

WDOK, WKRK-FM, WNCX, WQAL
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
Full-Time On Air Host, Cleveland Sports Radio	1-7, 9-18, 20	20
Full Time Morning Show Producer - Cleveland	1-10, 13, 18-19	18
Producer NEx	1-10, 13	1
Account Executive	1-10, 13, 15, 17-18, 21	21
Account Executive	1-10, 13, 15, 17-18, 21	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	16
2	Baylor University One Bear Place #97036 Waco, Texas 76798 Phone : 254-710-3771 Url : https://app.joinhandshake.com/schools/11 Email : careercenter@baylor.edu Amanda Kuehl	N	0
3	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : dmjohns@bryantstratton.edu Deb Johns	N	0
4	Cuyahoga Community College 2900 Community College Room MSS 207 Cleveland, Ohio 44115 Phone : 216-987-5576 Url : https://www.collegecentral.com/tri-c/ Email : careerservices@tri-c.edu Miguel Sanchez	N	0
5	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
6	NABJ Sports Task Force 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 626-792-3846 Email : eric@nabjcareers.org Eric Wee	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**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
7	Ohio Association of Broadcasting 17 S High St Suite 101 Columbus, Ohio 43215 Phone : 614-228-4052 Email : ahartzell@oab.org Andy Hartzell	N	0
8	Ohio Media School 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-239-1404 Email : hcrable@beonair.com Houda Crable	N	0
9	Ohio Media School-Cincinnati Campus 4411 Montgomery Road, Suite 200 Norwood, Ohio 45212 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	N	0
10	Ohio Media School-Cleveland Campus 9885 Rockside Rd Valley View, Ohio 44125 Phone : 234.203.2768 Email : lleciejewski@beonair.com Lynda Leciejewski	N	0
11	Ohio Media School-Columbus Campus 5330 E. Main Street, Suite 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	N	0
12	Vocational Guidance Services 2235-2239 East 55th Street Cleveland , Ohio 44103 Phone : 2164317800 Url : https://mypulse.entercom.com/,DanaInfo=vgsjob.org , Email : michaelronga@vgsjob.org Michael Ronga	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
13	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
14	Current Employee	N	2
15	Employee Referral	N	4
16	Former Employee	N	1
17	Indeed.com	N	2
18	Linked In	N	10
19	Non-Employee Referral	N	1
20	On Air Recruitment Ad	N	6
21	Recruiter	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/12/2022	Provision of training to management	Ohio Association of Broadcaster's FCC EEO Rules Webinar	1	Financial Analyst
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	8/1/2022	Participation in Job Fairs	Brand Manager participated in Career Fair hosted by Ohio Media School. Spoke to candidates and discussed opportunities and what Audacy has to offer. There were around 75 candidates in attendance.	1	Brand Manager
4	8/17/2022	Participation in events or programs sponsored by educational institutions	Brand Manager spoke virtually to around 15 Ohio Media School students in a classroom setting and discussed how he got started in career and how he came to work in his current position with Audacy. He also discussed changes in the industry, opportunities that are available, pathway to on-air host for someone applying to Audacy, What one can do to build a resume, The importance of social media and professional branding, What he looks for in a candidate, etc...	1	Brand Manager
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	9/28/2022	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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7	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 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
8	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
9	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
10	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
11	3/21/2023	Participation in events or programs sponsored by educational institutions	Tour and Q&A onsite event with students from Wickliffe High Schools Broadcast and Media program.	1	Financial Analyst

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12	3/24/2023	Participation in events or programs sponsored by educational institutions	On air Talent spoke to 15-30 students for career day at Falls Lenox Primary School and spoke about his career with Audacy and what it is like to be an on-Air host. He showed pictures of the Audacy Studio and the equipment that he uses for his job.	1	On Air Talent