

**WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD**  
**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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1-6, 8-24, 26-27, 31	27
Producer	1-6, 8-24, 26-27, 31	31
Producer	1-6, 8-24, 26-27, 31	31
Producer	1-6, 8-24, 26-27, 31	27
Detroit Account Executive	1-6, 8-11, 13-24, 26, 29-30	26
Detroit Account Executive	1-6, 8-11, 13-24, 26, 29-30	26
Detroit Account Executive	1-6, 8-11, 13-24, 26, 29-30	26
Detroit Account Executive	1-6, 8-11, 13-24, 26, 29-30	4
Detroit Account Executive	1-6, 8-11, 13-24, 26, 29-30	26
Podcast Associate Prodr	1-6, 8-11, 13-25, 27-28, 30-31	25
Podcast Associate Prodr	1-6, 8-11, 13-25, 27-28, 30-31	28
Reporter NEx	1-6, 8-11, 13-24	4
Client Success Strategist	1-11, 13-24, 26, 31	31

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

#### 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
1	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com/forum">http://www.allaccess.com/forum</a> Email : <a href="mailto:careers@galaxymediacompany.com">careers@galaxymediacompany.com</a> Joel Denver	N	0
2	American Federation of Radio and Television Artists 1 E Erie St #650 Chicago, Illinois 60611 Phone : 248-213-0264 Email : <a href="mailto:Jayne.bower@sagaftra.org">Jayne.bower@sagaftra.org</a> Jayne Bower	N	0
3	Arab American and Chaldean Council 363 W. Big Beaver Rd Suite 300 Troy, Michigan 48084 Phone : 248-559-1990 Email : <a href="mailto:programadvocates@myacc.org">programadvocates@myacc.org</a> Fax : 1-248-559-9117 Nancy Hanoosh	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	4
5	Davenport University Livonia Campus 19499 Victor Pkwy Livonia, Michigan 48152 Phone : 734-943-2800 Url : <a href="https://davenport-csm.symplicity.com/employers/ind">https://davenport-csm.symplicity.com/employers/ind</a> Career Services Manual Posting	N	0
6	Detroit Urban League 208 Mack Ave Detroit, Michigan 48201 Phone : 313-832-4600 Fax : 1-313-832-3222 Cassasandra Nelson-Pruitt	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	Detroit Workforce development- Michigan Works 1641 Porter St Detroit, Michigan 48216 Phone : 313-224-3280 Email : chunv@detroitmi.gov Vicki Chun	N	0
8	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
9	Focus Hope 1400 Oakman Blvd Detroit, Michigan 48238 Phone : 313-949-5500 Email : jo.dare@focushope.edu Carol Spann	N	0
10	Henry Ford Community College 5101 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-845-9618 Url : <a href="https://hfcc-csm.symplicity.com/employers/?signin_">https://hfcc-csm.symplicity.com/employers/?signin_</a> Email : careers@HFCC.edu Career Services	N	0
11	Lawrence Technological University 21000 W Ten Mile Rd Southerfield, Michigan 48075 Phone : 248-204-3140 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Margaret Pierce Manual Posting	N	0
12	Marygrove College- Academic Advising and Career Services Madame Cadillac Building 8425 West McNichol's Rd Room 339 Detroit, Michigan 48221 Phone : 313-927-1705 Email : rstevens7382@marygrove.edu Regina Stevens	N	0

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13	National Black MBA Association- Detroit Detroit Chapter NBMBAA PO BOX 32960 Detroit, Michigan 48232 Phone : 404-260-5444 Email : detroit.chapter@nbmbaa.org Bryan Howard	N	0
14	Oakland Community College 739 South Washington Building C Royal Oak, Michigan 48067 Phone : 248-522-3505 Url : <a href="https://www.collegecentral.com/oaklandcc/employer">https://www.collegecentral.com/oaklandcc/employer</a> . Career Services Manual Posting	N	0
15	Schoolcraft College 18600 Haggerty Rd Livonia, Michigan 48152 Phone : 734-462-4408 Url : <a href="https://www.collegecentral.com/schoolcraft/employe">https://www.collegecentral.com/schoolcraft/employe</a> Kathy Cox Manual Posting	N	0
16	Schoolcraft College Haggerty Road Livonia, Michigan 48154 Phone : 734-462-4400 Email : careerservices@schoolcraft.edu Susan Beeler	N	0
17	Specs Howard School of Media Arts 26700 Lasher Southerfield, Michigan 48033 Phone : 248-228-8958 Email : nshiner@specshoward.edu nancy shiner	N	0
18	University of Detroit Mercy - Career Development 4001 West McNichol's Rd #143 Reno Hall Detroit, Michigan 48221 Phone : 313-596-0223 Email : careerlink@udmercy.edu Career Connect	N	0

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

#### 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
19	University of Michigan Dearborn 2149 University Center Dearborn, Michigan 48128 Phone : 313-593-5020 Url : <a href="https://umichdearborn-csm.symplicity.com/employers">https://umichdearborn-csm.symplicity.com/employers</a> Career Connect Manual Posting	N	0
20	Walsh College 3838 Livernois Road PO Box 7006 Troy, Michigan 48007 Phone : 248-823-1625 Url : <a href="https://walshcollege-csm.symplicity.com/">https://walshcollege-csm.symplicity.com/</a> Brenda Paine Manual Posting	N	0
21	Wayne County Community College 801 W. Fort St Detroit, Michigan 48226 Phone : 313-496-2765 Url : <a href="https://www.collegecentral.com/wcccd/employer.cfm">https://www.collegecentral.com/wcccd/employer.cfm</a> Shashii Sharma Manual Posting	N	0
22	Wayne State University 656 Reuter Mall #1001 Faculty/Administration Building Detroit, Michigan 48202 Phone : 313-577-2424 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Arlinda Pringle Manual Posting	N	0
23	Women in Communications of Detroit 71 Garfield Ste 140a Detroit, Michigan 48201 Phone : 313-327-2256 Email : <a href="mailto:info@womcomdetroit.org">info@womcomdetroit.org</a> Jennifer Foster	N	0
24	<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

**WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD****EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****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>
25	Current Employee	N	1
26	Employee Referral	N	7
27	Indeed.com	N	4
28	Internal Candidate	N	1
29	Internal Posting	N	1
30	Job Board	N	7
31	Linked In	N	9
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>34</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	7/15/2022	Participation in events sponsored by organizations representing the community	Trio Upward Bound Event - College academic preparation program whose purpose is helping young people develop their potential to succeed in college. Musictown hosted 25 Detroit Community Public School students for a multi-class professional development and education event.	2	Promotion Manager Musictown 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.	5	General Managers General Sales Manager Brand Managers Promotions Managers
3	9/1/2022	Participation in events or programs sponsored by educational institutions	Central Michigan- September 2022 Taught CMU Broadcast Students Class on Music Scheduling	1	VP/Format Captain Country Programming
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	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	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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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