

WMYX-FM, WSSP, WXSS
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
Account Executive	1-59, 61-62	58
Account Executive	1-59, 61-62	3
Account Executive	1-59, 61-62	3
Digital Sales Manager (DSM/LSM)	1-57, 61-62	61
Senior Vice President/Market Manager	2-3, 5-42, 45-53, 55-56, 58-59, 61	58
Partnership Coordinator	2-3, 5-14, 16-42, 45-53, 55-61	61

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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	All Access Music Group P O Box 6587 Malibu, California 90264 Url : https://allaccess.com Joel Denver Manual Posting	N	0
2	Alverno College 3400 S. 43rd St. Milwaukee, Wisconsin 53234 Phone : 414-382-6010 Url : https://app.joinhandshake.com Sue Leister Manual Posting	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	5
4	Beloit College 700 College Street Beloit, Wisconsin 53511 Phone : 202-785-7700 Url : https://app.joinhandshake.com Jessica Fox Wilson Manual Posting	N	0
5	Blackhawk Technical College 6004 S County Road G Janesville, Wisconsin 53547 Phone : 608-757-6329 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
6	Broadcast Employment Services 310 W. Wisconsin Ave Suite 500 East Milwaukee, Wisconsin 53203 Phone : 414-276-7239 Email : jobs@tvjobs.com Nancy Patterson	N	0

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7	Carroll University 100 N East Ave Waukesha, Wisconsin 53186 Phone : 262-524-7373 Url : https://app.joinhandshake.com Torrie Boduch Manual Posting	N	0
8	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 92052 Phone : 800-374-0119 Url : https://app.joinhandshake.com Career Website Manual Posting	N	0
9	Concordia University 12800 N Lake Shore Drive Mequon, Wisconsin 53097 Url : https://www.cuw.edu Lisa Johnson Manual Posting	N	0
10	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
11	Edgewood College 600 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-369-1000 Url : https://app.joinhandshake.com/schools/978 Career Services Manual Posting	N	0
12	Fox Valley Technical College 1825 N Bluemound Dr Appleton, Wisconsin 54912 Phone : 920-735-5627 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0

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13	Gateway Technical College 3520 30th Avenue Kenosha, Wisconsin 53144 Phone : 800-247-7122 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
14	Illinois Institute of Technology 3201 South State Street Chicago, Illinois 60616 Phone : 312-567-3000 Url : https://app.joinhandshake.com BJ Engelhardt Manual Posting	N	0
15	Lakeland College Career Services PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1388 Email : career@lakeland.edu Jess Lambrecht	N	0
16	Lakeshore Technical College 1290 North Avenue Cleveland, Wisconsin 53015 Phone : 888-468-6582 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
17	Lawrence University 711 East Boldt Way Appleton, Wisconsin 54911 Phone : 920-832-6561 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
18	Madison Area Technical College 1701 Wright Street Madison, Wisconsin 53704 Phone : 608-246-6401 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0

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19	Marian University 45 South National Avenue Fond du Lac, Wisconsin 54935 Url : https://my.marianuniversity.edu/engagement/service Mary Hatlen Manual Posting	N	0
20	Marquette University 1250 W. Wisconsin Ave Milwaukee, Wisconsin 53233 Phone : 414-288-7250 Url : https://app.joinhandshake.com Karen Rinehart Manual Posting	N	0
21	Mid-State Technical College 500 32nd Street North Wisconsin Rapids, Wisconsin 54494 Phone : 715-422-5366 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
22	Milwaukee Area Technical College 700 W State Street S114 Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Url : Mid-State Technical College N/A N/A Manual Posting	N	0
23	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-227-4517 Url : https://app.joinhandshake.com Jennifer Abing Manual Posting	N	0
24	Moraine Park Technical College 235 North National Avenue Fond du Lac, Wisconsin 54936 Phone : 920-924-3205 Url : https://app.joinhandshake.com N/A N/A 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
25	National Lesbian & Gay Journalists Association 1420 K St. Suite 910 NW Washington, District of Columbia 20005 Phone : 202-588-9888 Email : jobboard@nlgja.org Job Listings	N	0
26	Nicolet Area Technical College PO Box 518 Rhineland, Wisconsin 54501 Phone : 715-365-4566 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
27	Northcentral Technical College 1000 W Campus Drive Wausau, Wisconsin 54401 Phone : 715-675-3331 Email : careerservices@ntc.edu N/A N/A	N	0
28	Northeast Wisconsin Technical College 2740 W Mason Street Green Bay, Wisconsin 54303 Phone : 920-498-5528 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
29	Northwood Technical College 1900 College Drive Rice Lake, Wisconsin 54868 Phone : 800-243-9482 Url : https://www.NorthwoodTech.edu N/A N/A Manual Posting	N	0
30	On-Air Advertisements 11800 W Grange Avenue Hales Corners, Wisconsin 53130 N/A N/A Manual Posting	N	0

