

WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <u>Address:</u> 8300 NE 2nd Avenue, Suite 200, Miami, FL - 33138 | <u>Contact Person/Title:</u> Claudia Menegus Regional President |
| <u>Telephone Number:</u> 305-521-5100 | <u>E-Mail Address:</u> claudia.menegus@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 - Miami | 1-74, 76-77, 79, 81-82 | 79 |
| Account Executive - Miami | 1-74, 76-77, 79, 81-82 | 82 |
| Account Executive - Miami | 1-74, 76-77, 79, 81-82 | 79 |
| Account Executive - Miami | 1-74, 76-77, 79, 81-82 | 82 |
| Digital Sales Specialist | 1-24, 26-42, 44-80, 82 | 79 |
| Digital Sales Specialist | 1-24, 26-42, 44-80, 82 | 78 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 | African American Chamber of Commerce 3201 E. Colonial Drive S A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org Email : info@blackcommerce.org Sheena Jackson | N | 0 |
| 2 | African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : mldavis@miamidade.gov Marshall Davis | N | 0 |
| 3 | African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : ahcac@miamidade.gov AHCAC Miami | N | 0 |
| 4 | All Access 24955 Pacific Coast Hwy #C303 Malibu, California 90265 Phone : 301-457-6616 Url : https://www.allaccess.com/ Job Listings Manual Posting | N | 0 |
| 5 | American Adult Education Center 18350 NW 67 Avenue Hialeah, Florida 33015 Phone : 305-548-4044 Url : https://www.americanadulthood.com/ Email : 169982@dadeschools.net Carlena Mitchell | 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 |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 6 | American Inter-Continental University 6600 Peachtree Dunwoody Road 500 Embassy Row Atlanta, Georgia 30328 Phone : 404-965-6500 Url : https://www.aiuniv.edu/campus-locations/atlanta Email : careerservices@aiuonline.edu Career Services | N | 0 |
| 7 | Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting | N | 0 |
| 8 | Barry University 11300 NE 2nd Avenue Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com Email : careerservices@barry.edu Alison Reagin | N | 0 |
| 9 | Bethune-Cookman University 640 Dr. McLeod Blvd. Daytona Beach, Florida 32114 Phone : 386-481-2884 Url : https://www.cookman.edu/ Email : walkerg@cookman.edu Glenn Walker | N | 0 |
| 10 | Broward College Ft. Lauderdale 3051 SW David Road Bldg 19, Room 116 Davie, Florida 33314 Phone : 954-201-6612 Url : http://www.broward.edu Email : awhitefie@broward.edu Autumn Whitfield | N | 0 |
| 11 | Broward College Pembroke Pines 7200 Hollywood Blvd. Pembroke Pines, Florida 33024 Phone : 954-201-8938 Url : http://www.broward.edu Email : cdelancy@broward.edu Caron DeLancy-Simard | 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 |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 12 | Career Source South Florida NMB 801 NE 167 Street Miami, Florida 33162 Phone : 305-654-7175 Url : http://www.careersourcesfl.com/career-center/ Email : roxanne.isaacs@careersourcesfl.com Roxanne Isaacs | N | 0 |
| 13 | Career Source South Florida Northside 7900 NW 27 Avenue Suite 200 Miami, Florida 33147 Phone : 305-693-2060 Url : http://www.careersourcesfl.com/career-center/ Email : hesterline.hall2@careersourcesfl.com Hesterline Hall | N | 0 |
| 14 | Career Source South Florida Re-Employment Center 325 NW 62 Street Miami, Florida 33150 Phone : 305-795-2058 Url : http://www.careersourcesfl.com/career-center/ Email : yian.perrin@careersourcesfl.com Yian Perrin | N | 0 |
| 15 | Career Source South Florida West Dade Center 8485 Bird Road 2nd Floor Miami, Florida 33155 Phone : 305-228-2300 Url : http://www.careersourcesfl.com/career-center/ Email : carl.alexis@careersourcesfl.com Carl Alexis | N | 0 |
| 16 | Carlos Albizu University 2173 NW 99 Avenue Miami, Florida 33172 Phone : 305-593-1223 Url : http://www.albizu.edu/ Email : cdolinsky@albizu.edu Claudia Dolinsky | N | 0 |

