

**WJMH, WPAW, WQMG, WSMW**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 - July 31, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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<p><b><u>Telephone Number:</u></b></p> <p>336-605-5200</p>	<p><b><u>E-Mail Address:</u></b></p> <p><a href="mailto:lisa.powell@audacy.com">lisa.powell@audacy.com</a></p>

## 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
Client Success Strategist	1-18, 21, 23	23
Greensboro Office/Sales Assistant	1-22	19

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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	Appalachian State University (App State) 287 Rivers Street Boone, North Carolina 28608 Phone : 828-262-2833 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Deanna Smith Manual Posting	N	0
2	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	3
3	Bennett College for Women 900 E Washington St Greensboro, North Carolina 27404 Phone : 336-517-2358 Url : <a href="http://www.bennett.optimalresume.com/">http://www.bennett.optimalresume.com/</a> Darryl Johnson Manual Posting	N	0
4	Davidson County Community College 297 Davidson Community College Rd Thomasville, North Carolina 27360 Phone : 336-249-8186(ext.6206) Url : <a href="https://www.collegecentral.com/davidsonccc/">https://www.collegecentral.com/davidsonccc/</a> Charles Mayer Manual Posting	N	0
5	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
6	High Point University 1 27268, N University Pkwy High Point, North Carolina 27268 Phone : 336-841-9677 Url : <a href="https://app.purplebriefcase.com/pb/account/login/">https://app.purplebriefcase.com/pb/account/login/</a> Lindsey Scott 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	Howard University 2400 Sixth St NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="https://careerservices.howard.edu/">https://careerservices.howard.edu/</a> Email : <a href="mailto:careerservices@howard.edu">careerservices@howard.edu</a> Carol Dudley	N	0
8	Living Arts College 3000 Wakefield Crossing Dr Raleigh, North Carolina 27614 Phone : 800-800-2835 (ext 218) Url : <a href="https://www.living-arts-college.edu/">https://www.living-arts-college.edu/</a> Email : <a href="mailto:dfranks@living-arts-college.edu">dfranks@living-arts-college.edu</a> David Franks	N	0
9	National Hispanic Media Coalition 65 S Grand Ave Suite 200 Pasadena, California 90150 Phone : 626-792-6462 Url : <a href="http://www.nhmc.org/jobs">http://www.nhmc.org/jobs</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Araceli Velasco	N	0
10	National Lesbian and Gay Journalist Association 2120 L St NW Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="https://members.nlgja.org">https://members.nlgja.org</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Elliot Ayers	N	0
11	NCWorks Career Center 2701 University Parkway Winston Salem, North Carolina 27105 Phone : 336-415-6120 Url : <a href="https://des.nc.gov/des">https://des.nc.gov/des</a> Email : <a href="mailto:pauleze.fitzgerald@commerce.nc.gov">pauleze.fitzgerald@commerce.nc.gov</a> Pauleze Fitzgerald	N	0

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12	North Carolina Central University 1801 Fayetteville Street Durham, North Carolina 27707 Phone : 919-530-6878 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Christy Dunston Manual Posting	N	0
13	North Carolina State University 121 Peele Hall Campus Box 7103 Raleigh, North Carolina 27695 Phone : 919-515-2396 Url : <a href="https://ncsu-csm.symplicity.com/employers/index.ph">https://ncsu-csm.symplicity.com/employers/index.ph</a> Bridget Hartsfield Manual Posting	N	0
14	Radford University 801 E Main St Radford, Virginia 24142 Phone : 540-831-6528 Url : <a href="https://radford.joinhandshake.com/login">https://radford.joinhandshake.com/login</a> Carolyn Sutphin Manual Posting	N	0
15	Radio 1 Broadcast School 1040 W Center St Adams, Wisconsin 53910 Phone : 800-889-221 Url : <a href="https://www.radio1school.com/careers/">https://www.radio1school.com/careers/</a> Email : <a href="mailto:director@radio1school.com">director@radio1school.com</a> Joe Deshcler	N	0
16	UNC Greensboro 1400 Spring Garden Street Greensboro, North Carolina 27402 Phone : 336-334-5454 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Catherine Goetz 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
17	University of North Carolina at Pembroke 1 University Drive Pembroke, North Carolina 28372 Phone : 910-521-6270 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Brenda Bullard Manual Posting	N	0
18	<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>
19	Employee Referral	N	3
20	Indeed.com	N	2
21	Linked In	N	2
22	Recruiter	N	1
23	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</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 Greensboro runs year long EEO General Recruitment spots.	2	Sales Assistant SVP Market Manager
2	8/5/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted the I Am a Queen Back to School Supply Drive to help support low income families. This event was promoted on air, on site and the WQMG Audacy website. The on air staff not only promoted the fundraiser but spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager
3	8/12/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted the Destiny Church of the Triad Back to School Outreach Event which provided free book bags filled with school supplies, free food, free haircuts and much more. This event was promoted on air and the WQMG Audacy website. The on air staff not only promoted the event but spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager
4	8/18/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted Elon First Baptist Church Community Weekend. The church held a pizza party for the kids and on Saturday, the church gave away over 500 bookbags filled with school supplies, teacher supplies, had onsite free screenings such as blood pressure, free oral screenings, clothes, household item giveaways and more. This event was promoted on air and on the station website. The on air staff not only raised awareness surrounding the event but also spoke about careers in broadcasting and how they provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager

