

WFBC-FM, WORD, WROQ, WTPT, WYRD, WYRD-FM
EEO PUBLIC FILE REPORT
August 1, 2023 - July 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
The Fan Upstate: PM Drive Sports Talk Show Host	1-22, 25, 27	27
Account Executive	1-21, 23-26	26

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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	American Association of University Women 1310 L St. NW Suite 1000 Washington, District of Columbia 20005 Phone : 202-785-7700 Url : https://www.aauw.org Email : Aauwjobs@aauw.org Job Listing	N	0
2	Asheville Buncombe Tech 340 Victoria Rd Asheville, North Carolina 28801 Phone : 828-398-7209 Email : pbulla@abtech.edu Career Services	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	3
4	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Email : careerdevelopment@bju.edu Job Listing	N	0
5	Camden Military Academy 520 US-1 Camden, South Carolina 29020 Phone : 800-948-6291 Email : admissions@camdenmilitary.com Job Listing	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 College of Technology 4800 Airport Center Pkwy #100 Charlotte, North Carolina 28208 Phone : 704-751-4558 Email : careerservices@ecpi.edu Career Services	N	0
8	Erskine College 2 Washington St Due West, South Carolina 29639 Phone : 864-379-2131 Email : payne@erskine.edu Trent Payne	N	0
9	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : sandersb@gab.org Job Listings	N	0
10	Goodwill Industries - Charlotte 6607 South Blvd. Charlotte, North Carolina 28205 Phone : 704-552-2878 Email : angela.mercer@goodwillsp.org Angela Mercer	N	0
11	Greenville County Workforce Development 225 S Pleasantburg Dr E-1 Greenville, South Carolina 29607 Phone : 864-467-8080 Url : http://www.onetcenter.org/toolkit.html Email : employerinfo@greenvillecounty.org Employer Services	N	0
12	Limestone College 1115 College Dr Gaffney, South Carolina 29340 Phone : 864-488-4370 Email : ileaks@limestone.edu Career Development	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
13	Minority Media and Telecommunications 1919 Pennsylvania Av NW Suite 725 Washington, District of Columbia 20006 Phone : 202-332-0500 Email : info@mmtconline.org Job Listing	N	0
14	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	N	0
15	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-352-4926 Url : http://www.regent.edu Email : mackerman@regent.edu M Ackerman	N	0
16	Southern Wesleyan University 907 Wesleyan Drive Central, South Carolina 29630 Phone : 877-644-5556 Email : yduckett@swu.edu Career Services	N	0
17	UNC School of Journalism CB 3365 Carroll Hall Chapel Hill, South Carolina 27514 Phone : 919-962-4518 Email : jeubank@email.unc.edu Jay Eubank	N	0
18	Urban League of the Upstate 15 Regency Hill Dr Greenville, South Carolina 29607 Phone : 864-244-3862 Email : urbanleagueups@gmail.com Job Listing	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
19	Western Carolina Univeristy 150 Reid Cullowhee, North Carolina 28723 Phone : 828-227-7133 Email : careerservices@wcu.edu Career Development	N	0
20	Winthrop University 701 Oakland Ave Rock Hill, South Carolina 29733 Phone : 803-323-2211 Email : howellh@winthrop.edu Howell Haney	N	0
21	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
22	Current Employee	N	1
23	Employee Referral	N	1
24	Indeed.com	N	2
25	Linked In	N	18
26	Non-Employee Referral	N	1
27	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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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 Greenville's website lists a link to direct visitors to their careers page.	1	SVP Market Manager
2	10/5/2023	Participation in events or programs sponsored by educational institutions	Audacy Greenville's SVP and Market Manager is a member of the South Carolina Broadcasters Association scholarship committee. He periodically meets with Clemson students and faculty to discuss careers in broadcasting, toured their classroom and campus broadcast studios, and met with faculty and staff.	1	SVP Market Manager
3	10/26/2023	Participation in events sponsored by organizations representing the community	Audacy Greenville participated in Lyman Elementary College and Career Day.	1	Director Promotions
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Greenville airs General Recruitment spots that lists career opportunities in Audacy.	3	SVP Market Manager Sales Assistant Regional Production Director
5	11/27/2023	Participation in events or programs sponsored by educational institutions	Audacy Greenville's SVP and Market Manager works with students at Clemson University who are interested in careers in broadcasting.	1	SVP Market Manager
6	12/13/2023	Participation in events or programs sponsored by educational institutions	Audacy Greenville's SVP and Market Manager attended Clemson University's Cadency Meeting to work with their students who are interested in careers in broadcasting.	1	SVP Market Manager
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

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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	4/17/2024	Participation in Job Fairs	Audacy Greenville participated in the SCBA Collegiate Career Fair.	3	SVP Market Manager Director of Promotions Promotion Representative
10	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
11	5/9/2024	Participation in Job Fairs	Audacy Greenville attended The Veteran's and Second Chance Hiring Event.	2	SVP Market Manager on air personality
12	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

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13	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
14	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
15	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
16	7/19/2024	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy Greenville's SVP and Market Manager posts their open jobs on job boards he is affiliated with.	1	SVP Market Manager