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|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 17 | Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : 407-834-4223 Url : https://www.cfec.org/ Email : cfec@cfec.org Paulette Weir | N | 0 |
| 18 | Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 Url : https://www.cful.org/ Email : Info@cful.org Job Listings | N | 0 |
| 19 | Coalition of Hispanic American Women Hispanic Coalition 5659 W Flagler Street Miami, Florida 33134 Phone : 305-262-0060 Url : https://hispaniccoalition.org/ Email : Hispacol2@aol.com Marlene Arribas | N | 0 |
| 20 | Connecticut School of Broadcasting N Palm Beach 760 US Hwy 1 Suite 101 North Palm Beach, Florida 33408 Phone : 561-847-4126 Url : https://gocsb.com/ Email : csbpalmbeach@gocsb.com Jim York | N | 0 |
| 21 | Connecticut School of Broadcasting Pembroke Pines 9050 Pines Blvd. Pembroke Pines, Florida 33024 Phone : 305-592-7133 Url : https://gocsb.com Email : csbmiami@gocsb.com Jim York | 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 |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 22 | Cuban American National Foundation 2147 SW 8 Street Miami, Florida 33135 Phone : 305-592-7768 Url : https://www.canf.org/ Email : info@canf.org Jorge Mas Santos | N | 0 |
| 23 | 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 |
| 24 | Employ Florida Marketplace-Florida Veterans The Capital, Suite 2105 400 South Monroe St Tallahassee, Florida 32399 Phone : 866-352-2345 Url : http://www.employflorida.com Job Listings Manual Posting | N | 0 |
| 25 | Epilepsy Foundation Florida 7300 SW 88 Street #700 Miami, Florida 33156 Phone : 305-670-4479 Url : https://www.epilepsyfl.com/ Email : jclausner@efof.org Judy Clauser | N | 0 |
| 26 | Florida A&M University (FAMU) 1676 S Martin Luther King Dr. Blvd Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famuedu Career Center | N | 0 |
| 27 | Florida Assn of Broadcasters 201 S Monroe Street #201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : https://fab.org/ Email : intern@fab.org Job Listings | N | 0 |

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|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 28 | Florida Atlantic University 777 Glades Road SU80 Room 220 Boca Raton, Florida 33431 Phone : 561-297-3533 Url : https://app.joinhandshake.com Mitchell Roshel Manual Posting | N | 0 |
| 29 | Florida Atlantic University Broward Campus 3200 College Avenue Davie, Florida 33314 Phone : 954-236-1000 Url : https://app.joinhandshake.com David Jenks Manual Posting | N | 0 |
| 30 | Florida Dept. of Education 325 W Gaines Street #734 Tallahassee, Florida 32399 Phone : 850-245-0446 Url : http://www.fldoe.org/academics/career-adult-edu/ Email : Careerandadulted@fldoe.org Rod Duckworth | N | 0 |
| 31 | Florida Gulf Coast University 10501 FGCU Blvd. S Ft. Myers, Florida 33965 Phone : 239-590-7946 Url : https://fgcu-csm.symplicity.com/employers Reid Lennertz Manual Posting | N | 0 |
| 32 | Florida International University - North Campus 3000 NE 151 Street North Miami, Florida 33181 Phone : 305-919-5770 Url : https://app.joinhandshake.com Yisell Cirion Manual Posting | N | 0 |

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|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 33 | Florida International University - South Campus 11200 SW 8 Street GC230 Miami, Florida 33199 Phone : 305-348-7285 Url : https://app.joinhandshake.com Carmen Rosado Manual Posting | N | 0 |
| 34 | Florida State University Career Center 600 W College Avenue Tallahassee, Florida 32306 Phone : 850-644-6431 Url : https://app.joinhandshake.com Kate Heron Manual Posting | N | 0 |
| 35 | Florida Technical College 12520 Pines Blvd. Pembroke Pines, Florida 33027 Phone : 787-664-5699 Url : http://feedback.ftccollege.edu/employers/ Email : Kmwhite@ftccollege.edu Karen White-Goyzueta | N | 0 |
| 36 | Freeform Radio Initiative 411 Walnut Street #5561 Green Cover Springs, Florida 32043 Phone : 305-982-7233 Url : https://freeformradio.org/site/ Email : leads@freeformradio.org Scott McWilliams | N | 0 |
| 37 | Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-226-7625 Url : https://hello.fullsail.edu/ Email : nargyri@fullsail.edu Natasha Argyri | N | 0 |

