

WJMH, WPAW, WQMG, WSMW
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>7819 National Service Rd, Suite 401, Greensboro, NC - 27409</p>	<p><u>Contact Person/Title:</u></p> <p>Lisa Powell SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>336-605-5200</p>	<p><u>E-Mail Address:</u></p> <p>lisa.powell@audacy.com</p>

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
Broadcast Engineer	1-18	18

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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	Appalachian State University (App State) 287 Rivers Street Boone, North Carolina 28608 Phone : 828-262-2833 Url : https://app.joinhandshake.com Deanna Smith Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	5
3	Bennett College for Women 900 E Washington St Greensboro, North Carolina 27404 Phone : 336-517-2358 Url : http://www.bennett.optimalresume.com/ Darryl Johnson Manual Posting	N	0
4	Davidson County Community College 297 Davidson Community College Rd Thomasville, North Carolina 27360 Phone : 336-249-8186(ext.6206) Url : https://www.collegecentral.com/davidsonccc/ Charles Mayer Manual Posting	N	0
5	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
6	Employment Security Commission, Winston Salem 460 W Hanes Mill Rd Winston Salem, North Carolina 27105 Phone : 336-464-0520 (ext. 1324) Url : https://des.nc.gov/des Email : lisa.lamb@nccommerce.com Lisa Lamb	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	High Point University 1 27268, N University Pkwy High Point, North Carolina 27268 Phone : 336-841-9677 Url : https://app.purplebriefcase.com/pb/account/login/ Lindsey Scott Manual Posting	N	0
8	Howard University 2400 Sixth St NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : https://careerservices.howard.edu/ Email : careerservices@howard.edu Carol Dudley	N	0
9	Living Arts College 3000 Wakefield Crossing Dr Raleigh, North Carolina 27614 Phone : 800-800-2835 (ext 218) Url : https://www.living-arts-college.edu/ Email : dfranks@living-arts-college.edu David Franks	N	0
10	National Hispanic Media Coalition 65 S Grand Ave Suite 200 Pasadena, California 90150 Phone : 626-792-6462 Url : http://www.nhmc.org/jobs Email : info@nhmc.org Araceli Velasco	N	0
11	National Lesbian and Gay Journalist Association 2120 L St NW Washington, District of Columbia 20037 Phone : 202-588-9888 Url : https://members.nlgja.org Email : info@nlgja.org Elliot Ayers	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	North Carolina Central University 1801 Fayetteville Street Durham, North Carolina 27707 Phone : 919-530-6878 Url : https://app.joinhandshake.com Christy Dunston Manual Posting	N	0
13	North Carolina State University 121 Peele Hall Campus Box 7103 Raleigh, North Carolina 27695 Phone : 919-515-2396 Url : https://ncsu-csm.symplicity.com/employers/index.ph Bridget Hartsfield Manual Posting	N	0
14	Radford University 801 E Main St Radford, Virginia 24142 Phone : 540-831-6528 Url : https://radford.joinhandshake.com/login Carolyn Sutphin Manual Posting	N	0
15	Radio 1 Broadcast School 1040 W Center St Adams, Wisconsin 53910 Phone : 800-889-221 Url : https://www.radio1school.com/careers/ Email : director@radio1school.com Joe Deshcler	N	0
16	UNC Greensboro 1400 Spring Garden Street Greensboro, North Carolina 27402 Phone : 336-334-5454 Url : https://app.joinhandshake.com Catherine Goetz 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
17	University of North Carolina at Pembroke 1 University Drive Pembroke, North Carolina 28372 Phone : 910-521-6270 Url : https://app.joinhandshake.com Brenda Bullard Manual Posting	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
18	Current Employee - Transfer/Promotion	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	Each station's website in the Employment Unit includes a link to the Audacy Careers page.	1	EEO Coordinator
2	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
3	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 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
4	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The use of LinkedIn is used to network with potential applicants.	1	Business Administrator
5	Ongoing Event	Establishment of a mentoring program	Mentoring available for anyone interested in radio, specific to programming.	1	Program Director

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6	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
7	Ongoing Event	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discrimination in the workplace.	4	Market Manager General Sales Manager All FT & PT Staff
8	Ongoing Event	Establishment of an intern program designed to assist members of the community	Multi position internship allowing interns to experience each department and position within the broadcasting industry.	2	Market Manager VP Operations

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9	8/3/2021	Establishment of training programs for station personnel	Company wide 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 Manager Digital Sales Manager VP Operations Business Administrator
10	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
11	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
12	12/9/2021	Participation in events or programs sponsored by educational institutions	CDK was a guest speaker at The Club Teen Center in Raleigh, NC to educate middle and high school students on HBCU, networking, and how use their gifts to pursue a career in broadcasting.	1	On Air Talent
13	1/31/2022	Participation in events or programs sponsored by educational institutions	102 Jamz attended "takeovers your college" at North Carolina A&T. The event was held during a basketball game, where 102 jamz employees were able to discuss radio careers, radio broadcasting and engineering.	3	On Air Talent On Air Talent On Air Talent

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14	4/8/2022	Participation in events or programs sponsored by educational institutions	Audacy attended Battle of the Bands in Burlington, NC. The event had participations from four different high school in the listening area, North Carolina Central, TW Andrews, Cummings High School and Herford County. Students were encourage to use their love for music to pursue a career in radio.	1	On Air Talent
15	4/15/2022	Participation in events or programs sponsored by educational institutions	Talent from 102 jamz attend Career Day at Bessemer Elementary School. They spoke with 2nd & 3rd grades on the importance of hard work to get to where they want to be including possibly being on the radio one day.	2	On Air Talent On Air Talent
16	4/21/2022	Participation in events or programs sponsored by educational institutions	Staff was a guest speaker at Forsyth Technical Community College. DSM spoke with broadcast students about the wide range of careers within radio, including programing, sales, engineering and more	1	Digital Sales Manager
17	6/7/2022	Participation in events or programs sponsored by educational institutions	Guest speaker at The Kellar Radio Talent Institute held on the campus of Appalachian State University.	1	Program Director
18	6/15/2022	Participation in Job Fairs	Audacy hosted a both at a job fair with Career Center Network in Winston Salem, NC.	2	Business Administrator Sales Assistant
19	6/16/2022	Participation in Job Fairs	Audacy hosted a both at the Career Center Network job fair in Greensboro, NC.	2	Business Administrator Sales Assistant
20	6/17/2022	Participation in events sponsored by organizations representing the community	Audacy participated in a "stop the violence' event in Danville, VA. They event focused on important conversations with our youth, encourage them to stay in school, have goals and activities that will take you somewhere in their career and life.	2	On Air Talent Mixer
21	7/1/2022	Participation in events or programs sponsored by educational institutions	Conducted mock interviews for communications students at A&T, providing students with great practice and feedback.	1	On Air Talent