

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM**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
Philadelphia Market Sales Assistant	1-3, 5, 9, 13	1
Payroll/Human Resources Administrator	1-3, 5, 9	9
Producer, KYW Newsradio Original Podcsts	1, 3, 8-9, 13	8
Digital Managing Editor	1, 3-4, 7, 9, 13	13
Producer, KYW Newsradio Original Podcsts	1, 3, 8-9, 13	8
Digital Audience Engagement Editor	1, 3, 13, 15	13
WIP-FM Brand Manager	1-3, 6-9, 13-14, 16	8
Audacy Fellowship - Digital Project Manager	1, 3, 9, 13	13
Executive Producer - WPHT	1-3, 5, 7, 12-13	1
KYW Newsradio Traffic Reporter	1, 3, 7	7
KYW Newsradio Report/Host	1-3, 6, 13, 15	13
Account Executive	1-5, 9-10, 13, 15	9
Account Executive	1-5, 9-10, 13, 15	13
KYW Newsradio Breaking News / General Assignment Reporter	1-5, 7, 9, 11-13	13
Morning Show Producer / WBEB	1-5, 7, 9, 12-13	9
Manager, Integrated Media Strategies	1-5, 7, 9, 13	1
On Air Talent	1-5, 7, 9, 11-12	12
News Director, KYW Newsradio	1-6, 9, 13	6
Commercial Producer	1-5, 9	9
Traffic/Continuity Manager for Audacy Philadelphia	1-5, 12-13	12

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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	14
2	Bancroft Capital - Careers for Vets 501 Office Center Drive Suite 130 Fort Washington, Pennsylvania 19034 Phone : 484 546-8000 Email : jnolen@bancroft4vets.com Jimmy Nolen	N	0
3	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
4	Urban League of Philadelphia 121 S Broad Street #9 Philadelphia, Pennsylvania 19107 Phone : 215 985-3220 ext 217 Email : chill@urbanleaguephila.org Charles Hill	N	0
5	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 ("MRSL")

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
6	Corporate Recruiter	N	3
7	Current Employee	N	16
8	E-mail Inquiry	N	4
9	Employee Referral	N	19
10	Former Employee	N	1
11	Indeed.com	N	2
12	Job Board	N	6
13	Linked In	N	28
14	Non-Employee Referral	N	1
15	Station Website	N	3
16	Twitter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			98

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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, the 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, veteran 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	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. 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.	11	SVP/Market Manager VP of Sales General Sales Managers Business Managers
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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6	10/1/2021	Participation in Job Fairs	The employment unit personnel with substantial responsibility in making hiring decisions participated in the Syracuse University-Martin J. Whitman School of Management and the S.I. Newhouse School of Public Communications Virtual Career Fair. Information about the Audacy, Inc. Fellowship program was shared with the students set to graduate in 2022.	1	Talent Acquisition Specialist
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	10/16/2021	Participation in other activities designed by the station employment unit	Since 1968, KYW Newsradio has hosted a program that is unique in the industry. 'Newstudies' gives local high school students the opportunity to learn about broadcast journalism through a comprehensive student reporter program. On four Saturdays beginning in October, students were taught news writing, reporting, ethics and interviewing skills from station managers, editors, reporters, anchors and guest speakers. Students researched, wrote and recorded news stories about their school or community. The students' reports aired on KYW Newsradio and were posted online as a podcast. At the end of the program there was a graduation ceremony. This year's class had over sixty graduates. Student awards include "Outstanding Achievement", "Best Use of Sound" and a \$2000.00 cash scholarship.	13	Brand Manager Director of Branded Podcast Digital Managing Editor Managers, Editors, Reporters, Anchors

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9	1/17/2022	Participation in Job Fairs	<p>Participated in this years' MLK Career Expo, which was sponsored by the Urban League of Philadelphia and Global Citizens.</p> <p>The focus of this year's expo was to providing virtual career workshops and breakout groups for the public to discuss job opportunities with employers.</p>	3	Payroll/HR Business Administrator VP of Sales Asst. Brand Manager
10	2/3/2022	Participation in events or programs sponsored by educational institutions	Guest Speaker at Temple University Discussion focused on designing and making narrative storytelling podcasts, podcasting in the media, how to excel in digital media storytelling, and advice for starting a career in media, digital journalism, and podcasting.	1	Director Branded Podcast
11	2/15/2022	Participation in Job Fairs	Participation in the Temple University Lew Klein College of Media and Communications "Prepare the candidate -VIRTUAL CAREER FAIR PANEL DISCUSSION".	1	Regional BA
12	2/16/2022	Participation in Job Fairs	Participation in the Temple University Lew Klein College of Media and Communications Virtual Career Fair with a focused on Advertising and Public Relations.	1	Business Administrator
13	2/17/2022	Participation in Job Fairs	Participation in the Temple University Lew Klein College of Media and Communications Virtual Career Fair with a focused on General Communication/ Communication for Nonprofits/Advocacy/Social Influence.	1	Business Administrator
14	3/18/2022	Participation in Job Fairs	Participation in the Temple University Lew Klein College of Media and Communications Virtual Career Fair with a focused on Journalism/Broadcast News/Audio & Video Production.	1	Business Administrator