

WAAF, WGGY, WILK, WILK-FM, WKRF, WKRZ, WMQX, WODS
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
Full Time Talk Show Host	1-14, 16-21, 23-24, 26-44, 51-52	51
Full Time Producer	2-4, 8, 10-11, 23, 26, 30, 37, 41, 43-45, 48-49	45
Mid Day Talk Host	1-14, 16-21, 23-24, 26-44, 52	52
Account Executive	1-14, 16-24, 26-43	4
Sales Assistant	1-25, 27-42, 44, 46-47, 50	46

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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	Albright College 1621 N 13th St Reading, Pennsylvania 19604 Phone : 610-921-2381 Url : https://app.joinhandshake.com/ Laura Kline Manual Posting	N	0
2	Allegheny College 520 N Main St Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : jfitch@allegheny.edu Jim Fitch	N	0
3	Area Agency on Aging for Luzerne & Wyoming Counties 111 N Pennsylvania Ave #100 Wilkes-Barre, Pennsylvania 18701 Email : denise.stalica@luzernecounty.org Denise Stalica	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	6
5	Binghamton University 4400 Vestal Pkwy E Binghamton, New York 13902 Url : https://app.joinhandshake.com/ Bill McCarthy Manual Posting	N	0
6	Bloomsburg University 400 E 2nd St Bloomsburg, Pennsylvania 17815 Phone : 570-389-4070 Url : https://app.joinhandshake.com/ Michael Babb Manual Posting	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
7	Bowling Green University 470 Math Science Building Bowling Green, Ohio 43403 Url : https://app.joinhandshake.com/ Danielle Dimoff Manual Posting	N	0
8	Bucknell University 701 Moore Ave Lewisburg, Pennsylvania 17837 Phone : 570-577-1599 Email : acs@bucknell.edu Career Center	N	0
9	Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Megan Crouthamel Manual Posting	N	0
10	Commission on Economic Opportunity 165 Amber Lane Wilkes-Barre, Pennsylvania 18702 Phone : 570-208-7010 Email : cmatalonis@ceopeoplehelpingpeople.org Cathy Matalonis	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	East Stroudsburg University 200 Prospect St East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Url : https://app.joinhandshake.com/ Career Development Manual Posting	N	0

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13	Franklin & Marshall College 637 College Ave Lancaster, Pennsylvania 17603 Url : https://app.joinhandshake.com/ Sonia Elliott Manual Posting	N	0
14	Georgetown University 3700 O St NW Washinton, District of Columbia 20057 Phone : 202-687-7121 Email : sfc38@georgetown.edu Patrick Denenea	N	0
15	Greater Scranton Chamber of Commerce 222 Mulberry St Scranton, Pennsylvania 18503 Phone : 570-342-7711 Email : mpotis@scrantonchamber.com Mari Potis	N	0
16	Indeed Pennsylvania Url : https://www.indeed.com/ n/a n/a Manual Posting	N	0
17	Indiana University of Pennsylvania 1011 South Drive Indiana, Pennsylvania 15705 Url : https://app.joinhandshake.com/ Jan Shellenbarger Manual Posting	N	0
18	Ithaca College 953 Danby Road Ithaca, New York 14850 Url : https://app.joinhandshake.com/ John Fracchia Manual Posting	N	0

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19	Keystone College 1 college Road La Plume, Pennsylvania 18440 Phone : 570-945-5141 Url : https://app.joinhandshake.com/ Diane Bubb Manual Posting	N	0
20	Kings College 133 N River St Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Url : https://app.joinhandshake.com/ Theresa Kinney Manual Posting	N	0
21	Kutztown University 15200 Kutztown Road Kutztown, Pennsylvania 19530 Phone : 610-683-4067 Url : https://app.joinhandshake.com/ Chad Ganley Manual Posting	N	0
22	Lehigh University 27 Memorial Dr W Bethlehem, Pennsylvania 18015 Url : https://app.joinhandshake.com/ MaryAnne Wallace Manual Posting	N	0
23	Lesley College 29 Everett Street Cambridge, Massachusetts 2138 Phone : 617-868-9600 Email : crcjobs@lesley.edu Career Services	N	0
24	Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : https://app.joinhandshake.com/ Courtney Force Manual Posting	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	Luzerne County Careerlink 32 E Union St Wilkes-Barre, Pennsylvania 18701 Job Posting Manual Posting	N	0
26	Luzerne County Community College 1333 South Prospect St Nanticoke, Pennsylvania 18634 Phone : 570-470-0200 Email : uuhrin@luzerne.edu Mary Ghilani	N	0
27	Mansfield University 31 S Academy St Mansfield, Pennsylvania 16933 Url : https://app.joinhandshake.com/ Nichole Lafelhoc Manual Posting	N	0
28	Marywood University 2300 Adams Ave Scranton, Pennsylvania 18509 Url : https://app.joinhandshake.com/ Michael Magistro Manual Posting	N	0
29	Misericordia University 301 Lake St Dallas, Pennsylvania 18612 Phone : 570-674-6343 Url : https://app.joinhandshake.com/ Tiffany Wiernusz Manual Posting	N	0
30	Mount Zion Baptist Church 105 Hill Street Wilkes-Barre, Pennsylvania 18702 Phone : 570-824-0146 Email : mtzionbapch@epix.net Career Services	N	0

