

WNVZ, WPTE, WVKL, WWDE-FM
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
Director of Technical Operations	1-20, 22-28	28
Account Executive	1-14, 16-17, 19-24, 26, 28	28
Sales Assistant	1-17, 19-20, 22-24, 26-28	28

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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	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	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : mbenedik@bryantstratton.edu MJ Benedik	N	0
3	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 757-594-8286 Email : christina.sincere@cnu.edu Fax : 1-757-594-7639 Christina Sincere	N	0
4	College Broadcasters, Inc 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : 7133482935 Email : willr@rice.edu Will Robedee	N	0
5	Commonwealth of Va Rehabilitative Services 3248 Academy Ave Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : melissa.edmonds@dars.virginia.gov Melissa Edmonds	N	0
6	Dept of Veterans Affairs 2551 Eltham Ave #E Norfolk, Virginia 23513 Phone : 757-858-6154 Email : anthony.lorusso@va.gov Anthony Lorusso	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	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	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-838-9191 Email : pmirani@ecpi.edu C Johnson	N	0
9	Elizabeth City State University 1704 Weedsville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3318 Email : yscarcana@ecsu.edu Yolanda Carcana	N	0
10	Hampton University 100 E Queen St Hampton, Virginia 23668 Phone : 757-727-5331 Email : careercenter@hampton.edu Shannon Fields	N	0
11	International Black Women's Congress 645 Church Street Suite 200 Norfolk, Virginia 23510 Phone : 757-625-0500 Email : ibwc1609@verizon.net Job Listing	N	0
12	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Url : https://app.joinhandshake.com Logan Zeigler 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
13	Local Veterans Employment 600 Butler Farm Dev Center Suite B Hampton, Virginia 23666 Phone : 757-865-5810 Email : stephen.larosee@vec.virginia.gov Stephen LaRosee	N	0
14	National Society of Black Engineers 145 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Email : info@nsbe.org Franko Holmes	N	0
15	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pam Saunders	N	0
16	Old Dominion University 5115 Hampton Blvd Norfolk, Virginia 23529 Phone : 757-683-4388 Email : employers@odu.edu Career Services	N	0
17	Piedmont VA Community College 501 College Drive Charlottesville, Virginia 22902 Phone : 434-977-3900 Email : aluck@pvcc.edu Andre Luck	N	0
18	Resource/Capital Regon Workforce Partnership 1001 B Laburnum Ave Suite B Henrico, Virginia 23223 Phone : 804-652-3242 Email : angela.toombs@rescare.com Angela Toombs	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
19	Robert T Robertson School of Media and Culture at VCU 901 West Main Street Richmond, Virginia 23284 Phone : 804-828-1100 Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
20	South University 301 Bendix Road Suite 100 Virginia Beach, Virginia 23452 Phone : 757-823-2069 Email : jtallmadge@southuniversity.edu James Tallmadge	N	0
21	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7232 Email : bbrock@tcc.edu Babi Brock	N	0
22	US Army Education Center Career Resources Dept 650 Monroe Ave Suite 126023 Fort Eustic, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0
23	US Army Education Center, Career Resources Dept. 1500 Madison Ave Fort Eustis, Virginia 23604 Phone : 757-878-3638 Email : aishay.bingham-day.ctr@mail.mil Aisha Bingham	N	0
24	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3916 Email : Christina.sandridge@easterassociates.com Christina Sandbridge	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
25	VA Employment Commission 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7012 Email : teri.stankey@vec.virginia.gov Teri Stankey	N	0
26	VARTV 1725 Live Oak Trail Virginia Beach, Virginia 23456 Phone : 7574272317 Email : editor@vartv.com Robert Corbin	N	0
27	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
28	Station Website	N	16
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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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	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 included participation of woman 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.	6	Market Manger Sales Manager 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	2/23/2022	Participation in events or programs sponsored by educational institutions	On Air Personality spoke with students at Oscar Smith Middle School about how attending a HBCU prepared me for my career in radio. Norfolk State University taught me more than just how to make a living, it taught me how to live.	1	On Air Personality
7	3/1/2022	Participation in events or programs sponsored by educational institutions	On Air Personality spoke to Booker T Washington High School about the interviewing techniques for a podcast with members of the Young Investors Group. The Young Investors Group is a community partnership with local area high schools that invest in kids who may not been invested in before.	1	On Air Personality
8	3/24/2022	Participation in Job Fairs	Audacy Virginia participated in Job Fair for Music and Radio class at GSU for career and college day. On air personality spoke on the day to day operations.	1	Brand Manager
9	3/28/2022	Participation in events or programs sponsored by educational institutions	OGBES College & Career Week Audacy Virginia participated in a zoom meeting with OGBES . An on air personality spoke to students about the education and broadcasting of a radio career.	1	Brand Manager
10	3/31/2022	Participation in events or programs sponsored by educational institutions	Audacy Virginia Participated in Career & College Day at Fairfield Court Elementary School. An on air personality spoke on career day speaking to the students about a career in radio.	1	Brand Manager
11	4/1/2022	Participation in other activities designed by the station employment unit	Audacy Virginia participated in the Princess Anne High School Internship Day. We had three students that are interested in pursuing a radio career. They were showed the day to day operations of on air personalities, IT, Sales and Business Office.	4	Production Manager VP Brand Manager General Sales Manager SVP/Market Manager
12	5/26/2022	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Audacy care site along with posting on the the job board at the station. Posting of jobs to each stations social media site.	2	Sale Assistant Business Manager