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|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 38 | Futuri 1320 Summer Avenue #100 Cleveland, Ohio 44115 Phone : 877-221-7979 Url : https://futurimedia.com/ Email : tracy@futurimedia.com Tracy Gilliam | N | 0 |
| 39 | Gabe Hobbs Consulting 535 Central Avenue #302 St. Petersburg, Florida 33701 Phone : 813-938-3870 Url : http://www.gabehobbsmedia.com Email : gabe@gabehobbsmedia.com Gabe Hobbs | N | 0 |
| 40 | Greater Ft. Lauderdale Chamber of Commerce 512 NE 3rd Avenue Ft. Lauderdale, Florida 33301 Phone : 954-462-4911 Url : https://www.ftlchamber.com/ Email : dan@ftlchamber.com Dan Lindblade | N | 0 |
| 41 | Greater Hollywood Chamber of Commerce 330 N Federal Highway Hollywood, Florida 33020 Phone : 954-923-4000 Url : http://hollywoodchamber.org/ Email : information@hollywoodchamber.org Anne Hotte | N | 0 |
| 42 | Greater Miami Chamber of Commerce 1601 Biscayne Blvd Miami, Florida 33132 Phone : 305-577-5424 Url : http://www.miamichamber.com/ Email : asanchez@miamichamber.com Alfred Sanchez | 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 |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 43 | Greater Miami Jewish Federation J Works Miami 4200 Biscayne Blvd. Miami, Florida 33142 Phone : 786-866-8498 Url : https://jewishmiami.org/ Email : bdawson@gmjf.org Bonnie Dawson | N | 0 |
| 44 | Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : 415-921-5225 Url : https://jacl.org Email : jacl@jacl.org David Inoue | N | 0 |
| 45 | Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : 305-892-7030 Url : https://app.joinhandshake.com Craig Skilling Manual Posting | N | 0 |
| 46 | Latin Chamber of Commerce 1417 W Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Url : http://www.camacol.org/ Email : patricia@camacol.org Patricia Arias | N | 0 |
| 47 | Lindsey Hopkins Technical College 750 NW 20 Street Room D232 Miami, Florida 33127 Phone : 305-324-6070 Url : https://www.lindseyhopkins.edu/ Email : 173463@dadeschools.net Christina Brownlow | N | 0 |

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|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 48 | Lutheran Services Florida 8532 SW 8 Street #270 Miami, Florida 33144 Phone : 305-567-2511 Url : https://www.lsfnet.org/ Email : careers@lsfnet.org Aimee Fraguela | N | 0 |
| 49 | Lynn University 3601 N Military Trail Boca Raton, Florida 33431 Phone : 561-237-7287 Url : https://www.lynn.edu/ Email : dporter@lynn.edu Dee Porter | N | 0 |
| 50 | Miami Dade Chamber of Commerce 100 S Biscayne Blvd. 3rd Floor Miami, Florida 33131 Phone : 305-751-8648 Url : http://m-dcc.org/ Email : mdcc@m-dcc.org Debbie Pearson | N | 0 |
| 51 | Miami Dade College 627 SW 27 Avenue Room 1112 Miami, Florida 33135 Phone : 305-237-6247 Url : https://www.mdc.edu Email : Jorge.hernandez2@mdc.edu Jorge Hernandez | N | 0 |
| 52 | Miami Dade Office of Community Advocacy 111 NW 1 Street #1034 Miami, Florida 33128 Phone : 305-375-4606 Url : https://www8.miamidade.gov/global/government/commi Email : rboone@miamidade.gov Retha Boone-Fye | 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 |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 53 | Miami Lakes Tech 5780 NW 158 Street Miami Lakes, Florida 33014 Phone : 305-557-1100 Url : http://www.miamilakes.edu/ Email : rzilka@dadeschools.net Richard Zilka | N | 0 |
| 54 | Miami Media School 901 S Miami Avenue #303 Miami, Florida 33180 Phone : 305-728-1120 Url : https://beonair.com/ Email : Allamazares@beonair.com Angel Llamazares | N | 0 |
| 55 | Mount Bethel Human Services 1021 NW 6 Street Sistrunk Blvd. Ft. Lauderdale, Florida 33311 Phone : 954-768-0920 Url : http://www.mbhsc.org Email : tsmith@preventioncentral.org Tierra Smith | N | 0 |
| 56 | NAACP Ft. Lauderdale PO Box 101060 Ft. Lauderdale, Florida 33310 Phone : 407-843-5320 Url : http://www.flnaacp.com/ Email : info@flnaacp.com Adora Obi Nweze | N | 0 |
| 57 | NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : https://www.nab.org/ Nate Mann Manual Posting | N | 0 |

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|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 58 | National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org/about/ Email : info@nhmc.org Job Bank | N | 0 |
| 59 | National Lesbian & Gay Journalist Association 1420 K Street NW #910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : https://www.nlgja.org/ Email : info@nlgja.org Job Listings | N | 0 |
| 60 | New Birth Baptist Church/Employment Services 13242 NW 7th Avenue Miami, Florida 33168 Phone : 305-769-1100 Ext 237 Url : https://nbbcmiami.org/ Email : mfreeman@nbbcmiami.org Marietta Freeman | N | 0 |
| 61 | Nova Southeastern University 3301 College Avenue 1st Floor/Room 152 Ft. Lauderdale, Florida 33314 Phone : 954-262-7239 Url : https://app.joinhandshake.com Mignon Bissonnette Manual Posting | N | 0 |
| 62 | Palm Beach State College 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3051 Url : https://app.joinhandshake.com Karen Rose Cover Manual Posting | N | 0 |

