

WNVZ, WPTE, WVKL, WWDE-FM
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant, Audacy Virginia	1-8, 10-12, 15-16, 18-20, 22, 24-27, 29-30, 32-33	32
Audacy Virginia Promotions Coordinator	1-12, 15-16, 18-20, 22, 24-26, 29-31, 33	30
Account Executive	1-30, 33	30
Account Executive	1-8, 10-12, 15-16, 18-20, 22, 24-26, 29-30, 33	33

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	4
2	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 757-594-8286 Email : christina.sincere@cnu.edu Fax : 1-757-594-7639 Christina Sincere	N	0
3	College Broadcasters, Inc 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : 7133482935 Email : willr@rice.edu Will Robedee	N	0
4	Commonwealth of Va Rehabilitative Services 3248 Academy Ave Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : melissa.edmonds@dars.virginia.gov Melissa Edmonds	N	0
5	Dept of Veterans Affairs 2551 Eltham Ave #E Norfolk, Virginia 23513 Phone : 757-858-6154 Email : anthony.lorusso@va.gov Anthony Lorusso	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-838-9191 Email : pmirani@ecpi.edu C Johnson	N	0
8	Elizabeth City State University 1704 Weedsville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3318 Email : yscarcana@ecsu.edu Yolanda Carcana	N	0
9	Hampton University 100 E Queen St Hampton, Virginia 23668 Phone : 757-727-5331 Email : careercenter@hampton.edu Shannon Fields	N	0
10	International Black Women's Congress 645 Church Street Suite 200 Norfolk, Virginia 23510 Phone : 757-625-0500 Email : ibwc1609@verizon.net Job Listing	N	0
11	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Url : https://app.joinhandshake.com Logan Zeigler Manual Posting	N	0
12	Local Veterans Employment 600 Butler Farm Dev Center Suite B Hampton, Virginia 23666 Phone : 757-865-5810 Email : stephen.larosee@vec.virginia.gov Stephen LaRosee	N	0

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13	Mary Baldwin College Rose Marie Sena Center Staunton, Virginia 24402 Phone : 540-887-7367 Url : www.mbc.edu Email : sirvine@marybaldwin.edu Shelly Irvin	N	0
14	NAACP 909 B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Email : norfolkbranchnaacp@gmail.com m Hutchison	N	0
15	National Society of Black Engineers 145 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Email : info@nsbe.org Franko Holmes	N	0
16	Old Dominion University 5115 Hampton Blvd Norfolk, Virginia 23529 Phone : 757-683-4388 Email : employers@odu.edu Career Services	N	0
17	Paul D Camp P.O. Box 500 Suffolk, Virginia 23439 Phone : 757-925-6300 Email : rbrown@pdc.edu R Brown	N	0
18	Piedmont VA Community College 501 College Drive Charlottesville, Virginia 22902 Phone : 434-977-3900 Email : aluck@pvcc.edu Andre Luck	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
19	Robert T Robertson School of Media and Culture at VCU 901 West Main Street Richmond, Virginia 23284 Phone : 804-828-1100 Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
20	South University 301 Bendix Road Suite 100 Virginia Beach, Virginia 23452 Phone : 757-823-2069 Email : jtallmadge@southuniversity.edu James Tallmadge	N	0
21	St Leo University NABA Little Creek Bldg 3005 1328 8th St Suite 100 Norfolk, Virginia 23521 Phone : 7574646449 Email : careerservices@saintleo.edu Michael Sciarini	N	0
22	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7232 Email : bbrock@tcc.edu Babi Brock	N	0
23	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 7575492121 Email : career2tt@tidewatertechtrades.edu Anna Belle Sanders	N	0
24	US Army Education Center Career Resources Dept 650 Monroe Ave Suite 126023 Fort Eustic, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0

