

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 400 Poydras St, Suite 800, New Orleans, LA - 70130	<u>Contact Person/Title:</u> Kevin Cassidy SVP/Market Manager
<u>Telephone Number:</u> 504-593-6376	<u>E-Mail Address:</u> kevin.cassidy@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
Board Operator - Audacy New Orleans	1-4, 6, 10-11, 13-17, 19-23, 25, 27	27
Digital Sales Specialist (Audacy New Orleans)	1-4, 6-7, 10-11, 13-17, 19-23, 28	23
Digital Content Producer (Audacy New Orleans)	1-6, 8-13, 15-24, 26-27	24
Traffic Reporter (Audacy New Orleans)	1-6, 8-13, 15-17, 19-22, 25	25
News Anchor	1-6, 8-13, 15-17, 19-22, 24-25	24

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

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	Delgado 615 City Park New Orleans, Louisiana 70119 Phone : 504-671-6726 Url : http://www.dcc.edu/ Email : jlarose@dcc.edu Jane LaRose	N	0
3	Delgado Job Developer 615 City Park Ave New Orleans, Louisiana 70119 Phone : 504-671-5142 Url : http://www.dcc.edu/ Email : tjohns1@dcc.edu T Johns	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	Grambling State University, Mass Communications 403 Main Street Grambling, Louisiana 71245 Phone : 318-274-2403 Url : https://app.joinhandshake.com Altha Madison Manual Posting	N	0
6	Grantham University Career Center (Slidell Ctr) 16025 W 113th St Lenexa, Kansas 66219 Phone : 800-955-2527 Email : veteranservices@grantham.edu Job Postings	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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	Jewish Federation of New Orleans 3749 W Esplanade Ave Metairie, Louisiana 70002 Phone : 504-780-5612 Url : https://www.jewishnola.com/ Email : carey@jewishnola.com C Sherman	N	0
8	Louisiana State University 1146 Pleasant Hall Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : https://app.joinhandshake.com Courtney Edwards Manual Posting	N	0
9	Loyola University of New Orleans Career Services 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-861-5554 Url : https://app.joinhandshake.com Jill Boatright Manual Posting	N	0
10	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Url : https://www.nafeonation.org/ Email : lojelks@aol.com Lo Jelks	N	0
11	National Organization for Women 1100 H Street NW Suite 300 Washiington, District of Columbia 20005 Phone : 504-364-4444 Url : https://now.org/ Email : charlotte@klasson.cx Charlotte Klasson	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

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
12	Nicholls State University 906 E. 1st St. Thibodaux, Louisiana 70301 Phone : 985-448-4508 Url : https://app.joinhandshake.com Kristie Tauzin Manual Posting	N	0
13	Nunez Community College 9710 Paris Rd. Chalmette, Louisiana 70043 Phone : 504-278-6422 Url : https://www.nunez.edu/ Email : mminor@nunez.edu M Minor	N	0
14	Southeastern Louisiana University Office of Career Services SLU 10492 Room 2102 Hammond, Louisiana 70402 Phone : 985-549-2121 Url : https://www.southeastern.edu/admin/career_srv/ Ken Rigidell Manual Posting	N	0
15	Southern University of New Orleans Career Services Office 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5000 Url : http://www.suno.edu/page/career-counsel-veteran-af Email : jmarion@suno.edu J Marion	N	0
16	State of Louisiana (La Works) 1900 Lafayette St Gretna, Louisiana 70053 Phone : 504-227-1283 Url : http://www.laworks.net/ Email : metairie@lwc.la.gov Job Listing	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

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
17	Tulane School of Public Health Adm. Student Affairs & Career Svcs. 1440 Canal St. Tidewater Bldg. 24th floor #8329 New Orleans, Louisiana 70112 Phone : 504-988-7111 Url : https://sph.tulane.edu/career-services-0 Email : cartwright@tulane.edu Margie Cartwright, Esq.	N	0
18	Tulane University 6823 St Charles New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : https://app.joinhandshake.com Lesley Hollon Manual Posting	N	0
19	UNO College of Business Admin 2000 Lakeshore Drive New Orleans, Louisiana 70148 Phone : 888-514-4275 Url : http://new.uno.edu/ Email : bizcareers@uno.edu Job Listing	N	0
20	UNT Career Center 2811 Internet Blvd. Chestnut Hall, Suite 103 Frisco, Texas 75034 Phone : 940-565-2105 Url : https://studentaffairs.unt.edu/career-center Email : corey.davidson@unt.edu Cory Davidson	N	0
21	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

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
22	Xavier University, Career Services 1 Drexel Dr. New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : http://www2.xula.edu/career-services/index.html M Minnard Manual Posting	N	0

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
23	Current Employee	N	4
24	Employee Referral	N	3
25	Indeed.com	N	5
26	Internal Candidate	N	1
27	Linked In	N	6
28	Station On-Air Advertisement	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2022	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	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 organization 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
3	2/15/2022	Participation in Job Fairs	Participated in the Temple University Virtual Career Fair on 2/15/22. We had the pleasure of answering questions, offered networking advice, reviewed resumes and participated in mock interviews.	1	Regional Director of Human Resources
4	7/20/2022	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.	400	General Managers General Sales Manager Brand Managers Promotions Managers
5	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
6	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
8	12/9/2022	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 discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
9	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff