

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  180 N Stetson Ave, Suite 1000, Chicago, IL - 60601	<b><u>Contact Person/Title:</u></b>  Rachel Williamson Reg. President/Market Manager
<b><u>Telephone Number:</u></b>  312-297-7705	<b><u>E-Mail Address:</u></b>  rachel.williamson@audacy.com

## 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, 3-11, 13-29, 31-52, 54	4
Traffic Producer - WBBM Newsradio 780	1, 3-11, 14-29, 31-52, 54-55, 57	4
WBBM Podcast Producer	1, 3-11, 14-29, 31-52	4
Brand Manager	1, 3-8, 10-11, 14-29, 31-54	4
Senior Client Success Strategist	1, 3-8, 10-12, 14-29, 31-52, 54, 58	4
Account Executive	1, 3-8, 10-11, 14-29, 31-35, 37-52	4
Broadcast Multi-Media Engineer	1, 3-8, 10-11, 14-29, 31-35, 37-52, 56, 58	58
B96 On-Air Personality	1-8, 10-11, 14-35, 37-52, 54	54

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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	Asian American Association of Journalists - Chicago 321 S Plymouth Court #6 Chicago, Illinois 60604 Url : <a href="https://aajachicago.org/">https://aajachicago.org/</a> Email : <a href="mailto:chicagoaja@gmail.com">chicagoaja@gmail.com</a> Ariel Cheung	N	0
2	Asian Human Services 4753 N Broadway Suite 700 Chicago, Illinois 60640 Phone : 773-728-2235 Email : <a href="mailto:Ili@ahschicago.org">Ili@ahschicago.org</a> Ivan Li	N	0
3	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : <a href="https://awc.careerwebsite.com/">https://awc.careerwebsite.com/</a> Email : <a href="mailto:info@womcom.org">info@womcom.org</a> Pamela Valenzuela	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	26
5	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7338 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Laura Kestner-Ricketts Manual Posting	N	0
6	Aurora University 347 S. Gladstone Ave Aurora, Illinois 60506 Phone : 630-844-5463 Url : <a href="https://www.collegecentral.com/aurora/">https://www.collegecentral.com/aurora/</a> Career Services Manual Posting	N	0

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
7	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : community@bync.org Ed Garcia	N	0
8	Benedictine University 5700 College Rd Lisle, Illinois 60532 Phone : 630-829-6036 Url : <a href="https://www.collegecentral.com/iscpa/">https://www.collegecentral.com/iscpa/</a> Melissa Mouhelis Manual Posting	N	0
9	Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : bcrmail@aol.com Lo Jenks	N	0
10	Blackburn College 700 College Ave Carlinville, Illinois 62626 Phone : 217-854-3231 Email : suzanne.krupica@blackburn.edu Suzanne Krupica	N	0
11	Bradley University 1501 W Bradley Ave Burgess Hall, 1st Fl Peoria, Illinois 61625 Phone : 309-677-2513 Url : <a href="https://bradley.12twenty.hire">https://bradley.12twenty.hire</a> Janet Pesek Manual Posting	N	0
12	Catholic Charities 4802 N Broadway Suite 205 Chicago, Illinois 60640 Phone : 708-458-0500 Email : mcody@catholiccharities.net Maurine Cody	N	0

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
13	Chicago Asian American Journalists Association P.O. Box 577639 Chicago, Illinois 60657 Phone : 000-000-0000 Email : chiaaja@yahoo.com Kim Tran	N	0
14	Chicago State University 9501 S King Dr Suite 230 Chicago, Illinois 60628 Phone : 773-995-2327 Url : <a href="https://www.collegecentral.com/csu/employer.cfm">https://www.collegecentral.com/csu/employer.cfm</a> Career Development Manual Posting	N	0
15	City Colleges of Chicago 226 W Jackson Chicago, Illinois 60606 Phone : 312-553-3381 Email : awissmann@ccc.edu Aaron Wissmann	N	0
16	Columbia College Journalism Department 33 E Congress Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
17	Concordia University 7400 Augusta St River Forest, Illinois 60305 Phone : 708-209-3033 Email : career.services@CUChicago.edu Jenny Pinotti	N	0
18	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

