

# KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

## EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><b><u>Address:</u></b></p> <p>2400 Market Street, 4th Floor, Philadelphia, PA - 19103</p>	<p><b><u>Contact Person/Title:</u></b></p> <p>David Yadgaroff SVP/Market Manager</p>
<p><b><u>Telephone Number:</u></b></p> <p>215-238-1060</p>	<p><b><u>E-Mail Address:</u></b></p> <p>david.yadgaroff@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
Account Executive	1-9, 13, 15	13
Account Executive	1-9, 13, 15	7
Account Executive	1-9, 13, 15	1
News Editor/Writer, KYW Newsradio	1-8	8
Digital Graphic Designer	1-6, 8, 12-13	12
Digital Graphic Designer	1-6, 8, 12-13	1
On-Air Talent/Host	1-7, 11-13	7
Digital Sales Specialist	1-6, 8, 13-14	8
Sales Assistant	1-6, 8, 13	8
Digital News Fellowship: Digital Field Producer, KYW Newsradio	1-6, 11-13, 16	16
Continuity Coordinator	1-7, 10	7
Associate Producer	1-7, 13	7
KYW Newsradio Brand Manager	1-7	1
Producer, WIP-FM	1-7	7
Digital Audience Engagement Editor, KYW Newsradio	1-6, 8, 13	13
Sales Assistant	1-6	1

**KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

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

**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>
1	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	16
2	Bancroft Capital - Careers for Vets 501 Office Center Drive Suite 130 Fort Washington, Pennsylvania 19034 Phone : 484 546-8000 Email : <a href="mailto:jnolen@bancroft4vets.com">jnolen@bancroft4vets.com</a> Jimmy Nolen	N	0
3	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
4	Klein College of Media & Communications - Temple University Annenberg Hall 2020 N 13th St Philadelphia, Pennsylvania 19122 Phone : 215 204-6501 Email : <a href="mailto:luanncahn@temple.edu">luanncahn@temple.edu</a> Lu Ann Cahn	N	0
5	Urban League of Philadelphia 121 S Broad Street #9 Philadelphia, Pennsylvania 19107 Phone : 267 537-4458 Email : <a href="mailto:dgreenfield@urbanleaguephila.org">dgreenfield@urbanleaguephila.org</a> Darren Greenfiled	N	0
6	<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

**KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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>
7	Current Employee	N	10
8	Employee Referral	N	7
9	Former Employee	N	1
10	Former Employee Referral	N	1
11	Indeed.com	N	2
12	Job Board	N	4
13	Linked In	N	20
14	On Air Recruitment Ad	N	1
15	Station Website	N	1
16	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>64</b>

# KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

## EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

### 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	4/7/2022	Participation in events or programs sponsored by educational institutions	Guest speaker for Temple University's multimedia/broadcast students. Topics of discuss: 1. The day-to-day operation of WIP 2. Career Advice	1	Brand Manager
2	4/15/2022	Participation in events or programs sponsored by educational institutions	Hosted twelve students of Penn State's Bellisario College of Communication leadership for a station visit and DEI career exploration in radio.  The students come from the following majors: media studies, PR, journalism, telecom.	5	SVP/Market Manager Brand Manager Band Manger Sales Manager
3	5/18/2022	Participation in events or programs sponsored by educational institutions	The purpose of career day was to raise student self-awareness & high school selection, grow in post-secondary exploration, and develop career goals, thus preparing them for greater secondary and post-secondary success through a career-connected learning experience through the lens of the radio industry.	1	Business Administrator
4	6/27/2022	Participation in events sponsored by organizations representing the community	Audacy Philadelphia, in partnership with the Urban League of Philadelphia, was the host site for a student from Cheyney University's 2022 Summer Fellowship Program.	7	Business Administrator News Director Brand Manager GSM
5	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
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

# KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

## EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	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
8	10/15/2022	Participation in other activities designed by the station employment unit	Since 1968, KYW Newsradio has hosted a program that is unique in the industry. 'Newstudies' gives local high school students the opportunity to learn about broadcast journalism through a comprehensive student reporter program. On four Saturdays beginning in October, students were taught news writing, reporting, ethics and interviewing skills from station managers, editors, reporters, anchors and guest speakers. Students researched, wrote and recorded news stories about their school or community. The students' reports aired on KYW Newsradio and were posted online as a podcast. At the end of the program there was a graduation ceremony. This year's class had over sixty graduates. Student awards include "Outstanding Achievement", "Best Use of Sound" and a \$2000.00 cash scholarship.	13	Asst Brand manager General Sales Managers
9	10/21/2022	Participation in Job Fairs	Fall 2022 Virtual Klein College Internship and Career Fair extended to Temple students and recent graduates.	1	Business Administrator
10	11/15/2022	Participation in events or programs sponsored by educational institutions	The brand managers along with other Audacy staff members conducted an open house for students enrolled at Temple University that are majoring in broadcasting and interested in job opportunities here at Audacy.	5	Asst Brand manager Brand Manager
11	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

# KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

## EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

### 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>
12	11/18/2022	Participation in events or programs sponsored by educational institutions	This was an opportunity to expose students in the Philadelphia Public School System to a variety of careers within the Broadcast industry.	1	Human Resources Generalist
13	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
14	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
15	1/31/2023	Participation in events or programs sponsored by educational institutions	Niki Shaffer was a guest speaker at St. Joseph's University's advertising class. Topics discussed: -the Pro's and Con's of working in the radio industry -doing business after the pandemic -the benefits for -career opportunities and recommendations for beginning a career in marketing at Audacy	1	General Sales Manager
16	2/16/2023	Participation in Job Fairs	Panelist at a virtual career fair for high school students hosted by the Philadelphia Virtual Academy (Philadelphia School District).	1	Asst.Brand Manager
17	2/27/2023	Participation in events or programs sponsored by educational institutions	David Yadgaroff spoke to a graduate media class at Temple University on Radio's Reach "spurred by podcasting, and the onslaught of new technologies for consumers to listen".	1	SVP/Market Manager

**KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM**

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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>
18	3/13/2023	Participation in events sponsored by organizations representing the community	Audacy partnered with the PA Office of the Attorney General and the School District of Philadelphia by hosting the kick-off to the fourth annual Career Week: Dare to Dream 2023. this event is a collaborative effort aimed at exposing students to career opportunities through shadowing, interactive activities, and engaging discussions with local, diverse professionals.	10	Director of TA TA Specialist Regional HR Director
19	3/21/2023	Participation in events or programs sponsored by educational institutions	For the Klein Carrer Fair on Friday, March 24, 2023, Tom Rickert, Assistant Brand Manager of KYW, coached Temple students on career fair etiquette and the creation of their elevator pitches. He also shared his experience and provided best tips and advice on interview techniques as related to Audacy and the broadcast industry.	1	Assistant Brand Manager
20	3/24/2023	Participation in Job Fairs	Participation at Klein College Internship & Career Fair 2023 (Temple University) Met with students and recent alumni that looking for internships and full-time jobs in Advertising, Journalism, Media /Audio/Video Production, Media Business/Sales, Digital Content Creation, and all opportunities related to the field of communication.	2	Regional HR Director Regional HR Generalist