

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 - July 31, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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<b><u>Telephone Number:</u></b> 312-297-7705	<b><u>E-Mail Address:</u></b> kevin.cassidy@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	1-10, 12, 14-30, 32-52, 54, 56, 58-59	59
Account Executive	1-10, 12, 14-30, 32-52, 54, 56, 58-59	54
Account Executive	1-10, 12, 14-30, 32-52, 54, 56, 58-59	58
Account Executive	1-10, 12, 14-30, 32-52, 54, 56, 58-59	58
Social Media and Community Editor	1, 3-10, 13, 15-30, 32-58	55
General Sales Manager	1-5, 7, 9, 16-19, 21-25, 27, 30-39, 41-43, 45, 47-48, 50-52, 58	58
On Air Personality	1-5, 7, 9, 16-19, 21-23, 25-27, 30, 32-36, 38-39, 41-43, 45, 48, 50-52, 54, 56, 58	54
Account Executive	1-4, 7, 9, 12, 16-19, 22-23, 25-26, 32-36, 38, 41-43, 45, 48, 52, 54, 56, 58	54
Senior Client Success Strategist	1-4, 7, 9, 11-12, 16-19, 22-23, 25-26, 31-36, 38, 41-43, 45, 48, 52, 56, 58	58

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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	Asian American Association of Journalists - Chicago 321 S Plymouth Court #6 Chicago, Illinois 60604 Url : <a href="https://aajachicago.org/">https://aajachicago.org/</a> Email : <a href="mailto:chicagoaja@gmail.com">chicagoaja@gmail.com</a> Ariel Cheung	N	0
2	Asian Human Services 4753 N Broadway Suite 700 Chicago, Illinois 60640 Phone : 773-728-2235 Email : <a href="mailto:Ili@ahschicago.org">Ili@ahschicago.org</a> Ivan Li	N	0
3	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : <a href="https://awc.careerwebsite.com/">https://awc.careerwebsite.com/</a> Email : <a href="mailto:info@womcom.org">info@womcom.org</a> Pamela Valenzuela	N	0
4	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	10
5	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7338 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Laura Kestner-Ricketts Manual Posting	N	0
6	Aurora University 347 S. Gladstone Ave Aurora, Illinois 60506 Phone : 630-844-5463 Url : <a href="https://www.collegecentral.com/aurora/">https://www.collegecentral.com/aurora/</a> Career Services Manual Posting	N	0

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7	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : community@bync.org Ed Garcia	N	0
8	Benedictine University 5700 College Rd Lisle, Illinois 60532 Phone : 630-829-6036 Url : <a href="https://www.collegecentral.com/iscpa/">https://www.collegecentral.com/iscpa/</a> Melissa Mouhelis Manual Posting	N	0
9	Blackburn College 700 College Ave Carlinville, Illinois 62626 Phone : 217-854-3231 Email : suzanne.krupica@blackburn.edu Suzanne Krupica	N	0
10	Bradley University 1501 W Bradley Ave Burgess Hall, 1st Fl Peoria, Illinois 61625 Phone : 309-677-2513 Url : <a href="https://bradley.12twenty.hire">https://bradley.12twenty.hire</a> Janet Pesek Manual Posting	N	0
11	Cambodian Association of Illinois 2831 W. Lawrence Ave Chicago, Illinois 60625 Phone : 773-878-7090 Email : sokhum@cambodian-association.org Sokhum Nuth	N	0
12	Career Spring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0

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13	Catholic Charities 4802 N Broadway Suite 205 Chicago, Illinois 60640 Phone : 708-458-0500 Email : mcody@catholiccharities.net Maurine Cody	N	0
14	Chicago Asian American Journalists Association P.O. Box 577639 Chicago, Illinois 60657 Phone : 000-000-0000 Email : chiaaja@yahoo.com Kim Tran	N	0
15	Chicago State University 9501 S King Dr Suite 230 Chicago, Illinois 60628 Phone : 773-995-2327 Url : <a href="https://www.collegecentral.com/csu/employer.cfm">https://www.collegecentral.com/csu/employer.cfm</a> Career Development Manual Posting	N	0
16	City Colleges of Chicago 226 W Jackson Chicago, Illinois 60606 Phone : 312-553-3381 Email : awissmann@ccc.edu Aaron Wissmann	N	0
17	Columbia College Journalism Department 33 E Congress Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
18	Concordia University 7400 Augusta St River Forest, Illinois 60305 Phone : 708-209-3033 Email : career.services@CUChicago.edu Jenny Pinotti	N	0

