

WKTK, WSKY-FM
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 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
Account Executive	1-12	12
Account Executive	1-12	8

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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	0
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	Florida Southern College Career Center 111 Lake Hollingsworth Dr Lakeland, Florida 33801- Phone : 863-680-4390 Url : https://app.joinhandshake.com Garrett Secor Manual Posting	N	0
4	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Camp Box 2722 Winter Park, Florida 32789-4499 Phone : 407-646-2335 Url : https://app.joinhandshake.com Jacqueline Brito Manual Posting	N	0
5	Seminole State College 100 Weldon Blvd Sanford, Florida 32773- Phone : 407-708-2033 Url : https://app.joinhandshake.com Tiffanie Hidle Manual Posting	N	0
6	University of Central FL Career Services PO Box 160165 Orlando, Florida 32816- Phone : 407-823-2361 Url : https://app.joinhandshake.com Brian Creel 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	Webber International University 1201 North Scenic Highway PO Box 96 Babson Park, Florida 33827- Phone : 863-638-2964 Url : https://app.joinhandshake.com Devyn Montalvo Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
8	Employee Referral	N	1
9	Job Board	N	1
10	Linked In	N	4
11	On Air Recruitment Ad	N	1
12	Station Website	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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 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 the 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
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	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 was to help foster an inclusive work environment as well as prevent discrimination in the workplace.	4	Market Manager General Sales Managers All FT & PT Staff
4	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
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	10/20/2021	Participation in Job Fairs	One Audacy Orlando employee participated on behalf of Audacy Florida (Gainesville, Miami, and Orlando) in the Full Sail University Virtual Career Fair on October 20, 2021, from 12p-2p. Students were made aware of future employment. All applicants were made aware of the https://audacyinc.com/careers link for jobs at Audacy.	1	Business Administrator
7	3/7/2022	Participation in Job Fairs	One Audacy Orlando employee participated on behalf of Audacy Florida (Gainesville, Miami, and Orlando) in the Full Sail University Career Fair on March 7, 2022 from 10a-5p. Students were made aware of future employment. All applicants were made aware of the https://audacyinc.com/careers link for jobs at Audacy.	1	Business Administrator