

**WJZ, WJZ-FM, WLIF, WWMX**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 - May 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
Dir of Technical Ops	1-3, 6-29, 32-33, 37, 39	26
Account Executive	1-25, 28-33, 35-36, 38-39	39
Account Executive	1-25, 28-33, 35-36, 38-39	39
Account Executive	2, 6, 14-15, 20-21, 23, 25, 33-36, 39	39
Account Executive	2, 6, 14-15, 20-21, 23, 25, 33-36, 39	39

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****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	AllAccess.com 24955 Pacific Coast Highway Malibu, California allaccess.com allaccess.com 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	6
3	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Dorothy Wigglesworth Manual Posting	N	0
4	Community College of Baltimore County 800 S.Rolling Road Catonsville, Maryland 21228 Phone : 443-840-2222 Url : <a href="http://collegecentral.com/ccbs">http://collegecentral.com/ccbs</a> Job Listings Manual Posting	N	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : <a href="http://collegecentral.com/coppin">http://collegecentral.com/coppin</a> Job/ Listings Manual Posting	N	0
6	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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<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	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
8	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
9	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
10	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	N	0
11	Howard Community College 10901 Little Patuxent Parkway Columbia, Maryland 21044 Phone : 443-518-4194 Url : <a href="http://howardcc.edu/hccjobemployer">http://howardcc.edu/hccjobemployer</a> Tony Swain Manual Posting	N	0
12	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
13	Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Ann Peters Manual Posting	N	0

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14	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : info@jcsbaltimore.org Toya Jaffe	N	0
15	Johns Hopkins Baltimore, Maryland 21218 Email : recruit@jhu.edu Job Listings	N	0
16	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	0
17	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2692 Url : http://app.joinhandshake.com Mary DeManss Manual Posting	N	0
18	Maryland DC Delaware Broadcasters Association 804 E Edenton Street Raleigh, North Carolina 27601 Phone : 410-653-4122 Chip Weinman Manual Posting	N	0
19	Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone : 301-362-9708 Url : http://mwejobs.maryland.gov Job/ Listings Manual Posting	N	0
20	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : jays@mdworks.com Jay Stewart	N	0

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21	McDaniel College 2 College Hill Westminster, Maryland 21157 Email : rgoodman@mcdaniel.edu Rich Goodman	N	0
22	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://morgan-csm.symplicity.com">http://morgan-csm.symplicity.com</a> Job Listings Manual Posting	N	0
23	NAACP of Baltimore 300 Lennox Avenue Baltimore, Maryland 21214 Phone : 410-321-1243 Email : naacp@naacp-bcountymd.org Job Listings	N	0
24	Notre Dame of Maryland University 4701 N. Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Alan Jones Manual Posting	N	0
25	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0
26	SBE 37 2020 M Street NW Washington , District of Columbia 20036 Dan Ryson Manual Posting	N	1
27	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Online Posting Online Posting Manual Posting	N	0

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<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>
28	Stevenson University 10945 Boulevard Circle Owings Mills, Maryland 21117 Phone : 443-352-5314 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Matt Seiler Manual Posting	N	0
29	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
30	University of Maryland College Park, Maryland 20742 Url : <a href="http://umd-csm.symplicity.com">http://umd-csm.symplicity.com</a> Job Listings Manual Posting	N	0
31	University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Url : <a href="http://umbc-csm.symplicity.com">http://umbc-csm.symplicity.com</a> Job Listings Manual Posting	N	0
32	Washington College 300 Washington Avenue Chestertown, Maryland 21620 Phone : 410-778-2800 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
33	<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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**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>
34	Career Fair	N	2
35	Employee Referral	N	5
36	Indeed.com	N	4
37	Internal Candidate	N	1
38	Job Board	N	1
39	Linked In	N	30
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</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	Ongoing Event	Participation in other activities designed by the station employment unit	On-Air/Streaming announcements across all stations, voiced by local talent, promoting Sales Account Executive careers at Audacy.	3	SVP/Market Manager
2	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 Manager Brand Managers Promotions Managers
3	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
4	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
5	11/3/2022	Participation in events or programs sponsored by educational institutions	Audacy participated in a Broadcast Education Association (BEA) panel session to help students prepare for and get jobs/internships in broadcasting. We discussed how to find jobs/internships and provided advice on creating resumes based on career goals.	2	HR Generalist Air Talent
6	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



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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	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
8	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
9	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 organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the 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	Director, Talent Acquisition
10	3/15/2023	Participation in events sponsored by organizations representing the community	Amici E Fratelli Lodge Meeting - Brand Manager spoke to members about careers in sports broadcasting, both behind the mic and behind the scenes.	1	Brand Manager
11	4/12/2023	Participation in Job Fairs	Morgan State University Spring 2023 Career Fair. The career fair allowed students to discuss career opportunities and review their resumes, as well as hear directly from a school alumnus about his journey to a career in broadcast.	2	Sales Manager Air Talent

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12	4/14/2023	Participation in Job Fairs	Towson University Spring 2023 Mega Job & Internship Fair. Management and air talent met with students to discuss opportunities within Audacy as well as discuss their journey to a career in broadcast.	4	Market Manager/DOS GSM Promotions Manger Air Talent
13	5/8/2023	Participation in events or programs sponsored by educational institutions	Student from local school participated in "Senior Work Project" where they "shadow" station personnel in an effort to learn about the various career opportunities in broadcast. Audacy Baltimore hosted one student in Spring '23.	2	Brand Manager Air Talent
14	5/22/2023	Participation in events or programs sponsored by educational institutions	Brand Manager spoke to/was interviewed by members of Hampton Newspaper Club about careers in media and journalism.	1	Brand Manager