

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 817 W Peachtree Street NW, Suite 800, Atlanta, GA - 30361	<u>Contact Person/Title:</u> Rick Caffey SVP/Market Manager
<u>Telephone Number:</u> 404-898-8900	<u>E-Mail Address:</u> rick.caffey@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	1-29, 31, 34, 38	38
Account Executive	1-29, 31, 34, 38	34
Director of Sales	1-32, 34	30
WZGC Morning Show Host	1-6, 9-11, 13-19, 21-25, 27, 29-30, 33- 34, 36	30
WZGC Morning Show Host	1-6, 9-11, 13-19, 21-25, 27, 29-30, 33- 34, 36	36
Manager of Events and Experiences	1-6, 9-11, 13-19, 21-25, 27, 29-30, 34- 35	30
Manager of Events and Experiences	1-6, 9-11, 13-19, 21-25, 27, 29-30, 34- 35	34
Sales Assistant	1-6, 9-11, 13-19, 21-25, 27, 29-30, 34	30
Director of Technical Operations	1-6, 9-11, 13-19, 21-25, 27, 29-30, 34	30
Creative Service Director & Voice Over Talent	1-6, 9-11, 13-19, 21-25, 29-34, 37	30

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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	100 Black Men, Atlanta Group 101 Jackson St NE Atlanta, Georgia 30312 Phone : 404-525-6220 Email : decarlos.wardlaw@gmail.com Decarlos Wardlaw	N	0
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road N.E 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4870 Email : shutchins@aai.edu Career Services	N	0
3	Assistance League of Atlanta 3534 Broad St Chamblee, Georgia 30341 Phone : 770-458-2038 Email : info@assistanceleagueATL.org Job Listings	N	0
4	Atlanta Business League of Atlanta 931 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-584-8126 Email : qwhite@atlantabusinessleague.org Job Listings	N	0
5	Atlanta Institute Of Music 2875 Breckinridge Blvd #700 Duluth, Georgia 30096 Phone : 800-886-6874 Email : chrisfragale@aimm.edu Chris Fragale	N	0
6	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	8

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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
7	Chattahoochee Technical College 980 South Cobb Drive Marietta, Georgia 30060 Phone : 770-528-4545 Url : https://chattahoocheetech-csm.symplicity.com/ Annette Davis Manual Posting	N	0
8	Clark Atlanta University 223 James P Brawley Dr SW Atlanta, Georgia 30314 Phone : 404-929-0522 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
9	Complete Game Broadcasting 1935 Cliff Valley Way NE #215 Atlanta, Georgia 30329 Phone : 678-205-2210 Email : jeff@completegame.tv Job Listings	N	0
10	Connecticut School of Broadcasting (Orlando) 9050 Pines Boulevard Pembroke Pines, Florida 33024 Phone : 813-443-5307 Email : rthomas@gocsb.com Job Listings	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	Florida A&M University (FAMU) 1601 S Martin Luther King Jr Blvd Tallahassee, Florida 32307 Phone : 850-599-3000 Url : https://app.joinhandshake.com Christopher Anderson Manual Posting	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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
13	Fort Valley State University 1005 State University Dr Fort Valley, Georgia 31030 Phone : 478-825-7076 Url : https://fvsu-csm.symplicity.com/employers/?signin_ Email : Barcado.Styles@fvsu.edu Barcado Styles	N	0
14	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : mlewis@gab.org Job Listings	N	0
15	Georgia Institute of Technology North Avenue Atlanta, Georgia 30332 Phone : 404-894-1353 Email : sonia.anderson@gatech.edu James Barricelli	N	0
16	Georgia Perimeter College 3251 Panthersville Road Decatur, Georgia 30034 Phone : 404-297-9522 Email : Adelaide.richardson@gpc.edu Adelaide Richardson	N	0
17	Georgia Piedmont Tech College 495 N Indian Creek Dr Clarkston, Georgia 30021 Phone : 404 297 9522 Email : careers@gptc.edu Job Listings	N	0
18	Hire Heroes 1360 Union Hill Rd Alpharetta, Georgia 30004 Phone : 844-634-1520 Email : neils@heroesforhirellc.com Job Listings	N	0

**WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT**

December 1, 2022 - November 30, 2023

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
19	Latin America Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone : 404-638-1800 Email : evelez@thelaa.org Job Listings	N	0
20	Morehouse University 830 Westview Dr SW Atlanta, Georgia 30314 Phone : 470-639-0999 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
21	Morris Brown College 643 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-458-6085 Email : Joann.googer@morrisbrown.edu Job Listings	N	0
22	National Association Of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202 429 5395 Email : nab@nab.org Job Listings	N	0
23	Nine To Five Atlanta Working Women 501 Pulliam Street SW Atlanta, Georgia 30312 Phone : 404-222-0001 Email : 9to5atlanta@9to5.org Job Listings	N	0
24	Ogelthorpe University 4484 Peachtree Rd NE Atlanta, Georgia 30319 Phone : 404-261-1441 Email : alumni@oglethorpe.edu Job Listings	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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	OUT Georgia Business Alliance 1530 Dekalb Ave Suite A Atlanta, Georgia 30307 Phone : 000-000-000 Email : info@outgeorgia.org Job Listings	N	0
26	UGA / Grady College of Journalism 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-1704 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
27	Urban League of Greater Atlanta 229 Peachtree St #300 Atlanta, Georgia 30303 Phone : 404-659-1150 Email : info@ulga-yp.org Job Listings	N	0
28	Valdosta State University 1500 North Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5942 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
29	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

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
30	Employee Referral	N	10
31	Indeed.com	N	3
32	Internal Candidate	N	4
33	Job Board	N	2
34	Linked In	N	19
35	Non-Employee Referral	N	1
36	On-Air Announcement (One or More SEU Stations)	N	1
37	Other Source	N	1
38	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

WAOK, WSTR, WVEE, WZGC**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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
2	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
3	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
4	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
5	2/8/2023	Participation in Job Fairs	Atlanta Audacy's participated at the Gwinnett College Recruitment Fair	2	Brand Manager SVP & Market Manager

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	2/23/2023	Participation in events or programs sponsored by educational institutions	Audacy Atlanta spoke with students at the Clark Atlanta Mass Media Arts department about careers in broadcasting	2	Brand Manager Promotion Director
7	5/17/2023	Participation in events or programs sponsored by educational institutions	Audacy Atlanta spoke with students from GAB Radio Talent Institute about careers in broadcasting	4	Program Director Sports Broadcaster Assistant Brand Manager Brand Manager
8	6/8/2023	Provision of training to management	Members of the Audacy Talent Acquisition team attended a conference in with a focus on, skills first recruiting process; and passed on information to TA Team and HMs.	2	Talent Acquisition Specialist Talent Acquisition Specialist
9	7/25/2023	Participation in events sponsored by organizations representing the community	Atlanta Audacy hosted a station tour with student interns from Global Payment Company	4	SVP & Market Manager On-Air Personality Audio Production Coordinator Assistant Brand Manager