

**WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM, WTEM  
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
Account Executive (Audacy DC)	1-16, 18	1
Promotions Director	1-2, 6-9, 11, 13-14, 17	14
Account Executive	1-2, 6-9, 11, 13, 17	17
Account Executive	1-2, 6-9, 11, 13-14, 17	17

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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>
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	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
3	George Washington University School of Media and Public Affairs 805 21st Street NW Washington, District of Columbia 20052 Phone : 202-994-1868 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Tina Gaddy Manual Posting	N	0
4	Georgetown 37th And O Street NW Washington, District of Columbia 20057 Phone : 202-687-3576 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jodi Schneiderman Manual Posting	N	0
5	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Carol Dudley Manual Posting	N	0
6	Internal Communication 1015 Half Street SE Suite 200 Washington, District of Columbia 20003 Phone : 4079191088 Email : <a href="mailto:paul.diaz@entercom.com">paul.diaz@entercom.com</a> Paul Diaz	N	0

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**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>
7	Maryland DC Delaware Broadcasters Association (MDCD) 804 east Edenton St. Raleigh, North Carolina 27601 Phone : 410-653-4122 Email : info@mdcdbroadcasters.org Gail Summerville	N	0
8	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-204-4447 Email : kstewart@nabj.org Kanya Stewart	N	0
9	National Association of Black Owned Broadcasters 1201 Connecticut Ave NW Ste 200 Washington, District of Columbia 20036 Phone : 202-436-8970 Email : knickens@nabob.org Kathy Nickens	N	0
10	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.com Career Services	N	0
11	National Lesbian and Gay Journalists Association 1420 K Street NW Ste 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nlgja.org Sachelle Brookes	N	0
12	University of the District of Columbia 4200 Connecticut Ave NW Washington, District of Columbia 20008 Phone : 202-274-5000 Mamei Williebonglo Manual Posting	N	0

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**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	www.mediagignow.com 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 : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> 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>
14	Employee Referral	N	7
15	Indeed.com	N	1
16	Internal Candidate	N	1
17	Linked In	N	8
18	Recruiter	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>26</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 Washington, DC 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	8/7/2023	Participation in events sponsored by organizations representing the community	WIAD partnered with WDCW50 and Andrews Federal Credit Union to give away school supplies to needy kids in Maryland and Virginia, August 7th - 11th. At the Audacy table we provided information about Audacy as well as a link to career opportunities to the participants.	1	Promotions Director
4	10/31/2023	Participation in Job Fairs	Our General Sales Managers had the opportunity to represent our company at the Penn State Career Fair , held at the Marquis Marriot in Washington D.C.. This event was a strategic initiative to source and recruit potential candidates for the role of Account Executive within our organization.	2	General Sales Manager General Sales Manager
5	11/15/2023	Participation in events sponsored by organizations representing the community	WLZL participated in a Turkey Giveaway in conjunction with the Greater Washington Hispanic Chamber of Commerce and Giant food to feed 500 families for Thanksgiving. It was held on Wednesday, Nov 15th. At the Audacy table we provided information about Audacy as well as a link to career opportunities to the participants.	2	Promotions Director Market Manager

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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>
6	12/3/2023	Participation in events sponsored by organizations representing the community	WPGC hosted a Coat Drive on December 3rd in partnership with the Salvation Army during which they presented information about Audacy and careers at Audacy to participants.	1	Promotions Director
7	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
8	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
9	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