

**WLFP, WMC, WMC -FM, WMFS, WMFS-FM, WRVR**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

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	1-16, 20, 22	22
On Air Personality Ex	1-19, 21	21

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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	ATHENS STATE UNIVERSITY 300 N Beaty St Athens, Alabama 35611 Phone : 256-233-8285 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Laura Allen Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	0
3	CHRISTIAN BROTHERS UNIVERSITY 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3000 Url : <a href="https://cbu-csm.symplicity.com/employers/?signin_t">https://cbu-csm.symplicity.com/employers/?signin_t</a> Amy Ware Manual Posting	N	0
4	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
5	MEMPHIS BRANCH NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : <a href="mailto:nmemphi1@comcast.net">nmemphi1@comcast.net</a> Madeline Taylor	N	0
6	MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY 1054 Fitzgeralds Blvd Robinsonville, Mississippi 38664 Phone : 662-342-4002 Url : <a href="https://auth.mdes.ms.gov/auth/ui/login?realm=mdes&amp;">https://auth.mdes.ms.gov/auth/ui/login?realm=mdes&amp;</a> Job Postings Manual Posting	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Mississippi State University 75 B.S. Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : <a href="https://msstate-csm.symplicity.com/employers/?sign">https://msstate-csm.symplicity.com/employers/?sign</a> Career Center Manual Posting	N	0
8	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : <a href="https://www.collegecentral.com/ngu/">https://www.collegecentral.com/ngu/</a> Lisa Snyder Manual Posting	N	0
9	Regent University 1000 Regent University Dr Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
10	RHODES COLLEGE 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Sandi George-Tracy Manual Posting	N	0
11	RUST COLLEGE 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-8000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Debayo Mayo Manual Posting	N	0
12	SOUTHWEST TN COMMUNITY COLLEGE 737 Union Ave Memphis, Tennessee 38103 Phone : 901-333-4000 Url : <a href="http://www.southwest.tn.edu/career-services/jobs/j">http://www.southwest.tn.edu/career-services/jobs/j</a> Wanda Walker Manual Posting	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	THE UNIVERSITY OF MEMPHIS 3720 Alumni Ave Memphis, Tennessee 38152 Phone : 901-678-2239 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jessica Webb Manual Posting	N	0
14	THE UNIVERSITY OF MISSISSIPPI P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Christy Wright Manual Posting	N	0
15	THE UNIVERSITY OF THE SOUTH 735 University Ave Sewanee, Tennessee 37383 Phone : 931-598-1000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jasmine Coleman-Miller Manual Posting	N	0
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Employee Referral	N	1
18	Facebook post	N	1
19	Job Board	N	1
20	Linked In	N	3
21	On Air Recruitment Ad	N	2
22	Station Website	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/2/2022	Participation in events sponsored by organizations representing the community	One of Audacy's loyal listeners and a Germantown Presbyterian member participated in a job shadow at Audacy Memphis. They received a tour of the stations before shadowing in the programming department. They received an overview of the department responsibilities and shadowed during one of the daily sports shows. They received information on internship and future job opportunities at Audacy Memphis.	1	Operations Brand Manager
2	5/13/2022	Sponsorship of events in the community designed to increase public awareness	WMFS and WRVR bring awareness to the community about the Memphis Greek Festival and shows how a job as an on air talent can help local organizations.	1	Brand Manager
3	5/16/2022	Participation in events sponsored by organizations representing the community	One of Audacy's loyal listeners and a local producer participated in a job shadow at Audacy Memphis. They received a tour of the stations before shadowing in the programming department. They received an overview of the department responsibilities and shadowed during one of the daily sports shows. They received information on internship and future job opportunities at Audacy Memphis.	1	Operations Brand Manager
4	5/20/2022	Participation in events or programs sponsored by educational institutions	One of Audacy's loyal listeners and University of Memphis student participated in a job shadow at Audacy Memphis. They received a tour of the stations before shadowing in the programming department. They received an overview of the department responsibilities and shadowed during one of the daily sports shows. They received information on internship and future job opportunities at Audacy Memphis.	1	Operations Brand Manager

