

WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM
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
Account Executive (Audacy DC)	1-16, 18	14
Account Executive (Audacy DC)	1-16, 18	1
Account Executive (Audacy DC)	1-16, 18	16
Digital Sales Specialist	1-9, 11-14	14
On Air Personality Ex	1-9, 11-13, 16-17	16
Sales Assistant	1-2, 6-9, 11, 13, 15, 17	15
Broadcast IT/Studio Specialist	1-2, 6-9, 11, 13, 17	1

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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	6
2	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
3	George Washington University School of Media and Public Affairs 805 21st Street NW Washington, District of Columbia 20052 Phone : 202-994-1868 Url : https://app.joinhandshake.com Tina Gaddy Manual Posting	N	0
4	Georgetown 37th And O Street NW Washington, District of Columbia 20057 Phone : 202-687-3576 Url : https://app.joinhandshake.com Jodi Schneiderman Manual Posting	N	0
5	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : https://app.joinhandshake.com Carol Dudley Manual Posting	N	0
6	Internal Communication 1015 Half Street SE Suite 200 Washington, District of Columbia 20003 Phone : 4079191088 Email : paul.diaz@entercom.com Paul Diaz	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	Maryland DC Delaware Broadcasters Association (MDCD) 804 east Edenton St. Raleigh, North Carolina 27601 Phone : 410-653-4122 Email : info@mdcdbroadcasters.org Gail Summerville	N	0
8	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-204-4447 Email : kstewart@nabj.org Kanya Stewart	N	0
9	National Association of Black Owned Broadcasters 1201 Connecticut Ave NW Ste 200 Washington, District of Columbia 20036 Phone : 202-436-8970 Email : knickens@nabob.org Kathy Nickens	N	0
10	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.com Career Services	N	0
11	National Lesbian and Gay Journalists Association 1420 K Street NW Ste 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nlgja.org Sachelle Brookes	N	0
12	University of the District of Columbia 4200 Connecticut Ave NW Washington, District of Columbia 20008 Phone : 202-274-5000 Mamei Williebonglo Manual Posting	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	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
14	Employee Referral	N	5
15	Indeed.com	N	3
16	Internal Candidate	N	3
17	Linked In	N	9
18	Recruiter	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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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	7/20/2022	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 Managers Brand Managers Promotions Managers
2	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
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	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
5	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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
7	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
8	4/24/2023	Participation in events sponsored by organizations representing the community	On April 24th 2023 Audacy Washington DC participated in the Hispanic Business Expo. This event provided us with the opportunity to expand our connections in the local community while showcasing the many benefits of being part of radio media. There were over 1,000 attendees and over 100 exhibitors. A great opportunity to have our business on display among these powerful resources. We were recruiting for promotions and sales.	1	Promotions Director Account Executive On Air Personality