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|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 63 | Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://www.seminolestate.edu Email : obriencs@seminolestate.edu Christopher O'Brien | N | 0 |
| 64 | Society of Broadcast Engineers 9102 N Meridian Street #150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/career_jobonline Email : kjones@sbe.org K Jones | N | 0 |
| 65 | South Florida Hispanic Chamber of Commerce 333 Arthur Godfrey Road Suite 300 Miami Beach, Florida 33140 Phone : 305-534-1903 Url : https://sflhcc.com Email : info@sflhcc.com Anielka Loaisiga | N | 0 |
| 66 | St. Thomas University 1640 NW 37 Avenue Miami, Florida 33054 Phone : 305-628-6768 Url : https://app.joinhandshake.com Cristina Lopez Manual Posting | N | 0 |
| 67 | University of Central Florida (UCF) - School of Communications 4000 Central Florida Blvd. Orlando, Florida 32816 Phone : 407-823-2361 Url : https://app.joinhandshake.com Career Center 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 |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 68 | University of Miami 5100 Brunson Drive Coral Gables, Florida 33146 Phone : 305-284-6632 Url : https://miami.joinhandshake.com Kebrina Maharai Manual Posting | N | 0 |
| 69 | University of South Florida 4202 E Fowler Avenue SVC2088 Tampa, Florida 33620 Phone : 813-974-5350 Url : https://app.joinhandshake.com Lynn Chisholm Manual Posting | N | 0 |
| 70 | Urban League of Greater Miami 8500 NW 25 Avenue Miami, Florida 33147 Phone : 305-696-4450 Url : https://miamiurbanleague.org/ Email : shenley@miamiurbanleague.org Sharron Henley | N | 0 |
| 71 | Valencia Community College 1800 S Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Url : https://valenciacollege.edu/ Email : mabalos@valenciacollege.edu Carmen Diaz | N | 0 |
| 72 | Women In Distress PO Box 50187 Lighthouse Point, Florida 33074 Phone : 954-760-9800 Url : https://www.womenindistress.org/ Email : info@womenindistress.org Sheryl Bain | 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 |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 73 | 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 |
| 74 | Youth Co-Op, Inc. 5040 NW 7 Street #200 Miami, Florida 33126 Phone : 305-442-6900 Url : http://www.careersourcesfl.com Email : felipe.reboucas@careersourcesfl.com Felipe Reboucas | 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 |
|------------------------------------------------|-----------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 75 | Current Employee | N | 1 |
| 76 | Employee Referral | N | 3 |
| 77 | Indeed.com | N | 3 |
| 78 | Internship Program | N | 1 |
| 79 | Linked In | N | 13 |
| 80 | Non-Employee Referral | N | 1 |
| 81 | Other Source | N | 1 |
| 82 | Recruiter | N | 3 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 26 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------------|
| 1 | 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 |
| 2 | 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 |
| 3 | 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 |
| 4 | 12/22/2022 | Sponsorship of events in the community designed to increase public awareness | Audacy Miami promoted the Channing Crowder Holiday Toy Drive. This drive benefitted The Boys and Girls Club of Ft. Lauderdale. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 2 | Brand Manager on air personality |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------|
| 5 | 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 |
| 6 | 4/17/2023 | Participation in Job Fairs | Audacy Florida attended the Full Sail Career Fair. | 2 | General Sales Manager General Sales Manager |
| 7 | 5/27/2023 | Sponsorship of events in the community designed to increase public awareness | Audacy Miami promoted The Air and Sea Show highlighting the people who serve and continue to serve in our Armed Forces. This event was promoted on air. The staff spoke about the event and promoted how careers in broadcasting can be a fun and rewarding way to connect with your local community with events like these. | 2 | Board Operator on air personality Promotions Director |
| 8 | 6/3/2023 | Sponsorship of events in the community designed to increase public awareness | Audacy Miami promoted the Lung force Sunset Soiree. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 2 | Account Executive Promotions Director |
| 9 | 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 |

WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------|
| 10 | 7/29/2023 | Sponsorship of events in the community designed to increase public awareness | Audacy Miami helped with The Children's Trust Family Expo. The Family Expo continues to be the best chance for families to connect with the Trust's extensive provider network as well as other community agencies and organizations that serve them. The event was promoted on air and the staff emphasized how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 2 | Promotions Director on air personality |
| 11 | 8/5/2023 | Sponsorship of events in the community designed to increase public awareness | Audacy Miami promoted Stuff the Bus with school supplies for the Boys and Girls Club of Broward County The event was promoted on air and the staff emphasized how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 2 | on air personality Promotions Director |
| 12 | 9/23/2023 | Sponsorship of events in the community designed to increase public awareness | Audacy Miami attended The Health Fair for West Coast University and Jackson West Medical Center. This event was promoted on air and encouraged the public to attend to receive free health screenings . The staff spoke about this event and emphasized how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 2 | Promotions Director |