

WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 1015 Half Street SE, Suite 200, Washington, DC - 20003	<u>Contact Person/Title:</u> Ivy Savoy-Smith SVP/Market Manager
<u>Telephone Number:</u> 202-479-9227	<u>E-Mail Address:</u> ivy.savoy-smith@audacy.com

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 (Audacy DC)	1-14	14
Account Executive (Audacy DC)	1-14	1

**WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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	4
2	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
3	George Washington University School of Media and Public Affairs 805 21st Street NW Washington, District of Columbia 20052 Phone : 202-994-1868 Url : https://app.joinhandshake.com Tina Gaddy Manual Posting	N	0
4	Georgetown 37th And O Street NW Washington, District of Columbia 20057 Phone : 202-687-3576 Url : https://app.joinhandshake.com Jodi Schneiderman Manual Posting	N	0
5	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : https://app.joinhandshake.com Carol Dudley Manual Posting	N	0
6	Internal Communication 1015 Half Street SE Suite 200 Washington, District of Columbia 20003 Phone : 4079191088 Email : paul.diaz@entercom.com Paul Diaz	N	0

**WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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	Maryland DC Delaware Broadcasters Association (MDCD) 804 east Edenton St. Raleigh, North Carolina 27601 Phone : 410-653-4122 Email : info@mdcdbroadcasters.org Gail Summerville	N	0
8	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-204-4447 Email : kstewart@nabj.org Kanya Stewart	N	0
9	National Association of Black Owned Broadcasters 1201 Connecticut Ave NW Ste 200 Washington, District of Columbia 20036 Phone : 202-436-8970 Email : knickens@nabob.org Kathy Nickens	N	0
10	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.com Career Services	N	0
11	National Lesbian and Gay Journalists Association 1420 K Street NW Ste 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nljja.org Sachelle Brookes	N	0
12	University of the District of Columbia 4200 Connecticut Ave NW Washington, District of Columbia 20008 Phone : 202-274-5000 Mamei Williebonglo Manual Posting	N	0

WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
13	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

**WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM
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
14	Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/3/2021	Provision of training to management	Companywide management training was help 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.	4	Market Manager Sales Managers Brand Managers Business Administrator
2	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
3	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
4	1/21/2022	Establishment of a mentoring program	The BLT program is a ten-month executive MBA-style program that targets senior-level broadcasters interested in moving into more senior positions at the corporate level or pursuing station ownership.	8	Market Manager General Sales Manager Local Sales Manager General Sales Manager
5	3/30/2022	Participation in Job Fairs	Attended an in-person career fair at local college (GMU).	2	General Sales Manager Local Sales Manager
6	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 a part of the recruitment process.	2	EEO Coordinator Traffic Manager

WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	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 employment opportunities in broadcasting.	1	EEO Coordinator