

**WFBC-FM, WORD, WROQ, WSPA-FM, WTPT, WYRD, WYRD-FM
EEO PUBLIC FILE REPORT**

August 1, 2022 - July 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
Chief Engineer	1-33, 36	33
Account Executive	1-31, 34-37	34
Account Executive	1-31, 34-37	36

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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	American Association of University Women 1310 L St. NW Suite 1000 Washington, District of Columbia 20005 Phone : 202-785-7700 Url : https://www.aauw.org Email : Aauwjobs@aauw.org Job Listing	N	0
2	Asheville Buncombe Tech 340 Victoria Rd Asheville, North Carolina 28801 Phone : 828-398-7209 Email : pbulla@abtech.edu Career Services	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	1
4	Benedict College 1600 Harden St Columbia, South Carolina 29204 Phone : 803-253-5000 Email : johnsons@benedict.edu Job Listing	N	0
5	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Email : careerdevelopment@bju.edu Job Listing	N	0
6	Camden Military Academy 520 US-1 Camden, South Carolina 29020 Phone : 800-948-6291 Email : admissions@camdenmilitary.com Job Listing	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Claflin College 400 Magnolia St Orangeburg, South Carolina 29115 Phone : 800-922-1276 Url : https://app.joinhandshake.com Douglas Barnes Manual Posting	N	0
8	Coastal Carolina University 100 Chanticleer Dr E Conway, South Carolina 29528 Phone : 843-349-2559 Url : https://app.joinhandshake.com Karen Arnie Manual Posting	N	0
9	College of Charleston 66 George St Charleston, South Carolina 29424 Phone : 843-953-5692 Url : https://app.joinhandshake.com Erin O'Dea-Halford Manual Posting	N	0
10	Converse College 580 E Main St Spartanburg, South Carolina 29302 Phone : 864-596-9000 Url : https://app.joinhandshake.com Cathy Gowan Manual Posting	N	0
11	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
12	ECPI College of Technology 4800 Airport Center Pkwy #100 Charlotte, North Carolina 28208 Phone : 704-751-4558 Email : careerservices@ecpi.edu Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Erskine College 2 Washington St Due West, South Carolina 29639 Phone : 864-379-2131 Email : payne@erskine.edu Trent Payne	N	0
14	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : sandersb@gab.org Job Listings	N	0
15	Goodwill Industries - Charlotte 6607 South Blvd. Charlotte, North Carolina 28205 Phone : 704-552-2878 Email : angela.mercer@goodwillsp.org Angela Mercer	N	0
16	Greenville County Workforce Development 225 S Pleasantburg Dr E-1 Greenville, South Carolina 29607 Phone : 864-467-8080 Url : http://www.onetcenter.org/toolkit.html Email : employerinfo@greenvillecounty.org Employer Services	N	0
17	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : 864-388-8971 Url : https://app.joinhandshake.com/schools/567 Amanda Morgan Manual Posting	N	0
18	Limestone College 1115 College Dr Gaffney, South Carolina 29340 Phone : 864-488-4370 Email : ileaks@limestone.edu Career Development	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
19	Minority Media and Telecommunications 1919 Pennsylvania Av NW Suite 725 Washington, District of Columbia 20006 Phone : 202-332-0500 Email : info@mmtconline.org Job Listing	N	0
20	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	N	0
21	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-352-4926 Url : http://www.regent.edu Email : mackerman@regent.edu M Ackerman	N	0
22	SC Employment Security Comm. 29 E Calhoun St Sumter, South Carolina 29150 Phone : 803-737-2400 Url : https://dew.sc.gov/ Email : bparks@dew.sc.gov Job Listing	N	0
23	Southern Wesleyan University 907 Wesleyan Drive Central, South Carolina 29630 Phone : 877-644-5556 Email : yduckett@swu.edu Career Services	N	0
24	Spelman College 350 Spelman Ln SW Atlanta, Georgia 30314 Phone : 404-270-5278 Url : https://app.joinhandshake.com Harold Bell 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
25	The University of North Carolina at Pembroke 1 University Drive Pembroke, North Carolina 28372 Phone : 910-521-6000 Url : https://app.joinhandshake.com Brenda Bullard Manual Posting	N	0
26	UNC School of Journalism CB 3365 Carroll Hall Chapel Hill, South Carolina 27514 Phone : 919-962-4518 Email : jeubank@email.unc.edu Jay Eubank	N	0
27	University of South Carolina 1322 Greene St Columbia, South Carolina 29208 Phone : 803-777-7280 Url : https://app.joinhandshake.com Latasha Saunders Manual Posting	N	0
28	Urban League of the Upstate 15 Regency Hill Dr Greenville, South Carolina 29607 Phone : 864-244-3862 Email : urbanleagueups@gmail.com Job Listing	N	0
29	Western Carolina Univeristy 150 Reid Cullowhee, North Carolina 28723 Phone : 828-227-7133 Email : careerservices@wcu.edu Career Development	N	0
30	Wofford College 429 N Church St Spartanburg, South Carolina 29303 Phone : 864-597-4794 Url : https://app.joinhandshake.com Tasha Smith-Tyus 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
31	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Current Employee	N	1
33	Employee Referral	N	2
34	Former Employee Referral	N	1
35	Indeed.com	N	2
36	Linked In	N	9
37	Station On-Air Advertisement	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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 events or programs sponsored by educational institutions	Audacy Greenville hosted a Zoom call with Fall semester SCBA and Clemson Students from the student-run Cadency. They discussed their fall projects with SCBA on how to market career opportunities in broadcasting to college students.	1	Market Manager
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	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Greenville hosted a Zoom call with Fall semester SCBA and Clemson Students from student-run Cadency Program. They discussed their ongoing fall projects with the SCBA on how to market career opportunities in broadcasting to college students.	1	Market Manager
5	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Greenville hosted a Zoom call with SCBA and Clemson Students from student-run Cadency Program. They discussed their Fall project with SCBA on how to market career opportunities in broadcasting to college students.	1	Market Manager
6	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

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7	11/18/2022	Participation in events or programs sponsored by educational institutions	Audacy Greenville employees gave station tours to Clemson students interested in broadcasting and met various employees in different job functions to grasp the additional career opportunities at radio stations	2	Market Manager OP/Brand Manager
8	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Greenville hosted a Zoom wrap-up call with Clemson students who were part of the Fall semester student-run Cadency Program. They met to discuss their 2022 careers in broadcasting projects they worked on.	1	Market Manager
9	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
10	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
11	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

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12	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Greenville hosted a Zoom Kick-off call with Clemson Students from the student-run Cadency Advertising Agency. They discussed projects for 2023 to introduce their spring semester students to careers in broadcasting.	1	Market Manager
13	2/3/2023	Participation in events or programs sponsored by educational institutions	Audacy Greenville hosted a Zoom meeting with two Clemson students in the Sales Innovation Program to discuss mentorship opportunities and careers in broadcasting.	1	Market Manager
14	2/15/2023	Participation in events or programs sponsored by educational institutions	Clemson Students from student-run Cadency Advertising Agency attended a field trip to Audacy SC offices and studios. The Market Manager and other station personnel spent three hours with students showing them how to write and produce commercials. Each student wrote and recorded their own commercials.	2	Market Manager Regional Production Manger
15	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy Greenville held a Zoom conference with Clemson students in the Spring semester Cadency Program. They discussed the projects the students worked on to recruit more college graduates to explore careers in South Carolina Broadcasting.	1	Market Manager
16	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
17	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Greenville runs general recruitment spots on all stations to inform the public about careers and internships provided.	4	Market Manager Sales Assistant Regional Production Manager Traffic Manager