

WJZ, WJZ-FM, WLIF, WWMX
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 1423 Clarkview Road, Suite 100, Baltimore, MD - 21209	<u>Contact Person/Title:</u> Tracy Brandys SVP/Market Manager
<u>Telephone Number:</u> 410-825-1000	<u>E-Mail Address:</u> tracy.brandys@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	2, 6, 17-18, 23-24, 27, 30, 39-42, 44	41
Account Executive	2, 6, 17-18, 23-24, 27, 30, 39-42, 44	40
Account Executive	2, 6, 17-18, 23-24, 27, 30, 39-42, 44	44
Account Executive	1-39, 43-44	44
Account Executive	1-39, 43-44	44

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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	AllAccess.com 24955 Pacific Coast Highway Malibu, California allaccess.com allaccess.com Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	3
3	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : http://app.joinhandshake.com Dorothy Wigglesworth Manual Posting	N	0
4	Community College of Baltimore County 800 S.Rolling Road Catonsville, Maryland 21228 Phone : 443-840-2222 Url : http://collegecentral.com/ccbs Job Listings Manual Posting	N	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://collegecentral.com/coppin Job/ Listings Manual Posting	N	0
6	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

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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	Entercom On Air Announcements 1423 Clarkview Road Suite 100 Baltimore, Maryland 21209 Tom Cook Manual Posting	N	0
8	Facebook Listings facebook.com Baltimore, Maryland Ana Hall-Defoor Manual Posting	N	0
9	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
10	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
11	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
12	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	N	0
13	Goucher College 1021 Dulaney Valley Road Baltimore, Maryland 21204 Traci Martin Manual Posting	N	0

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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
14	Howard Community College 10901 Little Patuxent Parkway Columbia, Maryland 21044 Phone : 443-518-4194 Url : http://howardcc.edu/hccjobemployer Tony Swain Manual Posting	N	0
15	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
16	Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Ann Peters Manual Posting	N	0
17	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : info@jcsbaltimore.org Toya Jaffe	N	0
18	Johns Hopkins Baltimore, Maryland 21218 Email : recruit@jhu.edu Job Listings	N	0
19	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	0
20	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2692 Url : http://app.joinhandshake.com Mary DeManss Manual Posting	N	0

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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
21	Maryland DC Delaware Broadcasters Association 804 E Edenton Street Raleigh, North Carolina 27601 Phone : 410-653-4122 Chip Weinman Manual Posting	N	0
22	Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone : 301-362-9708 Url : http://mwejobs.maryland.gov Job/ Listings Manual Posting	N	0
23	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : jays@mdworks.com Jay Stewart	N	0
24	McDaniel College 2 College Hill Westminster, Maryland 21157 Rich Goodman Manual Posting	N	0
25	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : http://morgan-csm.symplicity.com Job Listings Manual Posting	N	0
26	Mount St. Mary's University 16300 Old Emmitsburg Rd Emmitsburg, Maryland 21727 Matthew Pouss Manual Posting	N	0
27	NAACP of Baltimore 300 Lennox Avenue Baltimore, Maryland 21214 Phone : 410-321-1243 Email : naACP@naACP-bcountymd.org Job Listings	N	0

**WJZ, WJZ-FM, WLIF, WWMX
EEO PUBLIC FILE REPORT**

June 1, 2023 - May 31, 2024

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
28	Notre Dame of Maryland University 4701 N. Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://app.joinhandshake.com Alan Jones Manual Posting	N	0
29	ramp247.com 24307 Magic Mountain Pkwy. Valencia, California Kevin Carter Manual Posting	N	0
30	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0
31	SBE 37 2020 M Street NW Washington , District of Columbia 20036 Dan Ryson Manual Posting	N	0
32	SHRM.org SHRM.org Alexandria, Virginia SHRM.org SHRM.org Manual Posting	N	0
33	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Online Posting Online Posting Manual Posting	N	0
34	Stevenson University 10945 Boulevard Circle Owings Mills, Maryland 21117 Phone : 443-352-5314 Url : http://app.joinhandshake.com Matt Seiler Manual Posting	N	0

