

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	1-17, 19-21, 23-24	1
Sales Account Executive	1-17, 19-21, 23-24	20
Sales Account Executive	1-17, 19-21, 23-24	19
Sales Account Executive	1-17, 19-21, 23-24	20
News Director	1, 4, 18, 21-22	18
News Reporter	1, 4, 18-19, 21-22	18
On Air Personality	1, 4, 18, 21	1
Producer	1, 4, 18, 22, 24-25	18
On Air Personality	1, 4, 18	1

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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	9
2	Bluefield College 300 College Ave Bluefield, Virginia 24605 Phone : 276-326-4461 Url : http://www.bluefield.edu/post-a-job/ Judy Pedneau Manual Posting	N	0
3	Christopher Newport University 1 Avenue of the Arts Newpoert News, Virginia 23606 Phone : 757-594-7636 Url : https://app.joinhandshake.com Christina Sincere Manual Posting	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	Hampton University 2 Frissell Ave Hampton, Virginia 23668 Phone : 757-727-5831 Url : https://app.joinhandshake.com Shannon Fields Manual Posting	N	0
6	James Madison University ssc 3210, MSC 1016 738 S. Mason St Harrisonburg, Virginia 22807 Phone : 540-568-6555 Url : https://app.joinhandshake.com Logan Zeigler Manual Posting	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
7	National Society of Black Engineers 145 Duke St Alexandria, Virginia 22314 Phone : 703-549-2207x216 Email : info@nsbe.org Franko Holmes	N	0
8	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://www.nsu.edu/https://app.joinhandshake.com Email : careerservices@nsu.edu Mrs. Bazemore	N	0
9	Old Dominion University 1004 Rollins Hall Norfolk, Virginia 23529 Phone : 757-683-4388 Url : http://www.odu.edu/purple briefcase Angela Galvez Manual Posting	N	0
10	Piedmont VA Community College 501 College Dr Charlottesville, Virginia 22902 Phone : 434-961-5336 Url : http://www.pvcc.edu/ collegcentral.com/pvcc GG Davis Manual Posting	N	0
11	Resource/Capital Region Workforce Partnership 1001 N Laburnum Ave Suite B Henrico, Virginia 23223 Phone : 804-652-3242 Url : http://www.henrico.us Email : angela.toombs@rescare.com Angela Toombs	N	0
12	Robert T. Robertson School of Media and Culture at VCU 901 West Main St Richmond, Virginia 23284 Phone : 804-828-1100 Url : http://www.vcu.edu/https://app.joinhandshake.com Email : mcdearmonme@vcu.edu Maggie McDearmon	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
13	US Army education Center Career resources Dept 650 Monroe Ave Suite 126023 Fort. Eustis, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0
14	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : Christina.sandridge@easterassociates.com Christina Sandridge	N	0
15	VA Workforce Connection 700 E Jackson St Richmond, Virginia 23218 Phone : 804-523-5361 Url : http://www.vawc.virginia.gov Email : mon23@henrico.us Teresa Bishop	N	0
16	Williams and Mary College 200 Stadium Drive Sadler Center Williamsburg, Virginia 23187 Phone : 757-221-3232 Taylor Eljaua Manual Posting	N	0
17	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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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
18	Current Employee	N	6
19	Employee Referral	N	2
20	Former Employee	N	2
21	Indeed.com	N	7
22	Job Board	N	4
23	Job posting on internet	N	1
24	Linked In	N	6
25	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	Audacy VA runs career opportunity spots year long on all of our stations informing the public about careers in radio.	3	EEO Coordinator Traffic Manager Sales Assistant
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 ad 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	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
4	8/31/2021	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 polices were reinforced and managers were made aware of tools and help available.	6	Market Manager General Sales Manager Business Manager Brand Manager
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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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	2/23/2022	Participation in events or programs sponsored by educational institutions	Dale Murray spoke to students at Oscar Middle School about how attending NSU not only prepared him for his career in broadcasting as well as in life.	1	On Air Personality
8	3/1/2022	Participation in events or programs sponsored by educational institutions	Dale Murray spoke to members of the Young Investors Group at Booker T Washington High School about interviewing techniques in podcasting. This is a community partnership with local area high schools that invest in kids who may not have been invested in before.	1	On Air Personality
9	3/24/2022	Participation in Job Fairs	Mike Street hosted a virtual job fair for a music in radio class at Georgia State University.	1	Brand Manager
10	3/28/2022	Participation in events or programs sponsored by educational institutions	Mike Street spoke to students at Oak Grove School via a Google meet to discuss an education in broadcasting and careers in Radio.	1	Brand Manager
11	3/31/2022	Participation in events or programs sponsored by educational institutions	Mike Street spoke to Fairfield Court Elementary for their career and college day about Broadcasting and working in Radio.	1	Brand Manager
12	4/1/2022	Participation in other activities designed by the station employment unit	Participated in Princess Anne internship day. 3 students attended who were interested in a radio career. They were shown opportunities in fields of on air personality, It, sales and business office.	4	Production Manager VP/Brand manger GSM SVP Market Manager
13	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Virginia Manuel in sales reached out to PVCC Careers. They are the outreach program for the local community colleges in VA to let them know about our job openings at Audacy VA.	1	Sales Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	5/11/2022	Participation in events or programs sponsored by educational institutions	Lili Chanel with Audacy VA spoke to kids at Armstrong High School about careers in broadcasting.	1	On Air Personality
15	5/24/2022	Participation in other activities designed by the station employment unit	Posting of job opportunities on our social media platforms.	2	On Air Personality Business Administrator
16	5/31/2022	Establishment of an intern program designed to assist members of the community	Monique Lilly applied through the VAB's to be an intern at Audacy Richmond. She will help in the following areas of the radio station. show prep and research artist research creating social media posts introduction to blogging setting the logs introduction to commercial writing and voice work introduction to news reporting introduction to radio and digital sales introduction to the business office promotions.	4	Brand Manager News Director General Sales Manager Business Administrator