

**WDOK, WKRK-FM, WNCX, WQAL**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 31, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b> 1041 Huron Road, Cleveland, OH - 44115	<b><u>Contact Person/Title:</u></b> Tom Herschel SVP/Market Manager
<b><u>Telephone Number:</u></b> 216-861-0100	<b><u>E-Mail Address:</u></b> tom.herschel@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	1-11, 13-14, 17-19	14
Producer	1-11, 13-17	1
Account Executive	1-8, 11, 13, 17	17
WQAL Morning Show Co-Host	1-7, 11-13, 16-18	17

**WDOK, WKRK-FM, WNCX, WQAL****EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	6
2	Baylor University One Bear Place #97036 Waco, Texas 76798 Phone : 254-710-3771 Url : <a href="https://app.joinhandshake.com/schools/11">https://app.joinhandshake.com/schools/11</a> Email : <a href="mailto:careercenter@baylor.edu">careercenter@baylor.edu</a> Amanda Kuehl	N	0
3	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : <a href="mailto:dmjohns@bryantstratton.edu">dmjohns@bryantstratton.edu</a> Deb Johns	N	0
4	Cuyahoga Community College 2900 Community College Room MSS 207 Cleveland, Ohio 44115 Phone : 216-987-5576 Url : <a href="https://www.collegecentral.com/tri-c/">https://www.collegecentral.com/tri-c/</a> Email : <a href="mailto:careerservices@tri-c.edu">careerservices@tri-c.edu</a> Miguel Sanchez	N	0
5	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
6	NABJ Sports Task Force 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 626-792-3846 Email : <a href="mailto:eric@nabjcareers.org">eric@nabjcareers.org</a> Eric Wee	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Ohio Association of Broadcasting 17 S High St Suite 101 Columbus, Ohio 43215 Phone : 614-228-4052 Email : ahartzell@oab.org Andy Hartzell	N	0
8	Ohio Media School 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-239-1404 Email : hcrable@beonair.com Houda Crable	N	0
9	Ohio Media School-Cincinnati Campus 4411 Montgomery Road, Suite 200 Norwood, Ohio 45212 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	N	0
10	Ohio Media School-Cleveland Campus 9885 Rockside Rd Valley View, Ohio 44125 Phone : 234.203.2768 Email : lleciejewski@beonair.com Lynda Leciejewski	N	0
11	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
12	Current Employee	N	1
13	Employee Referral	N	7
14	Indeed.com	N	4
15	Internal Candidate	N	1
16	Job Board	N	2
17	Linked In	N	20
18	Radio Recruitment Ad	N	2
19	Recruiter	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Cleveland broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	1	Traffic Manager
2	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
3	10/4/2023	Participation in events sponsored by organizations representing the community	Audacy Cleveland participated in a station tour where the Brand Manager discussed his career and responsibilities with Audacy with Penn Alumni students.	1	Brand Manager
4	Ongoing Event	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
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

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6	4/4/2024	Participation in events or programs sponsored by educational institutions	Cleveland Audacy participated in a career fair at Innovation Academy West. We spoke to students about different career opportunities in broadcasting during this event.	1	Brand Manager
7	4/5/2024	Participation in events or programs sponsored by educational institutions	Audacy Cleveland participated in The Amazing Shake at Innovation Academy West; a competition that allows students to gain skill sets, to network, discover opportunities, and explore career paths that they may not have been exposed to before. This event was promoted on-air	2	Assistant Brand Manager Brand Manager
8	4/9/2024	Participation in events or programs sponsored by educational institutions	Cleveland Audacy participated in a career fair at Clark Elementary. Discussed career opportunities in broadcasting for students	1	Brand Manager
9	4/12/2024	Participation in events sponsored by organizations representing the community	Audacy Cleveland participated in a Career workshop with Brunswick school system. Audacy staff spoke with students interested in broadcasting careers.	2	Brand Manager On Air Personality
10	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