

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-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
Sales Account Executive	1, 4, 20, 22-25	22
Sales Account Executive	1, 4, 20, 22-25	23
Sales Account Executive	1, 4, 20, 22-25	20
On Air Personality Ex	1-16, 20	1
Director of Technical Operations	1-18, 21	21
On Air Personality	1-17, 19-20, 22	19
Promotions Director	1-13, 15-17, 20, 23	20
Sales Account Executive	1-13, 15-17, 20, 23	20
News Reporter	1-13, 15-17, 19, 22-23	19

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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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	10
2	Bluefield College 300 College Ave Bluefield, Virginia 24605 Phone : 276-326-4461 Url : http://www.bluefield.edu/post-a-job/ Judy Pedneau Manual Posting	N	0
3	Christopher Newport University 1 Avenue of the Arts Newpoert News, Virginia 23606 Phone : 757-594-7636 Url : https://app.joinhandshake.com Christina Sincere Manual Posting	N	0
4	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
5	Hampton University 2 Frissell Ave Hampton, Virginia 23668 Phone : 757-727-5831 Url : https://app.joinhandshake.com Shannon Fields Manual Posting	N	0
6	James Madison University ssc 3210, MSC 1016 738 S. Mason St Harrisonburg, Virginia 22807 Phone : 540-568-6555 Url : https://app.joinhandshake.com Logan Zeigler Manual Posting	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
7	National Society of Black Engineers 145 Duke St Alexandria, Virginia 22314 Phone : 703-549-2207x216 Email : info@nsbe.org Franko Holmes	N	0
8	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://www.nsu.edu/https://app.joinhandshake.com Email : careerservices@nsu.edu Mrs. Bazemore	N	0
9	Old Dominion University 1004 Rollins Hall Norfolk, Virginia 23529 Phone : 757-683-4388 Url : http://www.odu.edu/purple briefcase Angela Galvez Manual Posting	N	0
10	Piedmont VA Community College 501 College Dr Charlottesville, Virginia 22902 Phone : 434-961-5336 Url : http://www.pvcc.edu/collegcentral.com/pvcc GG Davis Manual Posting	N	0
11	Robert T. Robertson School of Media and Culture at VCU 901 West Main St Richmond, Virginia 23284 Phone : 804-828-1100 Url : http://www.vcu.edu/https://app.joinhandshake.com Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
12	US Army Education Center Career resources Dept 650 Monroe Ave Suite 126023 Fort. Eustis, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	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
13	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : Christina.sandridge@easterassociates.com Christina Sandridge	N	0
14	VA Employment Commission 703 E Main Street Richmond, Virginia 23218 Phone : 804-952-6105 Url : http://www.vec.com Email : dennis.woodward@vec.virginia.gov Dennis Woodward	N	0
15	VA Workforce Connection 700 E Jackson St Richmond, Virginia 23218 Phone : 804-523-5361 Url : http://www.vawc.virginia.gov Email : mon23@henrico.us Teresa Bishop	N	0
16	Williams and Mary College 200 Stadium Drive Sadler Center Williamsburg, Virginia 23187 Phone : 757-221-3232 Taylor Eljaua Manual Posting	N	0
17	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Current Employee	N	1
19	Current Employee/Internal Promotion	N	2
20	Employee Referral	N	7
21	Facebook post	N	1
22	Indeed.com	N	5
23	Linked In	N	7
24	On Air Recruitment Ad	N	3
25	Station Website	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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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	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy VA runs career opportunity spots year long on all of our stations informing the public about careers in radio.	3	Traffic Manager Sales Assistant EEO Coordinator
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	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
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	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
6	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
7	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
8	10/21/2022	Participation in Job Fairs	Percell Brown attended the RVA Career Expo to talk about Career opportunities with Audacy Virginia.	2	Sales Manager Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	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
10	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
11	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
12	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 and specifically at Audacy VA.	1	on air personality
13	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
14	1/17/2023	Participation in other activities designed by the station employment unit	Created a robust campaign to publicize job opportunities and career fairs on our social media platforms.	1	on air personality
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

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16	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
17	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
18	2/23/2023	Participation in Job Fairs	Mike Street attend The Career Rodeo in which students from 30 programs met to discuss career opportunities at Audacy VA.	1	Brand Manager
19	3/24/2023	Participation in events or programs sponsored by educational institutions	Liz Harris visited Cardinal Elementary School to talk to 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. Recruitment for the future generation of radio.	1	on air personality
20	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 and specifically at Audacy VA.	1	on air personality
21	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
22	4/1/2023	Participation in events or programs sponsored by educational institutions	Jay Jay Mayo gave station tour to students of the NABJ organization He spoke to them about careers and other oppoutinites available in broadcasting and specifically at Audacy VA.	1	on air personality

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23	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
24	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