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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
35	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Url : http://app.joinhandshake.com Job Listings Manual Posting	N	0
36	University of Maryland College Park, Maryland 20742 Url : http://umd-csm.symplicity.com Job Listings Manual Posting	N	0
37	University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Url : http://umbc-csm.symplicity.com Job Listings Manual Posting	N	0
38	Washington College 300 Washington Avenue Chestertown, Maryland 21620 Phone : 410-778-2800 Url : http://app.joinhandshake.com Job Listings Manual Posting	N	0
39	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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
40	Career Fair	N	2
41	Employee Referral	N	4
42	Indeed.com	N	3
43	Job Board	N	2
44	Linked In	N	29
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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 other activities designed by the station employment unit	Audacy Baltimore runs career opportunity OTA spots year-long on all of our stations informing the public about careers in radio.	1	Traffic Manager
2	6/7/2023	Participation in events or programs sponsored by educational institutions	Station air talent attended and spoke to students and parents attending Bryant Woods Elementary School Career Day about broadcasting and the variety of careers available, specifically in radio. He shared his career path and the various positions he held as he worked his way to on-air position.	1	Air Talent
3	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
4	6/20/2023	Participation in other activities designed by the station employment unit	Stations hosted Boy Scout tour of facility to enable him to earn Merit Badges. Scout spent time with air talent and Brand Manager to learn about broadcasting and journalism and how the stations' departments interact.	2	Brand Manager Air Talent
5	12/15/2023	Provision of training to management	Each year, individuals responsible for making employment related decisions must attend mandatory training on our FCC and OFCCP EEO requirements. This training covers the rules we follow as a radio broadcasting company and federal contractor with respect to recruitment, hiring, promotions, demotions, terminations, and more, to ensure we upload our EEO policy and procedures. The training also covers how to understand and utilize your Affirmative Action Plan.	4	Market Manager Brand Manager General Sales Manager All FT and PT employees

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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	3/5/2024	Participation in Job Fairs	General Sales Manager participated in virtual career fair. Students signed up for appointments to speak with the GSM regarding careers in broadcast as well as career opportunities specifically at Audacy Baltimore.	1	General Sales Manager
8	3/13/2024	Participation in Job Fairs	General Sales Manager, Air Talent and AE (school alumni) participated in the Towson University Spring 2024 Mega Job & Internship Fair on March 13, 2024. During the 4 hour event, they met with students to discuss careers in broadcasting as well as career opportunities at Audacy Baltimore.	3	General Sales Manager On Air Account Executive
9	3/15/2024	Participation in Job Fairs	General Sales Manager and Air Talent (alumni) participated in Morgan State University's 2024 Spring Job Fair. They met with students and discussed careers in broadcasting as well as career opportunities at Audacy Baltimore.	2	General Sales Manager Air Talent
10	3/21/2024	Participation in Job Fairs	Brand Manager/Music Director and Air Talent/Public Affairs Host met with members of the community to discuss careers in broadcast as well as career opportunities at Audacy Baltimore.	2	Brand Manager Air Talent
11	4/10/2024	Participation in events or programs sponsored by educational institutions	Audacy of Baltimore met with students and alumni of University of Maryland, Baltimore County to discuss careers in broadcasting, and specifically career opportunities at Audacy.	2	Brand Manager On Air Personality

WJZ, WJZ-FM, WLIF, WWMX**EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	4/25/2024	Provision of training to management	Members of Audacy's Talent Acquisition team participated in Reach Out for Happy Hour (ROFHH): Operation Warfighter where they learned how to tap into transitioning service members from all branches of the military for recruitment purposes via the Operation Warfighter program. These resources can be utilized for recruitment efforts across Audacy.	4	Director, Talent Acquisition Talent Acquisition Associate Talent Acquisition Associate Talent Acquisition Associate