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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
25	US Army Education Center, Career Resources Dept. 1500 Madison Ave Fort Eustis, Virginia 23604 Phone : 757-878-3638 Email : aishay.bingham-day.ctr@mail.mil Aisha Bingham	N	0
26	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3916 Email : Christina.sandridge@easterassociates.com Christina Sandbridge	N	0
27	VARTV 1725 Live Oak Trail Virginia Beach, Virginia 23456 Phone : 7574272317 Email : editor@vartv.com Robert Corbin	N	0
28	Virginia Wesleyan College 1584 Wesleyan Dr Norfolk, Virginia 23502 Phone : 7574972000 Email : careerdevelopment@vwu.edu J Harrington	N	0
29	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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June 1, 2023 - May 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	6
31	Indeed.com	N	1
32	Job Board	N	1
33	Linked In	N	6
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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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 Virginia runs year long General Recruitments Spots.	4	SVP Market Manager Sales Assistant EEO Coordinator Director of Sales
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Norfolk posts links to their careers page on their website.	3	SVP Market Manager General Sales Manager EEO Coordinator
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	9/6/2023	Participation in events or programs sponsored by educational institutions	Audacy Virginia participated in the NABJ at Norfolk State Universities guest speaker series. The on-air staff spoke about careers in broadcasting and opportunities available at Audacy Virginia.	2	Promotions Coordinator Promotions Director
5	11/9/2023	Participation in events sponsored by organizations representing the community	Audacy Virginia hosted a station tour for local high school students to talk to them about careers in broadcasting and journalism.	2	on air personality Brand Manager
6	11/10/2023	Participation in events sponsored by organizations representing the community	Audacy Virginia hosted a station tour for local high school students to talk to them about careers in broadcasting and journalism.	2	Brand Manager on air personality
7	11/28/2023	Participation in events or programs sponsored by educational institutions	On-air staff from Audacy Virginia participated in a Master Class Workshop and spoke to students at the University of Richmond about careers in broadcasting and opportunities within Audacy Virginia.	1	Brand Manager

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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
9	12/21/2023	Participation in events or programs sponsored by educational institutions	An On-Air Personality from Audacy Virginia was invited to be the Keynote Speaker at Princess Anne High School IB Graduation. The guest speaker spoke about his journey in broadcasting and how it's provided rewarding ways to give back to the community and encouraged the kids to seek careers in broadcasting after high school.	2	on air personality SVP/Market Manager
10	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
11	1/16/2024	Establishment of an intern program designed to assist members of the community	Audacy VA hosted an intern from Virginia Union University's Department of Mass Communications.	2	Brand Manager on air personality SVP/Market Manager
12	1/23/2024	Participation in events or programs sponsored by educational institutions	Audacy VA participated in the Henrico County Schools Career Rodeo and spoke to the students about careers in broadcasting.	1	Brand Manager
13	3/14/2024	Participation in events or programs sponsored by educational institutions	Audacy VA spoke to students at Virginia Wesleyan University about careers in broadcasting.	1	on air personality
14	3/26/2024	Participation in events or programs sponsored by educational institutions	Audacy Virginia participated in a career day at Oak Grove-Bellemeade Elementary School and spoke to the students about careers in broadcasting.	1	Brand Manager

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15	3/28/2024	Participation in events or programs sponsored by educational institutions	Audacy VA participated in a career day at Fairfield Court Elementary and spoke to the students about careers in broadcasting.	2	Brand Manager on air personality
16	4/3/2024	Participation in events sponsored by organizations representing the community	Audacy VA hosted station tours for the NAS Oceana Teen Program and spoke to the attendees about careers in broadcasting.	4	on air personality Brand Manager EEO Coordinator SVP Market Manager
17	4/11/2024	Participation in events or programs sponsored by educational institutions	Audacy Virginia hosted station tours for the students from PAHS and spoke to the attendees about careers in broadcasting.	4	SVP Market Manager Promotions Director Promotions Coordinator Brand Manager
18	4/16/2024	Participation in events or programs sponsored by educational institutions	On-air staff from Audacy Virginia participated in a career day workshop and spoke to a few communication classes at the University of Richmond about careers in broadcasting and opportunities within Audacy Virginia.	1	Brand Manager
19	4/21/2024	Participation in events or programs sponsored by educational institutions	Audacy Virginia participated in Career Week at Believe N U Academic Development Center and spoke to the students about careers in broadcasting.	2	Brand Manager on air personality
20	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
21	4/26/2024	Participation in other activities designed by the station employment unit	Audacy Virginia set up a career opportunity table at the AOC Event. They spoke to people who attended the event about careers in broadcasting and career oppoutinites available at Audacy.	3	SVP Market Manager Promotions Director Promotions Coordinator