

WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD
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	1-24, 29, 31-32	31
Executive Producer	1-24, 26-27, 29-30	27
General Sales Manager	1-11, 13-25, 28, 30	28
Sales Assistant - Detroit	1-11, 13-24, 26, 29, 31	29
Podcast Executive Producer	1-11, 13-24, 26, 30-31	26
Digital Content Producer	1-11, 13-24, 26-31	28
Digital Content Producer	1-11, 13-24, 26-31	29
Digital Content Producer	1-11, 13-24, 26-31	30
Reporter	1-11, 13-24, 26-27, 29	29
General Sales Manager	1-11, 13-24, 27	27
Producer - The Julia Show	1-11, 13-24, 26-28, 30	27
Video Multimedia Producer	1-11, 13-24, 29-31	31
Board Operator - WWJ AM	1-11, 13-24, 26	26
Sales Assistant	1-11, 13-25, 28-30	25
Digital Sales Specialist	1-5, 7-11, 13-24, 30-31	31
Detroit - Morning Anchor WWJ-AM	1-11, 13-24, 26-27, 29	27

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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	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Email : careers@galaxymediacompany.com Joel Denver	N	0
2	American Federation of Radio and Television Artists 1 E Erie St #650 Chicago, Illinois 60611 Phone : 248-213-0264 Email : Jayne.bower@sagaftra.org Jayne Bower	N	0
3	Arab American and Chaldean Council 363 W. Big Beaver Rd Suite 300 Troy, Michigan 48084 Phone : 248-559-1990 Email : programadvocates@myacc.org Fax : 1-248-559-9117 Nancy Hanoosh	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	0
5	Davenport University Livonia Campus 19499 Victor Pkwy Livonia, Michigan 48152 Phone : 734-943-2800 Url : https://davenport-csm.symplicity.com/employers/ind Career Services Manual Posting	N	0
6	Detroit Urban League 208 Mack Ave Detroit, Michigan 48201 Phone : 313-832-4600 Fax : 1-313-832-3222 Cassasandra Nelson-Pruitt	N	0

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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
7	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
8	Focus Hope 1400 Oakman Blvd Detroit, Michigan 48238 Phone : 313-949-5500 Email : jo.dare@focushope.edu Carol Spann	N	0
9	Henry Ford Community College 5101 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-845-9618 Url : https://hfcc-csm.symlicity.com/employers/?signin_ Email : careers@HFCC.edu Career Services	N	0
10	Lawrence Technological University 21000 W Ten Mile Rd Southerfield, Michigan 48075 Phone : 248-204-3140 Url : http://app.joinhandshake.com Margaret Pierce Manual Posting	N	0
11	Marygrove College- Academic Advising and Career Services Madame Cadillac Building 8425 West McNichol's Rd Room 339 Detroit, Michigan 48221 Phone : 313-927-1705 Email : rstevens7382@marygrove.edu Regina Stevens	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	Michigan Works- Oakland County Southfield Service Center 26000 Evergreen Rd PO Box 2055 Southerfield, Michigan 48037 Phone : 248-796-4580 Email : rcripe@cityofsouthfield.com Fax : 1-248-796-4555 Randall Cripe	N	0
13	National Black MBA Association- Detroit Detroit Chapter NMBBAA PO BOX 32960 Detroit, Michigan 48232 Phone : 404-260-5444 Email : detroit.chapter@nbmbaa.org Bryan Howard	N	0
14	Oakland Community College 739 South Washington Building C Royal Oak, Michigan 48067 Phone : 248-522-3505 Url : https://www.collegecentral.com/oaklandcc/employer . Career Services Manual Posting	N	0
15	Schoolcraft College 18600 Hagerty Rd Livonia, Michigan 48152 Phone : 734-462-4408 Url : https://www.collegecentral.com/schoolcraft/employe Kathy Cox Manual Posting	N	0
16	Schoolcraft College Haggerty Road Livonia, Michigan 48154 Email : careerservices@schoolcraft.edu Susan Beeler	Y	0
17	Specs Howard School of Media Arts 26700 Lasher Southerfield, Michigan 48033 Phone : 248-228-8958 Email : nshiner@specshoward.edu nancy shiner	Y	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
18	University of Detroit Mercy - Career Development 4001 West McNichol's Rd #143 Reno Hall Detroit, Michigan 48221 Phone : 313-596-0223 Email : careerlink@udmercy.edu Career Connect	N	0
19	University of Michigan Dearborn 2149 University Center Dearborn, Michigan 48128 Phone : 313-593-5020 Url : https://umichdearborn-csm.symplicity.com/employers Career Connect Manual Posting	N	0
20	Walsh College 3838 Livernois Road PO Box 7006 Troy, Michigan 48007 Phone : 248-823-1625 Url : https://walshcollege-csm.symplicity.com/ Brenda Paine Manual Posting	N	0
21	Wayne County Community College 801 W. Fort St Detroit, Michigan 48226 Phone : 313-496-2765 Url : https://www.collegecentral.com/wcccd/employer.cfm Shashii Sharma Manual Posting	N	0
22	Wayne State University 656 Reuter Mall #1001 Faculty/Administration Building Detroit, Michigan 48202 Phone : 313-577-2424 Url : http://app.joinhandshake.com Arlinda Pringle Manual Posting	N	0
23	Women in Communications of Detroit 71 Garfield Ste 140a Detroit, Michigan 48201 Phone : 313-327-2256 Email : info@womcomdetroit.org Jennifer Foster	N	0

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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
24	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

WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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
25	Agency Referral	N	2
26	Current Employee	N	12
27	Employee Referral	N	9
28	Former Employee	N	6
29	Indeed.com	N	12
30	Job posting on internet	N	14
31	Linked In	N	15
32	Station Website	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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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 ads on all stations, seeking applicants across all departments. Ads 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 the organization that are members of the Direct Employers Assoc 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	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.	10	Market Manager Bus Administrator Brand Managers Sales Managers
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	10/5/2021	Participation in Job Fairs	Rhonda Brooks, Business Administrator, participated in Wayne State University (Detroit) job fair.	1	Business Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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
7	12/8/2021	Participation in events or programs sponsored by educational institutions	Tom Millikan spoke to students at Washtenaw Community College about opportunities for a career in broadcasting.	1	Asst Program Director
8	1/24/2022	Participation in events or programs sponsored by educational institutions	James Powers, Brand Manager, spoke to the students at Shrine High School about different careers in the broadcasting field.	1	Brand Manager
9	2/2/2022	Participation in Job Fairs	Maintained a booth at Michigan State University job fair. Virtual tables were set up and I met with students.	1	Business Administrator
10	2/4/2022	Participation in events sponsored by organizations representing the community	Anne Scaramuzzino participated as a judge in the 2022 Michigan Student Broadcast Awards. Provided feedback to students and helped coach and mentor in the journey to become a professional broadcaster.	1	Digital Producer
11	4/28/2022	Participation in other activities designed by the station employment unit	Invited a group of students from Brother Rice High School to tour the station. Spoke to the students about the Digital Dept at WWJ-AM, focusing on career opportunities in digital media and podcasting.	1	Digital Manager