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31	Ripon College 300 E Seward Street Ripon, Wisconsin 54971 Phone : 920-748-8115 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
32	Southwest Wisconsin Technical College 1800 Bronson Blvd Fennimore, Wisconsin 53809 Phone : 608-822-2333 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
33	St. Norbert College 100 Grant Street DePere, Wisconsin 54115 Phone : 920-403-3040 Url : https://app.joinhandshake.com Mary Ellen Olson Manual Posting	N	0
34	University of Wisconsin Eau Claire 105 Garfield Avenue Eau Claire, Wisconsin 54702 Phone : 715-836-4636 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
35	University of Wisconsin Green Bay 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : https://app.joinhandshake.com Linda Peacock-Landrum Manual Posting	N	0

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36	University of Wisconsin La Crosse 1725 State St La Crosse, Wisconsin 54601 Phone : 608-785-8362 Url : https://app.joinhandshake.com Rebecca Lee Manual Posting	N	0
37	University of Wisconsin Oshkosh 750 Elmwood Ave Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : https://app.joinhandshake.com Jamie Page-Stadler Manual Posting	N	0
38	University of Wisconsin Platteville 1 Universtiy Plz Platteville, Wisconsin 53818 Phone : 608-342-1491 Url : https://app.joinhandshake.com Trapper Mitchell Manual Posting	N	0
39	University of Wisconsin River Falls 410 S. 3rd St River Falls, Wisconsin 54022 Phone : 715-425-3572 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
40	University of Wisconsin Stevens Point, Career Services 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : https://app.joinhandshake.com Sue Kissinger Manual Posting	N	0
41	University of Wisconsin Stout 103 Administration Building Menomonee, Wisconsin 54751 Phone : 715-232-1122 Career Website Manual Posting	N	0

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42	University of Wisconsin Superior 801 N 28th Street Superior, Wisconsin 54880 Phone : 715-394-8101 Url : https://app.joinhandshake.com Haley Carr Manual Posting	N	0
43	University of Wisconsin Whitewater 800 W Main Street Whitewater, Wisconsin 53190 Url : http://www.uww.edu/career N/A N/A Manual Posting	N	0
44	UW Green Bay, Assoc. Prof. of Business 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-456-2000 Email : zehmsk@uwgb.edu Karl Zehms	N	0
45	UW Madison School of Journalism & Mass Communication 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Email : pgarcia@wisc.edu Pamela Garcia-Rivera	N	0
46	UW Milwaukee Career Planning & Resource Center PO Box 413 Milwaukee, Wisconsin 53202 Phone : 414-229-4486 Url : https://app.joinhandshake.com Kamara Jackson Manual Posting	N	0
47	UW Milwaukee Career Services 2200 E Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-1122 Email : neuwirt@uwm.edu Dan Neuwirth	N	0

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48	UW OshKosh, Business & Marketing 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : lilly@uwosh.edu Bryan Lilly	N	0
49	UW OshKosh, Journalism 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : cowling@uwosh.edu Mike Cowling	N	0
50	UW Parkside, Dean of Bus. & Economics 900 Wood Rd. Kenosha, Wisconsin 53141 Phone : 262-595-2345 Email : Dirk.baldwin@uwp.edu Dirk Baldwin	N	0
51	Waukesha County Technical College 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7842 Url : https://app.joinhandshake.com/login Career Website Manual Posting	N	0
52	Western Technical College 400 Seventh Street North La Crosse, Wisconsin 54601 Phone : 608-785-9440 Url : https://app.joinhandshake.com N/A N/A Manual Posting	N	0
53	WI Lutheran College 8800 W. Bluemound Rd. Milwaukee, Wisconsin 53226 Phone : 414-443-8800 Url : https://app.joinhandshake.com Thad Jahns Manual Posting	N	0

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54	Winona State University 175 W Mark Street Winona, Minnesota 55987 DeAnna Goddard Manual Posting	N	0
55	Wisconsin Broadcasters Association 44 E Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : wi-broadcasters.org/broadcasting-careers/job-bank/ N/A N/A Manual Posting	N	0
56	Wisconsin Women's Network 122 State St. #201B Madison, Wisconsin 53703 Phone : 608-255-9809 Email : info@wiwomensnetwork.org Career Website	N	0
57	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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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
58	Employee Referral	N	4
59	Indeed.com	N	5
60	Job Board	N	1
61	Linked In	N	6
62	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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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	8/1/2023	Participation in other activities designed by the station employment unit	Audacy Milwaukee provides link to career site on their website giving listeners access to job opportunities	1	Promotions Manager
2	8/11/2023	Participation in other activities designed by the station employment unit	Audacy Milwaukee 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
3	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
4	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
5	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
6	4/29/2024	Participation in events or programs sponsored by educational institutions	Audacy Milwaukee spoke with students about effective speaking styles and how those speaking styles would apply to various roles across broadcasting.	1	On Air Personality

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	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
8	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
9	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
10	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