

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 7601 Ganser Way, Madison, WI - 53719	<u>Contact Person/Title:</u> Andrea Hansen Market Manager
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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
Account Executive (Outside) Madison	1-14, 16-23, 25-63, 65	62
Account Executive	1-6, 8-25, 27-49, 51-62, 64	62
Account Executive	1-6, 8-49, 51-62	62

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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	All Access Music Group P O Box 6587 Malibu, California 90264 Url : https://allaccess.com Joel Denver Manual Posting	N	0
2	Alverno College 3400 S. 43rd St. Milwaukee, Wisconsin 53234 Phone : 414-382-6010 Url : https://app.joinhandshake.com Sue Leister Manual Posting	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	0
4	Beloit College 700 College Street Beloit, Wisconsin 53511 Jess Fox Wilson Manual Posting	N	0
5	Blackhawk Technical College 6004 S County Road G Janesville, Wisconsin 53547 Phone : 608-757-6329 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
6	Broadcast Employment Services 310 W. Wisconsin Ave Suite 500 East Milwaukee, Wisconsin 53203 Phone : 414-276-7239 Email : jobs@tvjobs.com Nancy Patterson	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	Bryant and Stratton College 10950 W Potter Road Wauwatosa, Wisconsin 53226 Phone : 216-771-1700 Email : mbenedik@bryantstratton.edu MJ Benedik	N	0
8	Carroll University 100 N East Ave Waukesha, Wisconsin 53186 Phone : (262) 524-7373 Url : https://app.joinhandshake.com Torrie Boduch Manual Posting	N	0
9	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 92052 Phone : 800-374-0119 Url : https://app.joinhandshake.com Career Website Manual Posting	N	0
10	Concordia University 12800 N Lake Shore Dr Mequon, Wisconsin 53097 Phone : 262-247-5700 Url : https://app.joinhandshake.com Lisa Johnson 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	Edgewood College 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 312-369-1000 Url : https://app.joinhandshake.com/schools/978 N/A N/A Manual Posting	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	Fox Valley Technical College 1825 N Bluemound Dr Appleton, Wisconsin 54912 Phone : 920-735-5627 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
14	Gateway Technical College 3520 30th Avenue Kenosha, Wisconsin 53144 Phone : 800-247-7122 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
15	Illinois Institute of Technology 3201 South State Street Chicago, Illinois 60616 Phone : 312-567-3000 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
16	Lakeland College Career Services PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1388 Email : career@lakeland.edu Jess Lambrecht	N	0
17	Lakeshore Technical College 1290 North Ave Cleveland, Wisconsin 53015 Phone : 888-468-6582 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
18	Lawrence University 711 East Boldt Way Appleton, Wisconsin 54911 Phone : 920-832-6561 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Madison Area Technical College 1701 Wright Street Madison, Wisconsin 53704 Phone : 608-246-6401 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
20	Marian University 45 South National Avenue Fond du Lac, Wisconsin 54935 Url : https://my.marianuniversity.edu/engagement/service Mary Hatlen Manual Posting	N	0
21	Marquette University 1250 W. Wisconsin Ave Milwaukee, Wisconsin 53233 Phone : 414-288-7250 Url : https://app.joinhandshake.com Karen Rinehart Manual Posting	N	0
22	Mid-State Technical College 500 32nd Street North Wisconsin Rapids, Wisconsin 54494 Phone : 715-422-5366 N/A N/A Manual Posting	N	0
23	Milwaukee Area Technical College 700 W State Street S114 Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
24	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-227-4517 Url : https://app.joinhandshake.com Jennifer Abing Manual Posting	N	0

WMHX, WMMM-FM, WOLX-FM**EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****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
25	Moraine Park Technical College 235 North National Avenue Fond du Lac, Wisconsin 54936 Phone : 920-924-3205 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
26	National Lesbian & Gay Journalists Association 1420 K St. Suite 910 NW Washington, District of Columbia 20005 Phone : 202-588-9888 Email : jobboard@nljja.org Job/listings Job/listings	N	0
27	Nicolet Area Technical College PO Box 518 Rhineland, Wisconsin 54501 Phone : 715-365-4566 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
28	Northcentral Technical College 1000 W Campus Drive Wausau, Wisconsin 54401 Phone : 715-675-3331 Email : careerservices@ntc.edu N/A N/A	N	0
29	Northeast Wisconsin Technical College 2740 W Mason Street Green Bay, Wisconsin 54303 Phone : 920-498-5528 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
30	Northwood Technical College 1900 College Drive Rice Lake, Wisconsin 54868 Phone : 800.243.9482 Url : https://www.northwoodtech.edu/ N/A N/A Manual Posting	N	0

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	On-Air Advertisements 7601 Ganser Way Madison, Wisconsin 53719 N/A N/A Manual Posting	N	0
32	Ripon College 300 E Seward Street Ripon, Wisconsin 54971 Phone : 920-748-8115 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
33	Southwest Wisconsin Technical College 1800 Bronson Blvd Fennimore, Wisconsin 53809 Phone : 608-822-2333 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
34	St. Norbert College 100 Grant Street DePere, Wisconsin 54115 Phone : 920-403-3040 Url : https://www.snc.edu/careers Mary Ellen Olson Manual Posting	N	0
35	University of Wisconsin Eau Claire 105 Garfield Avenue Eau Claire, Wisconsin 54702 Phone : 715-836-4636 Url : https://app.joinhandshake.com Meoldy Manteufel Manual Posting	N	0
36	University of Wisconsin Green Bay 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : https://app.joinhandshake.com Linda Peacock-Landrum Manual Posting	N	0

