

**WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 31, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b> 3245 Basie Rd, Richmond, VA - 23228	<b><u>Contact Person/Title:</u></b> Bennett Zier SVP/Market Manager
<b><u>Telephone Number:</u></b> 804-474-0000	<b><u>E-Mail Address:</u></b> bennett.zier@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
Assistant Chief Engineer	1-16, 19-21	19
Producer	1-19, 21	19
Promotions Director	1-16, 19-21	21

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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	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	4
2	Bluefield College 300 College Ave Bluefield, Virginia 24605 Phone : 276-326-4461 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Judy Pedneau Manual Posting	N	0
3	Christopher Newport University 1 Avenue of the Arts Newpoert News, Virginia 23606 Phone : 757-594-7636 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Christina Sincere Manual Posting	N	0
4	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
5	Hampton University 2 Frissell Ave Hampton, Virginia 23668 Phone : 757-727-5831 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Shannon Fields Manual Posting	N	0
6	James Madison University ssc 3210, MSC 1016 738 S. Mason St Harrisonburg, Virginia 22807 Phone : 540-568-6555 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Logan Zeigler 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	National Society of Black Engineers 145 Duke St Alexandria, Virginia 22314 Phone : 703-549-2207x216 Email : info@nsbe.org Franko Holmes	N	0
8	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : <a href="http://www.nsu.edu/https://app.joinhandshake.com">http://www.nsu.edu/https://app.joinhandshake.com</a> Email : careerservices@nsu.edu Mrs. Bazemore	N	0
9	Old Dominion University 1004 Rollins Hall Norfolk, Virginia 23529 Phone : 757-683-4388 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Angela Galvez Manual Posting	N	0
10	Piedmont VA Community College 501 College Dr Charlottesville, Virginia 22902 Phone : 434-961-5336 Url : <a href="http://www.pvcc.edu/collececentral.com/pvcc">http://www.pvcc.edu/collececentral.com/pvcc</a> GG Davis Manual Posting	N	0
11	Robert T. Robertson School of Media and Culture at VCU 901 West Main St Richmond, Virginia 23284 Phone : 804-828-1100 Url : <a href="http://www.vcu.edu/https://app.joinhandshake.com">http://www.vcu.edu/https://app.joinhandshake.com</a> Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0
12	The College of William and Mary 200 Stadium Drive Sadler Center Williamsburg, Virginia 23187 Phone : 757-221-3232 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Taylor Eljaua Manual Posting	N	0

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**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>
13	US Army Education Center Career resources Dept 650 Monroe Ave Suite 126023 Fort. Eustis, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0
14	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : Christina.sandridge@easterassociates.com Christina Sandridge	N	0
15	VA Workforce Connection 700 E Jackson St Richmond, Virginia 23218 Phone : 804-523-5361 Url : <a href="http://www.vawc.virginia.gov">http://www.vawc.virginia.gov</a> Email : mon23@henrico.us Teresa Bishop	N	0
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**b. Exemptions or Other Sources of Candidate Referral**

<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>
17	Current Employee	N	1
18	Current Employee/Internal Promotion	N	1
19	Employee Referral	N	3
20	Indeed.com	N	3
21	Linked In	N	6
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</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 Virginia runs year long General Recruitment spots.	4	SVP Market Manager General Sales Manager EEO Coordinator Sales Assistant
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Richmond 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.	4	Brand Manager on air personality Director of Technical Ops General Sales 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.	3	on air personality Brand Manager General Sales Manager
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.	1	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	on air personality Brand Manager
12	1/23/2024	Participation in events sponsored by organizations representing the community	Audacy VA participated in the Henrico County Schools Career Rodeo and spoke to the students about careers in broadcasting.	1	Brand Manager on air personality
13	3/14/2024	Participation in events sponsored by organizations representing the community	Audacy VA spoke to students at Virginia Wesleyan University about careers in broadcasting.	1	on air personality

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14	3/21/2024	Participation in events sponsored by organizations representing the community	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
15	3/26/2024	Participation in events or programs sponsored by educational institutions	Audacy VA participated in a career day at Oak Grove-Bellemeade Elementary School and spoke to the students about careers in broadcasting.	1	Brand Manager
16	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.	1	Brand Manager
17	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.	3	on air personality Brand Manager EEO Coordinator
18	4/11/2024	Participation in events sponsored by organizations representing the community	Audacy Virginia hosted station tours for the students from PAHS and spoke to the attendees about careers in broadcasting.	4	SVP/Market Manager Brand Manager Promotions Director Promotions Coordinator
19	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
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 oppoutinities available at Audacy.	3	Promotions Director SVP/Market Manager Promotions Coordinator