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31	Muhlenberg College 2400 W Chew St Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Samantha Hof Manual Posting	N	0
32	Saint Joseph's University 5600 City Ave Philadelphia, Pennsylvania 19131 Url : https://app.joinhandshake.com/ Jennifer Rossi Long Manual Posting	N	0
33	Slippery Rock University 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : https://app.joinhandshake.com/ Renee Coyne Manual Posting	N	0
34	Susquehanna University 514 University Ave Selingsgrove, Pennsylvania 17870 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
35	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Url : https://app.joinhandshake.com/ Laura Craig Manual Posting	N	0
36	Towson University 8000 York Road Towson, Maryland 21252 Url : https://app.joinhandshake.com/ Tasha Benn Manual Posting	N	0

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37	Trehab Center 1 Kim Ave #4 Tunkhannock, Pennsylvania 18657 Phone : 570-933-7576 Email : info@trehab.org Career Services	N	0
38	University of Pennsylvania Philadelphia, Pennsylvania 19104 Url : https://app.joinhandshake.com/ Kelly walsh Manual Posting	N	0
39	University of Scranton 800 Linden St Scranton, Pennsylvania 18510 Url : https://app.joinhandshake.com/ Chris Whitney Manual Posting	N	0
40	Villanova University 800 Lancaster Ave Villanova, Pennsylvania 19085 Url : https://app.joinhandshake.com/ Daniel Glaziewski Manual Posting	N	0
41	Whitman School of Management at Syracuse University 721 University Ave Syracuse, New York 13244 Url : https://whitman.syr.edu Email : srclay01@syr.edu Job Posting	N	0
42	Wilkes University 84 W South St Wilkes-Barre, Pennsylvania 18701 Url : https://app.joinhandshake.com/ Sharon Castragano Manual Posting	N	0
43	WilkesBarre Chamber of Commerce 2 Public Sq Wilkes-Barre, Pennsylvania 18701 Email : dsedor@wilkesbarre.org Career Services	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
44	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
45	Current Employee/Internal Promotion	N	2
46	Employee Referral	N	1
47	Facebook post	N	1
48	Former Employee	N	1
49	Former Intern	N	1
50	Job Board	N	3
51	On-Air Announcement (One or More SEU Stations)	N	1
52	Previous Applicant	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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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 Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manger
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	Hosting of Job Fair	Audacy Spring Virtual Job Fair.	2	Director of Sales Program Director
4	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
5	9/23/2021	Co Sponsoring Job Fair	Audacy Wilkes-Barre/Scranton participated and was a platinum sponsor of the Greater Scranton Chamber of Commerce, Skills in Scranton Workforce Summit & Career Fair held at the Viewmont Mall, Dickson City on September 23, 2021.	2	Business Administrator Account Executive
6	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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7	10/1/2021	Participation in Job Fairs	On October 1, 2021, 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 Team
8	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
9	10/21/2021	Participation in Job Fairs	University of Scranton Virtual Job Fair.	1	Business Administrator
10	10/21/2021	Participation in Job Fairs	Wilkes University Virtual Job Fair.	1	Business Administrator
11	11/17/2021	Participation in Job Fairs	Luzerne County Community College Job Fair.	1	Business Administrator
12	2/15/2022	Participation in events or programs sponsored by educational institutions	An Audacy representative participated in the Temple University Lew Klein College of Media and Communications "Prepare the candidate - Virtual Career Fair Panel Discussion. Participation entailed: Answering questions about current trends in the industry Offered networking advice on meaningful engagement with hiring managers and other industry decision makers to get noticed Helped perfect their "elevator pitch" Reviewed resumes and participated in mock interviews with senior students who were preparing for actual job interviews.	1	Regional Director