

**KDKA, KDKA-FM, WBZZ, WDSY-FM, WAMO**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  651 Holiday Drive Foster Plaza Five, Pittsburgh, PA - 15220	<b><u>Contact Person/Title:</u></b>  Michael Spacciapolli SVP/Market Manager
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## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Show Host (Full Time) -WDSY	1-42, 45-47	46
Digital Sales Manager (Cleveland & Pittsburgh)	1, 7-12, 16, 21-22, 24-25, 30, 37-38, 41-43, 45	45
93.7 The Fan Morning Show Producer	1, 7-8, 10-12, 16, 19, 21-25, 30, 37-38, 41-44	44
93.7 The Fan Morning Show Host	1, 7-12, 16, 19, 21-25, 30, 37-38, 41-42, 44	44
Full-Time Producer, 100.1 FM and AM 1020 KDKA	1, 7-8, 10-12, 16, 19, 21-25, 30, 37-38, 41-42, 47	1
Sales Assistant- Pittsburgh	1, 7-8, 10-12, 16, 19, 21-25, 30, 37-38, 41-42	1
Account Executive- Pittsburgh	1, 7-8, 10-12, 16, 19, 21-25, 30, 37-38, 41-42	1

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**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	Bidwell Training Center 1650 Metropolitan Ave. Suite 100 Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 Email : <a href="mailto:jbarnes@manchesterbidwell.org">jbarnes@manchesterbidwell.org</a> Jarene Barnes	N	0
3	California University of PA 250 University Ave. California, Pennsylvania 15419 Phone : 724-938-4000 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0
4	Carlow College 3333 Fifth Avenue Pittsburgh, Pennsylvania 15213 Phone : 412-578-8725 Url : <a href="http://handshake.com">http://handshake.com</a> Jennifer Holbert Manual Posting	N	0
5	Carnegie Mellon 5000 Forbes Ave. Pittsburgh, Pennsylvania 15213 Phone : 412-268-2000 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0
6	Chatham University 106 Woodland Road Lindsay Hall- 2nd Floor Pittsburgh, Pennsylvania 15232 Phone : 412-365-1209 Url : <a href="http://handshake.com">http://handshake.com</a> Matthew Spangler Manual Posting	N	0

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7	College of Communications – Penn State 208D Carnegie Building University Park, Pennsylvania 16802 Phone : 814-863-4674 Email : rpm163@psu.edu Robert Martin	N	0
8	Columbus Campus for the Ohio Media School 5330 East Main Suite 200 Columbus, Ohio 43213 Phone : 614- 423-4945 Email : amoore@beonair.com Alvis Moore	N	0
9	Community College of Allegheny County 800 Allegheny Avenue Pittsburgh, Pennsylvania 15233 Phone : 412-237-2525 Email : rkmetz@ccac.edu Robert Kmetz	N	0
10	Department of Labor & Industry 411 Seventh Ave. Pittsburgh, Pennsylvania 15219 Phone : 814-871-4301 Email : jpmiller@pa.gov JP Miller	N	0
11	Department of Veterans Affairs 1000 Liberty Ave. Pittsburgh, Pennsylvania 15222 Phone : 800-827-1000 Email : Samuel.green@va.gov Samuel Green	N	0
12	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

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13	Duquesne University Career Services 614 Duquesne Union Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Url : <a href="http://handshake.com">http://handshake.com</a> Kim Pierce Manual Posting	N	0
14	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7000 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Job Listings Manual Posting	N	0
15	Geneva College 3200 College Ave. Beaver Falls, Pennsylvania 15010 Phone : 724-846-5100 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0
16	Goodwill of Southwestern Pennsylvania Robert S. Foltz Building 118 52nd Street Pittsburgh, Pennsylvania 15201 Phone : 412-632-1736 Email : <a href="mailto:Andrew.Sabo@goodwillswpa.org">Andrew.Sabo@goodwillswpa.org</a> Andrew Sabo	N	0
17	Grove City College 200 Campus Drive Grove City, Pennsylvania 16127 Phone : 724-458-3371 Url : <a href="http://handshake.com">http://handshake.com</a> Linda Reash Manual Posting	N	0
18	Indiana University of PA 1011 South Dr. Indiana, Pennsylvania 15705 Phone : 724-357-2100 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0

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19	It's About The Warrior Foundation 12590 Perry Highway Suite 700 Wexford, Pennsylvania 15090 Phone : 724-712-1355 Email : itsaboutthewarrior@zoominternet.net Steve Monteleone	N	0
20	LaRoche College 9000 Babcock Boulevard East Campus AB-211 Pittsburgh, Pennsylvania 15237 Phone : 412-367-9300 Url : http://collegecentral.com Pam Golubski Manual Posting	N	0
21	Lee Hecht Harrison 381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, Pennsylvania 15220 Phone : 412-719-4119 Email : ruth.mccabe@lhh.com Ruth McCabe	N	0
22	Life's Work of PA 1323 Forbes Avenue Pittsburgh, Pennsylvania 15219 Phone : 412-471-2600 Email : PR@lifesworkwpa.org Tasha Pokrzywa	N	0
23	NAACP- Allegheny-Kiski Branch PO Box 215 Leechburg, Pennsylvania 15656 Phone : 724-842-5061 Email : d.ayers5@comcast.net Deborah Ayers	N	0
24	Native American Employment and Training Program 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : kjevsevar@cotraic.org Kerry Jevsevar	N	0

