

**WAAF, WGGY, WILK, WILK-FM, WKRF, WKRZ, WMQX, WODS**

**EEO PUBLIC FILE REPORT**

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

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><b><u>Address:</u></b> 305 Highway 315 PO Box 729, Pittston, PA - 18640</p>	<p><b><u>Contact Person/Title:</u></b> Ryan Flynn SVP/Market Manager</p>
<p><b><u>Telephone Number:</u></b> 570-883-9850</p>	<p><b><u>E-Mail Address:</u></b> ryan.flynn@audacy.com</p>

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-51, 53-54, 56	56
Traffic Assistant	55	55
On Air Personality	1-52, 56-58	52
On Air Personality Ex	1-51	4
Morning Traffic Reporter/Podcast Producer	1-51	4

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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	Albright College 1621 N 13th St Reading, Pennsylvania 19604 Phone : 610-921-2381 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Laura Kline Manual Posting	N	0
2	Allegheny College 520 N Main St Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : <a href="mailto:jfitch@allegheny.edu">jfitch@allegheny.edu</a> Jim Fitch	N	0
3	Area Agency on Aging for Luzerne & Wyoming Counties 111 N Pennsylvania Ave #100 Wilkes-Barre, Pennsylvania 18701 Email : <a href="mailto:denise.stalica@luzernecounty.org">denise.stalica@luzernecounty.org</a> Denise Stalica	N	0
4	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	3
5	Binghamton University 4400 Vestal Pkwy E Binghamton, New York 13902 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Bill McCarthy Manual Posting	N	0
6	Bloomsburg University 400 E 2nd St Bloomsburg, Pennsylvania 17815 Phone : 570-389-4070 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Michael Babb Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bowling Green University 470 Math Science Building Bowling Green, Ohio 43403 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Danielle Dimoff Manual Posting	N	0
8	Bucknell University 701 Moore Ave Lewisburg, Pennsylvania 17837 Phone : 570-577-1599 Email : <a href="mailto:acs@bucknell.edu">acs@bucknell.edu</a> Career Center	N	0
9	Bucknell University One Dent Drive Lewisburg, Pennsylvania 17837 Jodie Stauffer Manual Posting	N	0
10	Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Megan Crouthamel Manual Posting	N	0
11	Commission on Economic Opportunity 165 Amber Lane Wilkes-Barre, Pennsylvania 18702 Phone : 570-208-7010 Email : <a href="mailto:cmatalonis@ceopeoplehelpingpeople.org">cmatalonis@ceopeoplehelpingpeople.org</a> Cathy Matalonis	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	East Stroudsburg University 200 Prospect St East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Career Development Manual Posting	N	0
14	Franklin & Marshall College 637 College Ave Lancaster, Pennsylvania 17603 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Sonia Elliott Manual Posting	N	0
15	Georgetown University 3700 O St NW Washington, District of Columbia 20057 Phone : 202-687-7121 Email : <a href="mailto:sfc38@georgetown.edu">sfc38@georgetown.edu</a> Patrick Denenea	N	0
16	Greater Scranton Chamber of Commerce 222 Mulberry St Scranton, Pennsylvania 18503 Phone : 570-342-7711 Email : <a href="mailto:mpotis@scrantonchamber.com">mpotis@scrantonchamber.com</a> Mari Potis	N	0
17	Indeed , Pennsylvania Url : <a href="https://www.indeed.com/">https://www.indeed.com/</a> n/a n/a Manual Posting	N	0
18	Indiana University of Pennsylvania 1011 South Drive Indiana, Pennsylvania 15705 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Jan Shellenbarger Manual Posting	N	0

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19	Ithaca College 953 Danby Road Ithaca, New York 14850 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> John Fracchia Manual Posting	N	0
20	Juniata College 1700 Moore St Huntingdon, Pennsylvania 16652 Phone : 814-*641-3350 Career Development Manual Posting	N	0
21	Kean University 1000 Morris Ave Union Township, New Jersey Phone : 908-737-6150 Career Services Manual Posting	N	0
22	Keystone College 1 college Road La Plume, Pennsylvania 18440 Phone : 570-945-5141 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Diane Bubb Manual Posting	N	0
23	Kings College 133 N River St Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Theresa Kinney Manual Posting	N	0
24	Kutztown University 15200 Kutztown Road Kutztown, Pennsylvania 19530 Phone : 610-683-4067 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Chad Ganley 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
25	Lackawanna College 501 Vine Street Scranton, Pennsylvania 18509 Phone : 570-504-7939 Email : ohorab@lackawanna.edu Beverly O'Hara	N	0
26	Lehigh University 27 Memorial Dr W Bethlehem, Pennsylvania 18015 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> MaryAnne Wallace Manual Posting	N	0
27	Lesley College 29 Everett Street Cambridge, Massachusetts 2138 Phone : 617-868-9600 Email : crcjobs@lesley.edu Career Services	N	0
28	Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Courtney Force Manual Posting	N	0
29	Luzerne County Careerlink 32 E Union St Wilkes-Barre, Pennsylvania 18701 Job Posting Manual Posting	N	0
30	Luzerne County Community College 1333 South Prospect St Nanticoke, Pennsylvania 18634 Phone : 570-470-0200 Email : uuhrin@luzerne.edu Mary Ghilani	N	0
31	Mansfield University 31 S Academy St Mansfield, Pennsylvania 16933 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Nichole Lafelhoc Manual Posting	N	0

