

WJMH, WPAW, WQMG, WSMW
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

AUDACY Greensboro-Winston Salem-High Point,NC 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WJMH, WPAW, WQMG, WSMW**EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	8/6/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro was able to lend their services to the non-profit organization, "I Am A Queen" by handing out school supplies to children in lower income communities. This event was promoted on air, their website, on-air pre-recorded promos and shared via social media. They also talked about how careers in radio provide rewarding opportunities such as this event to give back locally.	3	Brand Manager on air personality On Air Personality
2	8/30/2022	Participation in other activities designed by the station employment unit	Recruitments spots ran on air to let the public know Audacy Greensboro was hiring for PT Promotions	4	Sales Assistant Traffic Coordinator Traffic Coordinator Market Manager
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	10/1/2022	Participation in other activities designed by the station employment unit	Audacy Greensboro ran commercial spots on WQMG-FM for their Account Executive job post to help reach a wider audience.	4	General Manager Sales Assistant Traffic Coordinator Traffic Coordinator
6	11/12/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro and WQMG-FM supported an annual Turkey Giveaway through Restoration Fellowship Church. This event was promoted on air and on the WQMG website. They spoke about how careers in Radio can a rewarding way to give back to your local community with events such as these.	1	Brand Manager

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7	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
8	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
9	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
10	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
11	3/30/2023	Participation in events or programs sponsored by educational institutions	WQMG attended the annual Career Day at Bessemer Elementary to talk about the radio industry and answer questions regarding pathways to careers in radio.	1	on air personality

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12	4/22/2023	Participation in events sponsored by organizations representing the community	Audacy Greensboro and WQMG helped promote a college preparedness seminar for high school students. This was promoted on the website and on air. They spoke about careers in radio and the path that college kids would need to take in regards to broadcasting opportunities.	1	Brand Manager
13	6/2/2023	Participation in Job Fairs	Audacy Greensboro attended a virtual job fair hosted by No worker Left Behind. This event is conducted on the first Friday of every month from 11am to 2pm.	1	Director of Sales
14	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
15	7/11/2023	Participation in events sponsored by organizations representing the community	Audacy Greensboro attended the Gospel Music Workshop of America at the Sheraton Hotel. They spoke to a group of radio and gospel music artists about careers in radio and gospel music.	1	Brand Manager
16	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Greensboro airs general recruitment commercial spots on WJMH -FM and their other stations to help reach a wider audience about careers and internships available at Audacy locally and nationally.	4	Sales Assistant General Manager Traffic Coordinator Traffic Coordinator
17	7/18/2023	Participation in events or programs sponsored by educational institutions	Two students from Reagan High School, Winston-Salem, who are considering careers in broadcasting, stopped by Audacy Greensboro for a job shadow day.	4	on air personality Brand Manager Market Manager Director of Sales