

**WNVZ, WPTE, WVKL, WWDE-FM**  
**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
Account Executive	1-13, 16-17, 19-21, 23, 25-28, 30, 32-33, 36	1
Account Executive	1-13, 16-17, 19-21, 23, 25-28, 30, 32-33, 36	33
Sales Assistant	1-13, 16-17, 19-21, 23, 25-28, 30, 32, 35-36	32
Account Executive	1-30, 34, 36	36
Sales Assistant Audacy Virginia	1, 3-9, 11-32, 36	36

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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	1
2	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : <a href="mailto:dmjohns@bryantstratton.edu">dmjohns@bryantstratton.edu</a> DM Johns	N	0
3	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 757-594-8286 Email : <a href="mailto:christina.sincere@cnu.edu">christina.sincere@cnu.edu</a> Fax : 1-757-594-7639 Christina Sincere	N	0
4	College Broadcasters, Inc 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : 7133482935 Email : <a href="mailto:willr@rice.edu">willr@rice.edu</a> Will Robedee	N	0
5	Commonwealth of Va Rehabilitative Services 3248 Academy Ave Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : <a href="mailto:melissa.edmonds@dars.virginia.gov">melissa.edmonds@dars.virginia.gov</a> Melissa Edmonds	N	0
6	Dept of Veterans Affairs 2551 Eltham Ave #E Norfolk, Virginia 23513 Phone : 757-858-6154 Email : <a href="mailto:anthony.lorusso@va.gov">anthony.lorusso@va.gov</a> Anthony Lorusso	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	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
8	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-838-9191 Email : <a href="mailto:pmirani@ecpi.edu">pmirani@ecpi.edu</a> C Johnson	N	0
9	Elizabeth City State University 1704 Weedsville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3318 Email : <a href="mailto:yscarcana@ecsu.edu">yscarcana@ecsu.edu</a> Yolanda Carcana	N	0
10	Hampton University 100 E Queen St Hampton, Virginia 23668 Phone : 757-727-5331 Email : <a href="mailto:careercenter@hampton.edu">careercenter@hampton.edu</a> Shannon Fields	N	0
11	International Black Women's Congress 645 Church Street Suite 200 Norfolk, Virginia 23510 Phone : 757-625-0500 Email : <a href="mailto:ibwc1609@verizon.net">ibwc1609@verizon.net</a> Job Listing	N	0
12	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Logan Zeigler Manual Posting	N	0

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13	Local Veterans Employment 600 Butler Farm Dev Center Suite B Hampton, Virginia 23666 Phone : 757-865-5810 Email : stephen.larosee@vec.virginia.gov Stephen LaRosee	N	0
14	Mary Baldwin College Rose Marie Sena Center Staunton, Virginia 24402 Phone : 540-887-7367 Url : www.mbc.edu Email : sirvine@marybaldwin.edu Shelly Irvin	N	0
15	NAACP 909 B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Email : norfolkbranchnaacp@gmail.com m Hutchison	N	0
16	National Society of Black Engineers 145 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Email : info@nsbe.org Franko Holmes	N	0
17	Old Dominion University 5115 Hampton Blvd Norfolk, Virginia 23529 Phone : 757-683-4388 Email : employers@odu.edu Career Services	N	0
18	Paul D Camp P.O. Box 500 Suffolk, Virginia 23439 Phone : 757-925-6300 Email : rbrown@pdc.edu R Brown	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>
19	Piedmont VA Community College 501 College Drive Charlottesville, Virginia 22902 Phone : 434-977-3900 Email : aluck@pvcc.edu Andre Luck	N	0
20	Robert T Robertson School of Media and Culture at VCU 901 West Main Street Richmond, Virginia 23284 Phone : 804-828-1100 Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
21	South University 301 Bendix Road Suite 100 Virginia Beach, Virginia 23452 Phone : 757-823-2069 Email : jtallmadge@southuniversity.edu James Tallmadge	N	0
22	St Leo University NABA Little Creek Bldg 3005 1328 8th St Suite 100 Norfolk, Virginia 23521 Phone : 7574646449 Email : careerservices@saintleo.edu Michael Sciarini	N	0
23	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7232 Email : bbrock@tcc.edu Babi Brock	N	0
24	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 7575492121 Email : career2tt@tidewatertechtrades.edu Anna Belle Sanders	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>
25	US Army Education Center Career Resources Dept 650 Monroe Ave Suite 126023 Fort Eustic, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0
26	US Army Education Center, Career Resources Dept. 1500 Madison Ave Fort Eustis, Virginia 23604 Phone : 757-878-3638 Email : aishay.bingham-day.ctr@mail.mil Aisha Bingham	N	0
27	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3916 Email : Christina.sandridge@easterassociates.com Christina Sandbridge	N	0
28	VARTV 1725 Live Oak Trail Virginia Beach, Virginia 23456 Phone : 7574272317 Email : editor@vartv.com Robert Corbin	N	0
29	Virginia Wesleyan College 1584 Wesleyan Dr Norfolk, Virginia 23502 Phone : 7574972000 Email : careerdevelopment@vwu.edu J Harrington	N	0
30	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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**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>
31	Current Employee	N	1
32	Employee Referral	N	3
33	Former Employee	N	1
34	Indeed.com	N	1
35	Job Board	N	1
36	Linked In	N	13
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>21</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	7/20/2022	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
2	8/11/2022	Participation in events or programs sponsored by educational institutions	Mike Street and Lili Chanel (Adjoa Henderson) represented Audacy VA by attending the Rock Project to chat with students about careers in broadcasting.	2	Brand Manager on air personality
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 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
5	10/12/2022	Participation in events or programs sponsored by educational institutions	Jay Jay Mayo was asked to be on a panel for to the National Association of Black Journalists to speak to students at Norfolk State University about life beyond NSU, the skills needed to succeed in media and careers and internships available at Audacy VA.	1	on air personality
6	10/20/2022	Participation in other activities designed by the station employment unit	Audacy VA aired advertisements informing the listening area of career fairs as well as Audacy EEO policy and invited all organizations to be part of the recruitment process.	3	Traffic Manager Sales Assistant EEO Coordinator
7	10/21/2022	Participation in Job Fairs	Percell Brown attended the RVA Career Expo for VA Tech Alumni to talk about career opportunities with Audacy Virginia	1	Sales Manager