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	6/7/2022	Sponsorship of events in the community designed to increase public awareness	Our local radio personalities volunteer their time to host events, galas, 5K's and luncheons benefiting a variety of causes including American Heart Association (June) with Ryan and Erin from WMC-FM as hosts of Go Red Luncheon. They spoke about this event on air as well bringing awareness to the community about this organization. They also brought awareness to those interested in careers in broadcasting by showing how community outreach can be a rewarding part of a career in the industry.	2	On Air Personality On Air Personality
6	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.	4	General Managers General Sales Managers Brand Managers Promotions Managers
7	7/22/2022	Participation in events or programs sponsored by educational institutions	David Simpson, student at Memphis University School, was able to spend time at Audacy Memphis as part of a job shadow program. He shadowed Jeffrey White and Gianotto & Jeffrey Show.	1	Executive Producer
8	7/26/2022	Sponsorship of events in the community designed to increase public awareness	WMFS, WRVR and WLFP bring awareness to the community about how Church Health Day raises money for the health care of the underprivileged and shows how a job as an on air talent can help local organizations.	4	Brand Manager Regional Production Manger On Air On Air
9	9/14/2022	Sponsorship of events in the community designed to increase public awareness	WLFP (94.1 The Wolf) hosted a Stars & Guitars music event in September benefiting Le Bonheur Children's Hospital and brought awareness to the community about the hospital. They also were able to show how a career in broadcasting can be a rewarding career by helping to give back top the community.	4	Brand Manager On Air Personality Promotions Director On Air Personality
10	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

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11	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
12	10/22/2022	Sponsorship of events in the community designed to increase public awareness	Relay for Life American Cancer Society, October 22, 2022. Cindy Debardelaben participated, WRVR/WLFP Memphis at Shelby Farms Park by bringing awareness to the community for the American Cancer Association and showing how careers in broadcasting can be rewarding by giving back to the community.	1	Promotions Director
13	10/29/2022	Sponsorship of events in the community designed to increase public awareness	Ron Olson was the emcee for the kick it 5K bringing awareness to the community about pancreatic cancer and to help raise money. He was also able to show how careers in broadcasting can be rewarding by giving back to the community.	1	On Air Personality
14	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
15	11/29/2022	Sponsorship of events in the community designed to increase public awareness	WMC FM (FM100) helped raise over \$75,000 for Le Bonheur Children's Hospital during its 12 Hours for Kids Radiothon by bringing awareness to the community about the Hospital. On air talent were able to show how a career in broadcasting can be a rewarding career by giving back to the community and helping organizations that care.	2	On Air Personality On Air Personality



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16	11/30/2022	Establishment of an intern program designed to assist members of the community	WRVR (104.5 The River) hosted its annual Toy Truck Drive for Boys and Girls Clubs of Greater Memphis for three days (Nov 30-Dec.2) helping make the holiday special for over 1500 kids. Teenagers from locals schools were able to come be a part of the event to gain service hours and learn how a career in broadcasting can also be a rewarding career because of the community outreach programs such as this.	4	On Air Personality Regional Production Manger Promotions Director On Air Personality
17	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
18	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
19	3/20/2023	Sponsorship of events in the community designed to increase public awareness	Grizzlies in Hoops for St. Jude. On air talent spoke about this event bringing awareness to the community about this organization. They also brought awareness to those interested in careers in broadcasting by showing how community outreach can be a rewarding part of a career in the industry.	3	Brand Manager On Air Personality Executive Producer

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20	3/25/2023	Sponsorship of events in the community designed to increase public awareness	Karen Perrin hosted the Think Pink Memphis, luncheon, auction and survivor fashion show for the ZTA sorority for the University of Memphis. She spoke about this event on air as well bringing awareness to the community about this organization. Karen also brought awareness to those interested in careers in broadcasting by showing how community outreach can be a rewarding part of a career in the industry.	1	On Air Personality