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25	Office of Vocational Rehabilitation 531 Penn Ave. Pittsburgh, Pennsylvania 15222 Phone : 412-565-7938 Email : rhodapp@pa.gov Rob Hodapp	N	0
26	PA Careerlink 304 Wood St. Wood St. Commons Pittsburgh, Pennsylvania 15222 Phone : 412-552-7100 Url : <a href="http://careerlink.com">http://careerlink.com</a> Job Listings Manual Posting	N	0
27	Pennsylvania Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Url : <a href="http://pab.org">http://pab.org</a> Gail Ponti Manual Posting	N	0
28	Point Park College 201 Wood Street Room 706 - Lawrence Hall Pittsburgh, Pennsylvania 15108 Phone : 412-392-3861 Url : <a href="http://handshake.com">http://handshake.com</a> Carol Greco Manual Posting	N	0
29	Robert Morris University 6001 University Blvd Moon Twp, Pennsylvania 15108 Phone : 412-262-8224 Url : <a href="http://handshake.com">http://handshake.com</a> Beth Miller Manual Posting	N	0
30	Salvation Army PO Box 742 700 North Bell Avenue Carnegie, Pennsylvania 15106 Phone : 412- 446-1642 Email : Donna.Fencik@USE.SalvationArmy.Org Donna Fencik	N	0

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31	Seton Hill University 1 Seton Hill Dr. Greensburg, Pennsylvania 15601 Phone : 800-826-6234 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0
32	St. Francis University 117 Evergreen Dr. Loretto, Pennsylvania 15910 Phone : 814-472-3000 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Job Listings Manual Posting	N	0
33	St. Vincent College 300 Fraser Purchase Rd. Latrobe, Pennsylvania 15650 Phone : 724-532-6600 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Job Listings Manual Posting	N	0
34	Thiel College 75 College Ave. Greenville, Pennsylvania 16125 Phone : 724-589-2000 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Job Listings Manual Posting	N	0
35	University of Pittsburgh 4200 Fifth Ave. Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Url : <a href="http://handshake.com">http://handshake.com</a> Job Listings Manual Posting	N	0

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36	University of Pittsburgh - Greensburg Chambers 219 150 Finoli Dr. Greensburg, Pennsylvania 15601 Phone : 724-837-7040 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Job Listings Manual Posting	N	0
37	Urban League of Greater Pittsburgh One Smithfield Street 3rd Floor Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : <a href="mailto:tharm@ulpgh.org">tharm@ulpgh.org</a> Tiffany Harm	N	0
38	Veterans Leadership Program of Western PA 2934 Smallman Street Pittsburgh, Pennsylvania 15201 Phone : 412-481-8200 Email : <a href="mailto:gaineym@vlpwpa.org">gaineym@vlpwpa.org</a> Michelle Gainey	N	0
39	Washington & Jefferson College 60 S. Lincoln St. Washington, Pennsylvania 15301 Phone : 724-222-4400 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Job Listings Manual Posting	N	0
40	Waynesburg University 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-582-3399 Url : <a href="http://collegecentral.com">http://collegecentral.com</a> Marie Coffman Manual Posting	N	0
41	Western Pennsylvania Career Transition Services 7175 Highland Drive Pittsburgh, Pennsylvania 15206 Phone : 412-441-8770 Email : <a href="mailto:Ely.Sherri@jobcorps.org">Ely.Sherri@jobcorps.org</a> Sherri Ely	N	0



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42	www.mediagignow.com 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 ("MRSLS")****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>
43	Current Employee	N	3
44	Current Employee/Internal Promotion	N	2
45	Employee Referral	N	2
46	Former Employee	N	5
47	Indeed.com	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</b>

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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>
1	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
2	8/22/2022	Participation in other activities designed by the station employment unit	Digital Content Manager spoke to new/perspective students at Robert Morris University on 8/22/22 from 2-5 about the industry, networking, how to find your first job and steps to take in the media business.	1	Digital Content Manager
3	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
4	9/28/2022	Participation in scholarship programs	For our outreach / EEO Report Propel Schools brought in 8 students from grades 10-12th today, 10-28-2022 They are a Charter School They toured the radio station and spoke with individuals in the following departments: Brand Manager, Sales Manager, Engineer, Promotions, Programming (On-Air and Producers) and Production. Date: 10-28-2022 from 11AM-1PM Contact: Terrel Williams from Propel School - Communication below Tour details attached.	7	Promotions Director Sales Manager Brand Manager News Director
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	9/29/2022	Participation in events or programs sponsored by educational institutions	On air personality spoke to students at Point Park University about media literacy.	1	On Air Personality

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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>
7	10/31/2022	Participation in events or programs sponsored by educational institutions	Career Development event at Indiana University of Pennsylvania	1	Promotions Director
8	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
9	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
10	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