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
19	Dominican University 7900 W Division St River Forest, Illinois 60305 Phone : 708366-2490 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Keli Wojciechowski Manual Posting	N	0
20	Eastern Illinois University 1301 Human Services Center 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Url : <a href="https://eiu-csm.symplicity.com/employers/?signin_t">https://eiu-csm.symplicity.com/employers/?signin_t</a> Lisa Hugg Manual Posting	N	0
21	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> N/A N/A	N	0
22	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3041 Email : <a href="mailto:sdrake@ic.edu">sdrake@ic.edu</a> Susie Drake	N	0
23	Illinois Department of Employment Security 5608 W 75th PL Burbank, Illinois 60459 Phone : 708-458-0500 Email : <a href="mailto:sheena.parker@illinois.gov">sheena.parker@illinois.gov</a> Sheena Parker	N	0
24	Illinois Media School - Lombard Campus 55 W 22nd St #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:fmuller@beonair.com">fmuller@beonair.com</a> Francesca Muller	N	0

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
25	Illinois News Broadcasters Association 1 University Circle Macomb, Illinois 61455 Url : <a href="https://www.inba.net/">https://www.inba.net/</a> Email : borowmaq@aol.com Bob Roberts	N	0
26	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-3071 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Warren Kistner Manual Posting	N	0
27	Knox College 2 E South Street Galesburg, Illinois 61401 Phone : 309-343-7662 Scott Crawford Manual Posting	N	0
28	Lake Forest College 555 N Sheridan Rd Lake Forest, Illinois 60045 Phone : 847-735-5235 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Danielle Kelly Manual Posting	N	0
29	Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : 815-836-5282 Url : <a href="http://www.lewisu.edu/resources/careerservices/emp">http://www.lewisu.edu/resources/careerservices/emp</a> Career Services Manual Posting	N	0
30	Madison Media Institute 2702 Agriculture Dr Madison, Illinois 53718 Phone : 608-237-8342 Email : careers@mediainstitute.edu Laura Mael	N	0

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
31	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tharper@mbaweb.org Terry Harper	N	0
32	Moody Bible Institute 820 N LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Email : careerdev@moody.edu Patrick Friedline	N	0
33	National Able Network Inc 567 W Lake St Suite 1150 Chicago, Illinois 60661 Phone : 773-409-4996 Email : dclaxton@nationalable.org Donna Claxton	N	0
34	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://nabjchicago.org/">http://nabjchicago.org/</a> Email : vdodson@nabj.org Veronique Dodson	N	0
35	National Association of Hispanic Journalists 2011 W Pershing Rd Chicago, Illinois 60609 Url : <a href="https://nahj-chi.org/">https://nahj-chi.org/</a> Email : carly.luque@fox.com Carly Luque	N	0
36	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : brivas@nhmc.org Brenda Rivas	N	0

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
37	National Latino Education Institute 2011 W Pershing Rd Chicago, Illinois 60609 Phone : 773-247-0707 Email : jporter@nlei.org Jacqueline Porter	N	0
38	National Lesbian & Gay Journalists Association 2120 L Street Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Sachelle Brooks	N	0
39	Northeastern Illinois University 5500 N St. Louis Ave Chicago, Illinois 60625 Phone : 000-000-0000 Url : <a href="https://neiu-csm.symplicity.com/">https://neiu-csm.symplicity.com/</a> Career Services Manual Posting	N	0
40	Northwestern University of Communication 2240 Campus Drive Room 1-184 Evanston, Illinois 60208 Phone : 847-467-4024 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Geni Harclerode Manual Posting	N	0
41	Pyramid Partnership 3057 N Lincoln Ave Chicago, Illinois 60657 Phone : 773-975-9898 Email : hjackson@pyramid-pci.com Herman Jackson	N	0
42	Radio 1 Broadcast School 700 3rd Street N LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0