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	University of Wisconsin La Crosse 1725 State St La Crosse, Wisconsin 54601 Phone : 608-785-8362 Url : https://app.joinhandshake.com Rebecca Lee Manual Posting	N	0
38	University of Wisconsin Oshkosh 750 Elmwood Ave Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : https://app.joinhandshake.com Jamie Page-Stadler Manual Posting	N	0
39	University of Wisconsin Platteville 1 University Plz Platteville, Wisconsin 53818 Phone : 608-342-1491 Url : https://app.joinhandshake.com Trapper Mitchell Manual Posting	N	0
40	University of Wisconsin River Falls 410 S. 3rd St River Falls, Wisconsin 54022 Phone : 715-425-3572 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
41	University of Wisconsin Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : https://app.joinhandshake.com Sue Kissinger Manual Posting	N	0
42	University of Wisconsin Stout 103 Administration Building Menomonie, Wisconsin 54751 Phone : 715-232-1122 Career Website Manual Posting	N	0

WMHX, WMMM-FM, WOLX-FM**EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

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43	University of Wisconsin Superior 801 N 28th Street Superior, Wisconsin 54880 Phone : 715-394-8101 Url : https://app.joinhandshake.com Haley Carr Manual Posting	N	0
44	University of Wisconsin Waukesha 1500 University Dr Waukesha, Wisconsin 53186 Phone : 262-541-5459 Email : alexandria.lawver@uwc.edu Alexandria Lawver	N	0
45	University of Wisconsin Whitewater 800 W Main Street Whitewater, Wisconsin 53190 Url : http://www.uww.edu/career N/A N/A Manual Posting	N	0
46	UW Green Bay, Assoc. Prof. of Business 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-456-2000 Email : zehmsk@uwgb.edu Karl Zehms	N	0
47	UW Madison School of Journalism & Mass Communication 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Email : pgarciariver@wisc.edu Pamela Garcia-Rivera	N	0
48	UW Milwaukee Career Planning & Resource Center PO Box 413 Milwaukee, Wisconsin 53202 Phone : 414-229-4486 Url : https://app.joinhandshake.com Kamara Jackson Manual Posting	N	0

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	UW Milwaukee Career Services 2200 E Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-1122 Email : neuwirdt@uwm.edu Dan Neuwirth	N	0
50	UW Milwaukee Prof. of Journalism 2200 E Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-1122 Email : jsmith@uwm.edu Jeffery Smith	N	0
51	UW OshKosh, Business & Marketing 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : lilly@uwosh.edu Bryan Lilly	N	0
52	UW OshKosh, Journalism 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : cowling@uwosh.edu Mike Cowling	N	0
53	UW Parkside, Dean of Bus. & Economics 900 Wood Rd. Kenosha, Wisconsin 53141 Phone : 262-595-2345 Email : Dirk.baldwin@uwp.edu Dirk Baldwin	N	0
54	UW Washington County, Student Services 400 University Dr West Bend, Wisconsin 53095 Phone : 262-335-5212 Email : Chris.roland@uwc.edu Chris Roland	N	0

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Waukesha County Technical College 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7842 Url : https://app.joinhandshake.com Career Website Manual Posting	N	0
56	Western Technical College 400 Seventh Street North La Crosse, Wisconsin 54601 Phone : 608-785-9440 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
57	Winona State University 175 W Mark Street Winona, Minnesota 55987 Url : https://www.winona.edu/career DeAnna Goddard Manual Posting	N	0
58	Wisconsin Broadcasters Association 44 E Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : wi-broadcasters.org/broadcasting-careers/job-bank/ N/A N/A Manual Posting	N	0
59	Wisconsin Lutheran College 8800 W. Bluemound Rd. Milwaukee, Wisconsin 53226 Phone : 414-443-8800 Url : https://app.joinhandshake.com Thad Jahns Manual Posting	N	0
60	Wisconsin Women's Network 122 State St. #201B Madison, Wisconsin 53703 Phone : 608-255-9809 Email : info@wiwomensnetwork.org Career Website	N	0

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	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

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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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
62	Employee Referral	N	3
63	Former Employee	N	1
64	Indeed.com	N	1
65	Linked In	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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
2	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
3	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
4	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
5	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

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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6	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
7	2/21/2023	Participation in other activities designed by the station employment unit	Audacy Madison ran their "Come Stream With Us" campaign and aired this commercial on three stations (WOLX, WMMM, WMHX) from 2/21/2023 to 5/9/2023. The ad offered job seekers a chance to apply for roles related to music, digital, streaming, and more.	1	Local Sales Manager
8	2/21/2023	Participation in other activities designed by the station employment unit	Audacy Madison ran this On Air Ad on three stations (WOLX, WMMM, WMHX) from 2/21/23 - 5/9/2023. This ad detailed how Audacy was hiring for sales positions and invited people to apply on the careers page.	1	Local Sales Manager
9	2/25/2023	Participation in Job Fairs	Audacy Madison had On Air Personality Jesse Garon participate in Wisconsin Broadcasters Association Career Fair on Feb 25, 2023.	1	On Air Personality
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

WMHX, WMMM-FM, WOLX-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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11	6/14/2023	Participation in other activities designed by the station employment unit	Audacy Madison participated in EEO Session "You're Looking in All the Wrong Places: How to Find Diverse Talent at Every Level", held on 6/14/2023 (WMHX, WMMM, WOLX).	1	Local Sales Manager