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19	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
20	Dominican University 7900 W Division St River Forest, Illinois 60305 Phone : 708366-2490 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Keli Wojciechowski Manual Posting	N	0
21	Eastern Illinois University 1301 Human Services Center 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Url : <a href="https://eiu-csm.symplicity.com/employers/?signin_t">https://eiu-csm.symplicity.com/employers/?signin_t</a> Lisa Hugg Manual Posting	N	0
22	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> N/A N/A	N	0
23	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3041 Email : <a href="mailto:sdrake@ic.edu">sdrake@ic.edu</a> Susie Drake	N	0
24	Illinois Department of Employment Security 5608 W 75th PL Burbank, Illinois 60459 Phone : 708-458-0500 Email : <a href="mailto:sheena.parker@illinois.gov">sheena.parker@illinois.gov</a> Sheena Parker	N	0

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25	Illinois Media School - Lombard Campus 55 W 22nd St #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	N	0
26	Illinois News Broadcasters Association 1 University Circle Macomb, Illinois 61455 Url : <a href="https://www.inba.net/">https://www.inba.net/</a> Email : borowmaq@aol.com Bob Roberts	N	0
27	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-3071 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Warren Kistner Manual Posting	N	0
28	Knox College 2 E South Street Galesburg, Illinois 61401 Phone : 309-343-7662 Scott Crawford Manual Posting	N	0
29	Lake Forest College 555 N Sheridan Rd Lake Forest, Illinois 60045 Phone : 847-735-5235 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Danielle Kelly Manual Posting	N	0
30	Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : 815-836-5282 Url : <a href="http://www.lewisu.edu/resources/careerservices/emp">http://www.lewisu.edu/resources/careerservices/emp</a> Career Services Manual Posting	N	0

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31	Madison Media Institute 2702 Agriculture Dr Madison, Illinois 53718 Phone : 608-237-8342 Email : careers@mediainstitute.edu Laura Mael	N	0
32	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tharper@mbaweb.org Terry Harper	N	0
33	Moody Bible Institute 820 N LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Email : careerdev@moody.edu Patrick Friedline	N	0
34	National Able Network Inc 567 W Lake St Suite 1150 Chicago, Illinois 60661 Phone : 773-409-4996 Email : dclaxton@nationalable.org Donna Claxton	N	0
35	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://nabjchicago.org/">http://nabjchicago.org/</a> Email : vdodson@nabj.org Veronique Dodson	N	0
36	National Association of Hispanic Journalists 2011 W Pershing Rd Chicago, Illinois 60609 Url : <a href="https://nahj-chi.org/">https://nahj-chi.org/</a> Email : carly.luque@fox.com Carly Luque	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>
37	National Latino Education Institute 2011 W Pershing Rd Chicago, Illinois 60609 Phone : 773-247-0707 Email : jporter@nlei.org Jacqueline Porter	N	0
38	National Lesbian & Gay Journalists Association 2120 L Street Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Sachelle Brooks	N	0
39	Northeastern Illinois University 5500 N St. Louis Ave Chicago, Illinois 60625 Phone : 000-000-0000 Url : <a href="https://neiu-csm.symplicity.com/">https://neiu-csm.symplicity.com/</a> Career Services Manual Posting	N	0
40	Northwestern University of Communication 2240 Campus Drive Room 1-184 Evanston, Illinois 60208 Phone : 847-467-4024 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Geni Harclerode Manual Posting	N	0
41	Pyramid Partnership 3057 N Lincoln Ave Chicago, Illinois 60657 Phone : 773-975-9898 Email : hjackson@pyramid-pci.com Herman Jackson	N	0
42	Radio 1 Broadcast School 700 3rd Street N LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0