**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
43	Rainbow PUSH Coalition 930 E 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Marjorie McKinnon-Price	N	0
44	Robert Morris University 401 S State St Chicago, Illinois 60605 Phone : 312-935-5460 Url : https://app.joinhandshake.com Chip Seiple Manual Posting	N	0
45	Roosevelt University 430 S Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3560 Email : careersdt@roosevelt.edu Christopher Willis	N	0
46	Saint Xavier University 3700 W 103rd St Chicago, Illinois 60655 Phone : 773-298-3131 Url : https://app.joinhandshake.com Jodi Martin Manual Posting	N	0
47	Southern Illinois University-Edwardsville Mail Stop 1000 One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://app.joinhandshake.com/ Email : careerservices@semo.edu Amy Aldridge	N	0
48	The Chicago Lighthouse 1850 W Roosevelt Rd Chicago, Illinois 60608 Phone : 312-997-3647 Email : sheila.perkins@chicagolighthouse.org Sheila Perkins	N	0

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT****EEO PUBLIC FILE REPORT**

August 1, 2022 - July 31, 2023

**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>
49	Triton College 2000 Fifth Ave River Grove, Illinois 60171 Phone : 708-456-0300 Url : <a href="https://www.collegecentral.com/triton/">https://www.collegecentral.com/triton/</a> Jackie Gordon Manual Posting	N	0
50	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Url : <a href="https://www.uis.edu/career/employers/careerconnect">https://www.uis.edu/career/employers/careerconnect</a> Student Affairs Manual Posting	N	0
51	Western Illinois University I University Sr Salle Hall 324 Macomb, Illinois 60145 Phone : 309-298-1838 Url : <a href="https://wiu-csm.symplicity.com/employers/index.php">https://wiu-csm.symplicity.com/employers/index.php</a> Career Development Manual Posting	N	0
52	<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

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 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>
53	Current Employee	N	1
54	Employee Referral	N	14
55	Indeed.com	N	1
56	Internal Candidate	N	1
57	Job Board	N	1
58	Linked In	N	5
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</b>

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacity 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
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 Audacity.	2	Talent Acquisition Specialist Talent Acquisition Specialist
3	11/12/2022	Participation in events sponsored by organizations representing the community	Audacity Chicago participated in a career fair to help expose tweens and teens (children aged 11-18) to careers in broadcasting. The topics discussed included the presenters major in college, information about Audacity (i.e., size, location, etc.), opportunities for internships/shadow days, and important steps to take in middle/high school to help prepare for their future.	1	Regional HR Director
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 Audacity. 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 Audacity 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

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
6	12/15/2022	Listing of each upper-level category opening in a job bank or newsletter	Audacy Chicago participated in joining Hispanic Pro for the 2022 Chicago Hispanic Professionals Holiday Celebration at Fame Lounge Chicago. Enjoy the ambience of decadent chandeliers, art-deco inspired décor, networking and delicious cocktails at the signature holiday celebration for Chicago's Latino professional community and allies!	1	Regional HR Director
7	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
8	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
9	4/21/2023	Participation in other activities designed by the station employment unit	Audacy Chicago participated in hosting students from Northwestern University and representatives from the National Association of Black Journalist.	6	VP of Programming HR Director Brand Manager

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**

**EEO PUBLIC FILE REPORT**

**August 1, 2022 - July 31, 2023**

**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>
10	6/8/2023	Provision of training to management	Members from Audacy's Talent Acquisition team attended Recruit-adelphia conference. Among the panels was a focus on a "skills first recruiting process" which allows organizations to create a more inclusive interview process. The Audacy Team also met with the keynote speaker from Integrate for Good who spoke to hiring neurodiverse talent and those with disabilities. The material from this conference is now part of the in-take process with the Talent Acquisition Team and Hiring Managers throughout the organization.	2	Talent Acquisition Specialist Talent Acquisition Specialist