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5	8/19/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted the Restoration Christian Fellowship Church Supply Giveaway. This was a free event where the church distributed free school supplies for the upcoming school year. This event was promoted on air and the WQMG Audacy website. The on air staff not only promoted the event but spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager
6	10/13/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted School Meals for all NC. This event was held at The Conference Center at Guilford Technical Community College in support of child hunger. The on air staff not only promoted the event on air and the WQMG website but spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager
7	10/14/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted the American Foundation For Suicide Prevention Walk. This event was held in honor of families who lost a loved one or friend to suicide. The event raised over \$100,000. The on air staff promoted the event on air, on the WQMG site and attended the event. The on air staff not only spoke about the fundraiser but spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager
8	10/20/2023	Participation in Job Fairs	Audacy Greensboro attended Bluford Stem Academy Career Day.	2	Sales Assistant SVP Market Manager
9	11/11/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted White Oak Missionary Baptist Church Community Health Fair. This event was attended by station staff, promoted on air and on the station website. The on air staff not only raised awareness surrounding the event but also spoke about careers in broadcasting and how they provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager



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10	11/16/2023	Participation in Job Fairs	Audacy Greensboro attended Thomasville High School's College and Career Fair.	1	Brand Manager
11	11/20/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted and attended The Annual Steve Harvey Turkey Give. The Steve Harvey show gifted WQMG with 100 turkeys to give away for Thanksgiving and partnered with Blue Cross/Blue Shield of North Carolina and Children and Families First to distribute them to needy families. The on air staff attended this event and promoted it on air. They spoke to their listeners about careers in broadcasting and how they provide rewarding ways to give back to local communities with events like this.	4	on air personality on air personality on air personality Brand Manager
12	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
13	12/20/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted BASIC of Hight Point Coat Drive to Help Homeless Citizens. This is a charity event urging listeners to drop off coats for the winter months. This event was promoted on air. The on air staff not only promoted the event but spoke about how careers in broadcasting provide rewarding ways to give back to local communities.	4	on air personality on air personality on air personality Brand Manager

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14	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
15	2/19/2024	Participation in events or programs sponsored by educational institutions	Audacy Greensboro attended Jackson Elementary Career Day.	2	Brand Manager Promotions Assistant
16	3/1/2024	Participation in events or programs sponsored by educational institutions	Audacy Greensboro attended Guilford Elementary School Career Fair.	1	on air personality
17	4/5/2024	Participation in events sponsored by organizations representing the community	Audacy Greensboro attended Archer Elementary Career Day.	2	Brand Manager Promotions Assistant
18	4/17/2024	Participation in events or programs sponsored by educational institutions	Audacy Greensboro attended the Sedalia Elementary Career Fair.	2	Mixer-Programming Promotions Assistant
19	4/18/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro attended and the Salvation Army Fifth Annual Hands and Hearts Dinner. This event was supported with website presence, on-site, and inclusion in our "QMunity Calendar" on-air promos and an on air personality from WQMG was the emcee. She spoke about the event and careers in broadcasting.	2	on air personality Brand Manager
20	4/20/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Greensboro promoted the End of Year College Students Cookout. They promoted the event on their website and highlighted career opportunities in broadcasting to the attendees.	2	on air personality Brand Manager

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21	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
22	5/15/2024	Participation in events or programs sponsored by educational institutions	Audacy Greensboro attended Senior Decision Day at the Southern School of Energy and Sustainability to encourage students to look at careers in broadcasting.	1	Mixer-Programming
23	5/23/2024	Participation in events or programs sponsored by educational institutions	Audacy Greensboro attended Mineral Elementary School career day.	1	Mixer-Programming
24	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
25	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

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26	6/27/2024	Participation in Job Fairs	Audacy Greensboro attended the Annual Mega Career Fair at The Greensboro Coliseum Complex. This event was supported by placement on the stations website. Audacy was a featured employer at the event.	2	Sales Assistant Client Success Strategist SVP Market Manager
27	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	Market Manager Brand Manager Regional President Talent Acquisition Specialist
28	7/13/2024	Participation in other activities designed by the station employment unit	Audacy Greensboro helped promote The Heath Park Job Fair. By promoting this event, Audacy Greensboro was able to make the public aware of career opportunities available in broadcasting.	3	Brand Manager on air personality on air personality
29	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