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43	Rainbow PUSH Coalition 930 E 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Marjorie McKinnon-Price	N	0
44	Robert Morris University 401 S State St Chicago, Illinois 60605 Phone : 312-935-5460 Url : https://app.joinhandshake.com Chip Seiple Manual Posting	N	0
45	Roosevelt University 430 S Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3560 Email : careersdt@roosevelt.edu Christopher Willis	N	0
46	Saint Xavier University 3700 W 103rd St Chicago, Illinois 60655 Phone : 773-298-3131 Url : https://app.joinhandshake.com Jodi Martin Manual Posting	N	0
47	Southern Illinois University-Edwardsville Mail Stop 1000 One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://app.joinhandshake.com/ Email : careerservices@semo.edu Amy Aldridge	N	0
48	The Chicago Lighthouse 1850 W Roosevelt Rd Chicago, Illinois 60608 Phone : 312-997-3647 Email : sheila.perkins@chicagolighthouse.org Sheila Perkins	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>
49	Triton College 2000 Fifth Ave River Grove, Illinois 60171 Phone : 708-456-0300 Url : <a href="https://www.collegecentral.com/triton/">https://www.collegecentral.com/triton/</a> Jackie Gordon Manual Posting	N	0
50	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Url : <a href="https://www.uis.edu/career/employers/careerconnect">https://www.uis.edu/career/employers/careerconnect</a> Student Affairs Manual Posting	N	0
51	Western Illinois University I University Sr Salle Hall 324 Macomb, Illinois 60145 Phone : 309-298-1838 Url : <a href="https://wiu-csm.symplicity.com/employers/index.php">https://wiu-csm.symplicity.com/employers/index.php</a> Career Development Manual Posting	N	0
52	<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 : <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>
53	Current Employee	N	1
54	Employee Referral	N	9
55	Facebook post	N	1
56	Indeed.com	N	8
57	Indeed.com - Not Directly Contacted by SEU	N	1
58	Linked In	N	22
59	Recruiter	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>53</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 Chicago 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	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	SVP/Market Manager Brand Manager General Sales Manager All FT and PT Employees
3	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
4	1/5/2024	Participation in Job Fairs	Audacy Chicago participated in the Chicago Bulls annual career fair for job seekers interested in broadcasting careers.	1	Regional Promotions Manager
5	2/16/2024	Participation in events sponsored by organizations representing the community	Audacy Chicago spoke to students from Loyola University about their careers in broadcasting.	1	Vice President of WSCR
6	3/8/2024	Participation in events sponsored by organizations representing the community	Audacy Chicago participated in dance competition and spoke about their career in broadcasting at Arthur Murray Dance Studio's	1	On Air Personality
7	3/9/2024	Participation in Job Fairs	Employees participated in job fair at City Colleges of Chicago. Employees informed participants about Audacy open positions.	2	Marketing Coordinator Human Resources 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>
8	3/12/2024	Participation in events sponsored by organizations representing the community	Audacy Chicago's on-air personality spoke to students at Barrett Sports Media Conference about his career in broadcasting	1	On Air
9	4/2/2024	Participation in events sponsored by organizations representing the community	Audacy Chicago participated on a panel for women's history month about their career in broadcasting, empowerment, celebrating and inspiring women and their contributions who are employed at AIDS Foundation Chicago	1	WSCR Vice President
10	4/16/2024	Participation in events sponsored by organizations representing the community	Audacy Chicago spoke to members of the National Association of Broadcasters about their careers at Audacy.	1	Vice President
11	Ongoing Event	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
12	4/26/2024	Participation in events or programs sponsored by educational institutions	Audacy Chicago spoke to students at Von Steuben High School about their career in broadcasting.	1	On Air Personality
13	5/3/2024	Participation in events sponsored by organizations representing the community	Audacy Chicago hosted a station tour for students from DePaul University who are interested in Broadcasting careers and discussed their careers at Audacy	1	On Air Personality
14	6/5/2024	Establishment of a mentoring program	Audacy Chicago started an internship program for students interested in broadcasting.	1	Vice President, Sports

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	<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>
15	6/18/2024	Participation in events sponsored by organizations representing the community	On June 18th, leaders from across Audacy, including our COO and EVP of Programming, attended the prestigious Gracies luncheon in New York. This award ceremony and networking event provided a valuable opportunity for our team to connect with rising talent in the industry. It was a platform to discuss potential opportunities at Audacy and share inspiring stories from their careers in broadcasting.	3	COO EVP, Programming On Air Personality
16	6/25/2024	Provision of training to management	A representative from TA attended a webinar hosted by Direct Employers to learn how companies can leverage advanced sourcing platforms and utilize innovative outreach strategies to bridge the talent gap and ensure they attract and retain a diverse, skilled workforce while maintaining compliance with OFCCP guidelines. and disseminated the information to the Talent Acquisition team. The knowledge transfer is disseminated to hiring managers during the in-take process with each open requisition.	2	Talent Acquisition Talent Acquisition
17	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	SVP/Market Manager Brand Manager Regional President Talent Acquisition Specialist
18	7/17/2024	Establishment of a mentoring program	Audacy's COO serves as an industry leader and mentor in the Rising Through the Ranks Scholarship program. Each year, two dozen women are selected to participate in a multi-day session, providing them with the opportunity to learn and engage in meaningful discussions on topics such as outperforming the competition, gender in the workplace, emerging best practices, overcoming challenges, and leadership strategies. Among the 2024 class, participants from our New Orleans, LA, and New York offices were selected, joining their peers from across the country.	1	COO