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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	11/18/2022	Participation in events or programs sponsored by educational institutions	Mike Street represented Audacy VA by attending a career fair at Bellevue Elementary School(Workforce and Career Development) to chat with students about careers in broadcasting.	1	Brand Manager
10	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
11	12/12/2022	Participation in events or programs sponsored by educational institutions	Jay Jay Mayo was a guest speaker for the NABJ meeting. He spoke to them about careers and other oppoutinites available in broadcasting, specifically at Audacy VA.	1	on air personality
12	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
13	1/17/2023	Participation in other activities designed by the station employment unit	Posting of job opportunities and career fairs on our social media platforms.	1	on air personality
14	1/18/2023	Participation in other activities designed by the station employment unit	Audacy VA aired advertisements informing the listening area of career fairs as well as Audacy EEO policy and invited all organizations to be part of the recruitment process.	3	Traffic Manager Sales Assistant EEO Coordinator

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15	1/18/2023	Participation in Job Fairs	Stephanie Grogan and Cindy White attended Workforce Wednesday Virtual Hiring Event hosted by the VA Employment Commission to talk about careers at Audacy VA	2	Talent Acquisitions HR Generalist
16	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
17	2/23/2023	Participation in Job Fairs	Mike Street attended The Career Rodeo in which students from 30 programs met to discuss career opportunities at Audacy VA.	1	Brand Manager
18	3/24/2023	Participation in events or programs sponsored by educational institutions	Liz Harris stopped by Cardinal Elementary School to talk to 5th grade students about the radio industry and Audacy Virginia. She talked about how FM radio works, the different departments at the station and brought a remote broadcast setup to give the kids an idea of how a broadcast works.	1	on air personality
19	3/28/2023	Participation in events or programs sponsored by educational institutions	Jay Jay Mayo was a guest speaker for the NABJ meeting. He spoke to them about careers and other oppoutinites available in broadcasting, specifically at Audacy VA.	1	on air personality
20	3/30/2023	Participation in events or programs sponsored by educational institutions	Mike Street attended the Career Day at Fairfield Court Elementary to talk to students about education and careers in broadcasting on behalf of Audacy VA.	1	Brand Manager
21	4/1/2023	Participation in events or programs sponsored by educational institutions	Jay Jay Mayo gave a station tour to students of the NABJ organization. He spoke to them about careers in radio and other oppoutinites available in broadcasting, specifically at Audacy VA.	1	on air personality

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22	4/6/2023	Participation in events sponsored by organizations representing the community	Audacy Norfolk took part in the CBDX Intern Day with Princess Anne High School. Kristi Hall and Alexandria Pastros went to Princess Anne High School at 7:30 for the breakfast and overview meeting for the event. They brought six students back to Audacy Norfolk with them. While at the station, the students were given the chance to explore the building and stations. They had the opportunity to sit in on WNVZ and WPTE. The students were able to spend time with Don London and learn a little about production. They then sat in on a Q&A with Bennet Zier and Melanie Williams where many informative questions were asked and answered. The experience encompassed everything from sales to production; encouraging the students to consider a profession in radio broadcasting. The students were then brought to the Westin where the luncheon took place. The Z Morning Zoo and Binky were the guest speakers. Overall, the experience was a great learning experience and offered exposure of Audacy as a whole.	4	SVP Market Manager VP Brand Manager Sales Manager Promotions Director
23	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy VA runs recruitment spots throughout the year inviting the community to apply for jobs and internships.	2	Traffic Manager EEO Coordinator Sales Assistant
24	4/19/2023	Participation in events or programs sponsored by educational institutions	Mike Street represented Audacy VA by attending a career fair at Oak Grove-Bellemeade Elementary School to chat with students about careers in broadcasting.	1	Brand Manager
25	4/20/2023	Participation in events or programs sponsored by educational institutions	Mike Street attended the HLMES Career and College Week to talk to students about education and careers in broadcasting on behalf of Audacy VA.	1	Brand Manager