

WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-4, 6-23, 26, 29, 31	26
Account Executive	1-4, 6-23, 26, 29, 31	31
General Sales Manager	1-4, 6-14, 17-23, 25, 27, 29-30, 33	27
WOMC Morning Host/Personality	4, 8, 24-26, 29	24
Account Executive, Director of Sports Partnerships	1-5, 7-8, 12, 17, 22-23, 26, 28-29	26
TWIN Traffic Reporter	4, 8, 28-29	29
Regional Promotions Manager	1-5, 7-8, 12, 17, 22-23, 26, 29, 32	29
Client Success Strategist	1-5, 7-8, 12, 17, 22-23, 26, 28-29	26

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EEO PUBLIC FILE REPORT

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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 Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Email : careers@galaxymediacompany.com Joel Denver	N	0
2	American Federation of Radio and Television Artists 1 E Erie St #650 Chicago, Illinois 60611 Phone : 248-213-0264 Email : Jayne.bower@sagaftra.org Jayne Bower	N	0
3	Arab American and Chaldean Council 363 W. Big Beaver Rd Suite 300 Troy, Michigan 48084 Phone : 248-559-1990 Email : programadvocates@myacc.org Fax : 1-248-559-9117 Nancy Hanoosh	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	6
5	Career Spring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
6	Davenport University Livonia Campus 19499 Victor Pkwy Livonia, Michigan 48152 Phone : 734-943-2800 Url : https://davenport-csm.symplicity.com/employers/ind Career Services Manual Posting	N	0

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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	Detroit Urban League 208 Mack Ave Detroit, Michigan 48201 Phone : 313-832-4600 Fax : 1-313-832-3222 Cassasandra Nelson-Pruitt	N	0
8	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
9	Focus Hope 1400 Oakman Blvd Detroit, Michigan 48238 Phone : 313-949-5500 Email : jo.dare@focushope.edu Carol Spann	N	0
10	Henry Ford Community College 5101 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-845-9618 Url : https://hfcc-csm.symplicity.com/employers/?signin_ Email : careers@HFCC.edu Career Services	N	0
11	Lawrence Technological University 21000 W Ten Mile Rd Southerfield, Michigan 48075 Phone : 248-204-3140 Url : http://app.joinhandshake.com Margaret Pierce Manual Posting	N	0
12	National Black MBA Association- Detroit Detroit Chapter NBMBAA PO BOX 32960 Detroit, Michigan 48232 Phone : 404-260-5444 Email : detroit.chapter@nmbmaa.org Bryan Howard	N	0

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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	Oakland Community College 739 South Washington Building C Royal Oak, Michigan 48067 Phone : 248-522-3505 Url : https://www.collegecentral.com/oaklandcc/employer . Career Services Manual Posting	N	0
14	Schoolcraft College 18600 Hagerty Rd Livonia, Michigan 48152 Phone : 734-462-4408 Url : https://www.collegecentral.com/schoolcraft/employe Kathy Cox Manual Posting	N	0
15	Schoolcraft College Haggerty Road Livonia, Michigan 48154 Phone : 734-462-4400 Email : careerservices@schoolcraft.edu Susan Beeler	N	0
16	Specs Howard School of Media Arts 26700 Lasher Southerfield, Michigan 48033 Phone : 248-228-8958 Email : nshiner@specshoward.edu nancy shiner	N	0
17	University of Detroit Mercy - Career Development 4001 West McNichol's Rd #143 Reno Hall Detroit, Michigan 48221 Phone : 313-596-0223 Email : careerlink@udmercy.edu Career Connect	N	0
18	University of Michigan Dearborn 2149 University Center Dearborn, Michigan 48128 Phone : 313-593-5020 Url : https://umichdearborn-csm.symplicity.com/employers Career Connect Manual Posting	N	0

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EEO PUBLIC FILE REPORT

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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	Walsh College 3838 Livernois Road PO Box 7006 Troy, Michigan 48007 Phone : 248-823-1625 Url : https://walshcollege-csm.symplicity.com/ Brenda Paine Manual Posting	N	0
20	Wayne County Community College 801 W. Fort St Detroit, Michigan 48226 Phone : 313-496-2765 Url : https://www.collegecentral.com/wcccd/employer.cfm Shashii Sharma Manual Posting	N	0
21	Wayne State University 656 Reuter Mall #1001 Faculty/Administration Building Detroit, Michigan 48202 Phone : 313-577-2424 Url : http://app.joinhandshake.com Arlinda Pringle Manual Posting	N	0
22	Women in Communications of Detroit 71 Garfield Ste 140a Detroit, Michigan 48201 Phone : 313-327-2256 Email : info@womcomdetroit.org Jennifer Foster	N	0
23	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

WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD

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
24	Agency Referral	N	1
25	Current Employee	N	2
26	Employee Referral	N	10
27	Former Employee	N	1
28	Indeed.com	N	5
29	Linked In	N	20
30	Other Source	N	1
31	Re-hire	N	1
32	Television Ad	N	1
33	Unknown Referral Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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 Detroit runs career opportunity over the air spots year-long on all of our stations informing the public about careers in radio.	1	Traffic Manager
2	6/8/2023	Provision of training to management	Members of the Audacy Talent Acquisition team attended a conference in Philly with a focus on, skills first recruiting process.	2	Talent Acquisition Specialist Talent Acquisition Specialist
3	8/15/2023	Participation in events sponsored by organizations representing the community	Audacy Detroit arranged a drum clinic for the students at School of Rock Canton and Farmington. Drummer Gayelynn McKinney taught drum techniques, had a rooftop performance by Grouplove following the clinic and discussed their careers at Audacy.	1	Manager, MusicTown and Special Projects
4	11/2/2023	Participation in events sponsored by organizations representing the community	Audacy Detroit participated in a panel discussion about AI, broadcasting careers and speed networking event during the Great Lakes Broadcast and Sports Media Academy at Ford Field where students talked with broadcasters.	1	Brand Manager
5	11/2/2023	Participation in events sponsored by organizations representing the community	Audacy of Detroit participated in a career fair at Michigan Association of Broadcasters. We spoke with potential candidates who are interested in broadcast careers.	1	Regional Promotions Manager
6	12/7/2023	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Audacy Detroit gave tours to children doing Pre-Recorded testimonials and introduced them to talent and employee's.	1	Office Manager
7	12/11/2023	Participation in events or programs sponsored by educational institutions	Audacy Detroit spoke as a panelist for students of Lawrence Tech University about careers in broadcasting.	1	Manager - MusicTown and Special Projects
8	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

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9	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
10	1/11/2024	Participation in events sponsored by organizations representing the community	Audacy Detroit provided a tour of the MusicTown studios and a free podcast recording session for the students of Mixer Institute for Transition, a special education school. Also discussed their careers at Audacy.	1	Manager - MusicTown and Special Projects
11	3/14/2024	Participation in events sponsored by organizations representing the community	Audacy Detroit participated in March Reading Month. Audacy employee read to a classroom at Eureka Elementary School and discussed his career at Audacy.	1	Morning Show Host
12	4/4/2024	Participation in events sponsored by organizations representing the community	Audacy Detroit participated on the Advisory Committee for Cousino High School's radio and television program. They spoke with students about what we look for when hiring the next generation of broadcasters, our programs, what is important for students to learn in a high school program and our careers at Audacy.	1	Regional Promotions Director
13	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