, 18, 21	18
Account Executive	1-15, 19, 21	21
Account Executive	1-14, 19-20	20

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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	ATHENS STATE UNIVERSITY 300 N Beaty St Athens, Alabama 35611 Phone : 256-233-8285 Url : https://app.joinhandshake.com Laura Allen Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
3	CHRISTIAN BROTHERS UNIVERSITY 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3000 Url : https://cbu-csm.symplicity.com/employers/?signin_t Amy Ware Manual Posting	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	MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY 1054 Fitzgeralds Blvd Robinsonville, Mississippi 38664 Phone : 662-342-4002 Url : https://auth.mdes.ms.gov/auth/ui/login?realm=mdes& 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
6	Mississippi State University 75 B.S. Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/?sign Career Center Manual Posting	N	0
7	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : https://www.collegecentral.com/ngu/ Lisa Snyder Manual Posting	N	0
8	Regent University 1000 Regent University Dr Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
9	RHODES COLLEGE 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3000 Url : https://app.joinhandshake.com Sandi George-Tracy Manual Posting	N	0
10	RUST COLLEGE 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-8000 Url : https://app.joinhandshake.com Debayo Mayo Manual Posting	N	0
11	SOUTHWEST TN COMMUNITY COLLEGE 737 Union Ave Memphis, Tennessee 38103 Phone : 901-333-4000 Url : http://www.southwest.tn.edu/career-services/jobs/j Wanda Walker 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
12	THE UNIVERSITY OF MEMPHIS 3720 Alumni Ave Memphis, Tennessee 38152 Phone : 901-678-2239 Url : https://app.joinhandshake.com Jessica Webb Manual Posting	N	0
13	THE UNIVERSITY OF MISSISSIPPI P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : https://app.joinhandshake.com Christy Wright Manual Posting	N	0
14	THE UNIVERSITY OF THE SOUTH 735 University Ave Sewanee, Tennessee 37383 Phone : 931-598-1000 Url : https://app.joinhandshake.com Jasmine Coleman-Miller Manual Posting	N	0
15	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
16	Current Employee	N	1
17	Employee Referral	N	1
18	Job Board	N	2
19	Linked In	N	9
20	Non-Employee Referral	N	1
21	Station Website	N	10
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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 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
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	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 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	Market Manager Sales Managers Brand Managers 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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/13/2021	Participation in Job Fairs	An Audacy representative attended the fall career fair at The University of Tennessee Knoxville. The Audacy representative discussed the different roles and tasks of Audacy employees that occur on a daily basis to ensure the station operates efficiently and which degrees are most useful within our organization. They also discussed job and potential internship opportunities.	1	On- Air Personality
7	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
8	11/22/2021	Participation in events or programs sponsored by educational institutions	One of Audacy's loyal listeners and a local high school student participated in a job shadow at Audacy Memphis. They received a tour of the stations before shadowing in the programming department. They received an overview of the department responsibilities and shadowed during one of the daily sports shows. They received information on internship and future job opportunities at Audacy Memphis.	2	Brand Manager On-Air Personality
9	2/23/2022	Participation in events or programs sponsored by educational institutions	One of Audacy's loyal listeners and a local middle school student participated in a job shadow at Audacy Memphis. They received a tour of the stations before shadowing in the programming department. They received an overview of the department responsibilities and shadowed during one of the daily sports shows. They received information on internship and future job opportunities at Audacy Memphis.	2	Brand Manager On-Air Personality

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	2/24/2022	Participation in Job Fairs	An Audacy representative attended the spring virtual career fair at The University of Tennessee Knoxville. The Audacy representative discussed the different roles and tasks of Audacy employees that occur on a daily basis to ensure the station operates efficiently and which degrees are most useful within our organization. They also discussed job and potential internship opportunities.	1	Business Administrator
11	3/2/2022	Participation in other activities designed by the station employment unit	Reading to students at Cornerstone Learning Center.	1	On- Air Personality
12	3/31/2022	Participation in events or programs sponsored by educational institutions	One of Audacy Memphis' Brand Managers spoke to students at New Hope Christian Academy in Memphis, TN for their Career Day event. He discussed his career in radio along with his broadcasting tasks on a daily basis. He also discussed internships and job opportunities at Audacy Memphis.	1	Brand Manager