

WJZ, WJZ-FM, WLIF, WWMX
EEO PUBLIC FILE REPORT
June 1, 2021 - May 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
Sales Assistant	1-3, 5-6, 9-13, 15-27, 29-31, 33, 35, 37, 40	37
Account Executive	2-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35, 37, 40	37
Account Executive	2-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35, 37, 40	37
Account Executive	2-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35, 37, 40	19
General Sales Manager	1-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35-36	36
Producer - 105.7 The Fan	1-6, 10-27, 29-31, 33, 35-36, 40	36
Account Executive	1-3, 6-8, 10-27, 29-31, 33, 35, 37-38, 40, 42	8
Account Executive	1-3, 6-8, 10-27, 29-31, 33, 35, 37-38, 40, 42	37
Account Executive	1-3, 6-8, 10-27, 29-31, 33, 35, 37-38, 40, 42	38
Traffic Reporter	1-6, 10-35, 37, 40	2
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	19
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	2
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	41
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AllAccess.com 24955 Pacific Coast Highway Malibu, California allaccess.com allaccess.com 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	11
3	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : http://app.joinhandshake.com Dorothy Wigglesworth Manual Posting	N	0
4	Community College of Baltimore County 800 S.Rolling Road Catonsville, Maryland 21228 Phone : 443-840-2222 Url : http://collegecentral.com/ccbs Job Listings Manual Posting	N	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://collegecentral.com/coppin Job/ Listings Manual Posting	N	0
6	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

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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	Diversity.com Diversity.com Atlanta, Georgia Phone : 8888888888 N/A N/A Manual Posting	N	0
8	Entercom On Air Announcements 1423 Clarkview Road Suite 100 Baltimore, Maryland 21209 Tom Cook Manual Posting	N	1
9	Facebook Listings facebook.com Baltimore, Maryland Ana Hall-Defoor Manual Posting	N	0
10	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
11	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
12	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
13	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	N	0

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14	Howard Community College 10901 Little Patuxent Parkway Columbia, Maryland 21044 Phone : 443-518-4194 Url : http://howardcc.edu/hccjobemployer Tony Swain Manual Posting	N	0
15	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
16	Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Ann Peters Manual Posting	N	5
17	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : info@jcsbaltimore.org Toya Jaffe	N	0
18	Johns Hopkins Baltimore, Maryland 21218 Email : recruit@jhu.edu Job Listings	N	0
19	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	33
20	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2692 Url : http://app.joinhandshake.com Mary DeManss 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
21	Maryland DC Delaware Broadcasters Association 804 E Edenton Street Raleigh, North Carolina 27601 Phone : 410-653-4122 Chip Weinman Manual Posting	N	0
22	Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone : 301-362-9708 Url : http://mwejobs.maryland.gov Job/ Listings Manual Posting	N	1
23	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : jays@mdworks.com Jay Stewart	N	0
24	McDaniel College 2 College Hill Westminster, Maryland 21157 Email : rgoodman@mcdaniel.edu Rich Goodman	N	0
25	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : http://morgan-csm.symplicity.com Job Listings Manual Posting	N	0
26	NAACP of Baltimore 300 Lennox Avenue Baltimore, Maryland 21214 Phone : 410-321-1243 Email : naACP@naACP-bcountymd.org Job Listings	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
27	Notre Dame of Maryland University 4701 N. Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://app.joinhandshake.com Alan Jones Manual Posting	N	0
28	ramp247.com 24307 Magic Mountain Pkwy. Valencia, California Kevin Carter Manual Posting	N	0
29	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0
30	Stevenson University 10945 Boulevard Circle Owings Mills, Maryland 21117 Phone : 443-352-5314 Url : http://app.joinhandshake.com Matt Seiler Manual Posting	N	0
31	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Url : http://app.joinhandshake.com Job Listings Manual Posting	N	0
32	University of Maryland College Park, Maryland 20742 Url : http://umd-csm.symplicity.com Job Listings Manual Posting	N	0

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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
33	Washington College 300 Washington Avenue Chestertown, Maryland 21620 Phone : 410-778-2800 Url : http://app.joinhandshake.com Job Listings Manual Posting	N	0
34	WorkInSports.com 7010 E Chauncey Lane Phoenix, Arizona workinsports.com workinsports.com Manual Posting	N	0
35	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Current Employee/Internal Promotion	N	2
37	Employee Referral	N	12
38	Former Employee	N	1
39	Former Employee Referral	N	1
40	Indeed.com	N	17
41	Job Board	N	2
42	Non-Employee Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			88

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Station sales management and market manager hold weekly training sessions with account executives and assistants to increase their knowledge and develop the skill sets in all aspects of the sales process.	4	Market Manager General Sales Manager General Sales Manager Digital
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 all Audacy EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Department
3	6/1/2021	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
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 Administration
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 events sponsored by organizations representing the community	Morning Show Talent was invited to speak to Journalism class at Randallstown High School. He discussed media in general as well as careers in the industry. He spoke with the class about his years in the industry and the path he took to his career as host of one of Baltimore's top rated morning shows.	1	Air Talent
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	4/1/2022	Participation in Job Fairs	Spring 2022 Mega Job and Internship Fair held at Towson University. The fair was open to students and alumni of all majors as well as members of the community.	1	Brand Manager
9	4/6/2022	Participation in Job Fairs	Morgan State University: Business, Arts and Communication Virtual Career Fair (Spring 2022). The virtual career fair allowed students to participate in 1:1, 10 minute sessions to meet with managers, discuss career opportunities and review their resumes.	1	Brand Manager
10	4/14/2022	Participation in events or programs sponsored by educational institutions	PM Drive show host spoke with a communications class at Syracuse University to discuss the media industry in general as well as career opportunities in broadcasting. He offered guidance and suggestions on how to best move forward in the industry.	1	Air Talent
11	5/9/2022	Participation in events or programs sponsored by educational institutions	Students from local schools participate in "Senior Work Projects" where they "shadow" station personnel in an effort to learn about the various career opportunities in broadcasting. Audacy Baltimore hosted three students during Spring '22.	3	Brand Manager General Sales Manager Air Talent