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32	Marywood University 2300 Adams Ave Scranton, Pennsylvania 18509 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Michael Magistro Manual Posting	N	0
33	Misericordia University 301 Lake St Dallas, Pennsylvania 18612 Phone : 570-674-6343 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Tiffany Wiernusz Manual Posting	N	0
34	Moravian University 1200 Main Street Bethlehem, Pennsylvania Career Services Manual Posting	N	0
35	Mount Zion Baptist Church 105 Hill Street Wilkes-Barre, Pennsylvania 18702 Phone : 570-824-0146 Email : <a href="mailto:mtzionbapch@epix.net">mtzionbapch@epix.net</a> Career Services	N	0
36	Muhlenberg College 2400 W Chew St Allentown, Pennsylvania 18104 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Samantha Hof Manual Posting	N	0
37	PA Career Link Lackawanna County 135 Franklin Avenue Scranton, Pennsylvania 18503 Phone : 570-344-1042 T Troiani Manual Posting	N	0
38	Rutgers University 360 Dr Martin Luther King Blvd Newark, New Jersey 07102 Career Services Manual Posting	N	0

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39	Saint Joseph's University 5600 City Ave Philadelphia, Pennsylvania 19131 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Jennifer Rossi Long Manual Posting	N	0
40	Slippery Rock University 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Renee Coyne Manual Posting	N	0
41	Susquehanna University 514 University Ave Selingsgrove, Pennsylvania 17870 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Career Services Manual Posting	N	0
42	Syracuse University 900 South Crouse Avenue Syracuse, New York Phone : 315-443-3616 Url : <a href="http://careerservices.syr.edu/">http://careerservices.syr.edu/</a> Susan Clayton Manual Posting	N	0
43	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Laura Craig Manual Posting	N	0
44	Towson University 8000 York Road Towson, Maryland 21252 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Tasha Benn Manual Posting	N	0



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45	Trehab Center 1 Kim Ave #4 Tunkhannock, Pennsylvania 18657 Phone : 570-933-7576 Email : info@trehab.org Career Services	N	0
46	University of Pennsylvania Philadelphia, Pennsylvania 19104 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Kelly walsh Manual Posting	N	0
47	University of Scranton 800 Linden St Scranton, Pennsylvania 18510 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Chris Whitney Manual Posting	N	0
48	Villanova University 800 Lancaster Ave Villanova, Pennsylvania 19085 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Daniel Glaziewski Manual Posting	N	0
49	Whitman School of Management at Syracuse University 721 University Ave Syracuse, New York 13244 Url : <a href="https://whitman.syr.edu">https://whitman.syr.edu</a> Email : srclay01@syr.edu Job Posting	N	0
50	Wilkes University 84 W South St Wilkes-Barre, Pennsylvania 18701 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Sharon Castragano Manual Posting	N	0

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51	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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**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>
52	Current Employee/Internal Promotion	N	1
53	Drop In	N	1
54	Employee Referral	N	1
55	Exigent Circumstances	N	1
56	Indeed.com	N	3
57	Job Board	N	2
58	On Air Recruitment Ad	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</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	4/5/2022	Participation in Job Fairs	The Times Leader hosted a Career Expo at the Mohegun Sun Arena on April 5, 2022. Career and current job openings at Audacy were displayed for discussion with prospects.	5	Business Administrator
2	4/13/2022	Participation in Job Fairs	Luzerne County Community College hosted a Spring 2022 Career Fair at which Audacy participated and discussed career and current job openings within company with prospective candidates.	1	Business Administrator
3	4/25/2022	Hosting of Job Fair	Participation in Audacy Wilkes-Barre's Virtual Career Fair (Spring).	1	Business Administrator
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.	4	General Managers General Sales Managers Brand Managers Promotions Managers
5	9/21/2022	Participation in Job Fairs	Time Leader Media Group Career Expo. This expo took place at the Mohegan Sun Arena concourse, Wednesday September 21, 2022.	1	Promotions Manager
6	9/25/2022	Participation in other activities designed by the station employment unit	Hiring manager participated in practice interview with college student in regards to asking questions related to securing a position within the radio industry.	1	Promotions Manager
7	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
8	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

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9	9/29/2022	Co Sponsoring Job Fair	Audacy Wilkes-Barre/Scranton participated in the Greater Scranton Chamber Workforce Summit and Career Fair. An Audacy representative hosted a booth and meet with candidates regarding job positions with Audacy.	1	Business Administrator
10	10/20/2022	Participation in Job Fairs	Wilkes Career, Internship and Graduate School Fall 2022 Fair. Wilkes University hosted an in-person Career, Internship & Graduate School Fair on Thursday, October 20th.	2	Business Administrator Director of Sales
11	11/10/2022	Participation in events or programs sponsored by educational institutions	A tour of the studios and discussion with staff member was hosted by an Audacy representative for students from Wilkes University. As Communication majors, these students were given a great opportunity to see how a commercial radio operates.	1	On-Air Personality
12	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
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