

WDOK, WKRK-FM, WNCX, WQAL
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
Account Executive- Cleveland	1-11, 15	15
Brand Manager - Cleveland OH	1-14, 16	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	0
2	Baylor University One Bear Place #97036 Waco, Texas 76798 Phone : 254-710-3771 Url : https://app.joinhandshake.com/schools/11 Email : careercenter@baylor.edu Amanda Kuehl	N	0
3	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : mbenedik@bryantstratton.edu MJ Benedik	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	NABJ Sports Task Force 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 626-792-3846 Email : eric@nabjcareers.org Eric Wee	N	0
6	Ohio Association of Broadcasting 17 S High St Suite 101 Columbus, Ohio 43215 Phone : 614-228-4052 Email : ahartzell@oab.org Andy Hartzell	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	Ohio Media School-Cincinnati Campus 4411 Montgomery Road, Suite 200 Norwood, Ohio 45212 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	Y	0
8	Ohio Media School-Cleveland Campus 9885 Rockside Rd Valley View, Ohio 44125 Phone : 234.203.2768 Email : lleciejewski@beonair.com Lynda Leciejewski	Y	0
9	Ohio Media School-Columbus Campus 5330 E. Main Street, Suite 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	Y	0
10	Vocational Guidance Services 2235-2239 East 55th Street Cleveland , Ohio 44103 Phone : 2164317800 Url : https://mypulse.entercom.com/,DanaInfo=vgsjob.org , Email : michaelronga@vgsjob.org Michael Ronga	N	0
11	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
12	Current Employee	N	1
13	E-mail Inquiry	N	1
14	Job Board	N	3
15	Linked In	N	2
16	Station Website	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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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 EEO 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 the employment opportunities in broadcasting.	1	EEO Coordinator
3	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 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
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 of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
5	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

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6	11/23/2021	Participation in events or programs sponsored by educational institutions	Employee Participated in the Painesville City Schools/Heritage School Career Day. He spoke with students about education/training to get into broadcast/media sales, working for Audacy and what a typical day looks like. Along with training, he shared the most challenging aspect of the career and how his career affects the day to day life of everyone.	1	Account Executive
7	12/6/2021	Participation in Job Fairs	Director of Programming/Brand Manager participated at The Ohio Media School Career Fair Fall 2021 event. He met with graduate students from OMS who left resumes. He discussed qualifications and how to pursue/further their career in broadcasting with Audacy with the students.	1	Director of Programming/Brand Manager
8	2/16/2022	Participation in events or programs sponsored by educational institutions	Employee went to Lorain County Joint Vocational School, met with his client contact, went on a tour of the school and visited several classes with students. He was able to speak/engage with the students and connect with them on what they were doing in the classrooms. He discussed what he did for the school as well as what Audacy does. He also discussed things such as the program radio and digital advertising that the school is doing with Audacy as well as what careers they want to get into, etc.	1	Account Executive
9	5/20/2022	Participation in events or programs sponsored by educational institutions	On Air Talent employee participated in the Olmsted Falls Middle School Career Day at the school. He talked with hundreds of students about his career, job qualifications and more. The topics included: How radio gets to your car and smart speaker, detailed job description of on air morning show work, writing parody songs, and how your personality can shine through on the air, the future of technical jobs including engineering and production, what to work on now. There were question and answer sessions as well.	1	One Air Personality