Audacy

2400 MARKET STREET, 4TH FLOOR
PHILADELPHIA, PA 19103

December 14, 2023

***via* UPLOAD TO PUBLIC INSPECTION FILE**
Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

RE: Station WQMP(FM), Daytona Beach, FL (Facility ID No. 73137)

Dear Ms. Goldin:

Audacy License, LLC[1] (formerly Entercom License, LLC) ("Audacy" or "Licensee"), licensee of Station WQMP(FM), Daytona Beach, FL (Facility ID No. 73137) (the "Selected Station") hereby submits the information and materials concerning the Selected Station's EEO program requested by the Federal Communications Commission ("Commission") described in the letter dated October 30, 2023 from the Enforcement Bureau to the Selected Station ("EEO Audit Letter").

Audacy provides information as requested in the EEO Audit Letter for its Station Employment Unit ("Employment Unit") that in addition to the Selected Station includes the following stations (each a "Station," and collectively, the "Stations"):

CALLS	TYPE	FAC. ID.	CITY OF LIC.	STATE OF LIC.
WOCL	FM	10138	Deland	FL
WOMX-FM	FM	47746	Orlando	FL

In compiling the requested information and materials, the Licensee relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment related issues at the Employment Unit.

The responses below refer to question numbers as they are set out in the EEO Audit Letter.

[1] On March 30, 2021, Entercom License, LLC changed its name to Audacy License, LLC.

Question 2: Audit Data Requested

Question 2(b)(i): EEO Public File Reports

The Employment Unit's two most recent EEO Public File Reports, which include the reports from the 2021-2022 ("Year 1 EEO Report") and 2022-2023 ("Year 2 EEO Report") reporting periods are attached at Exhibit A.

Question 2(b)(ii): Station Websites

The Employment Unit's most recent EEO public file report is linked to each Station's website pursuant to Section 73.2080(c)(6). The Stations' websites are as follows:

Station	URL
WOCL-FM	https://www.audacy.com/1059sunnyfm
WOMX-FM	https://www.audacy.com/mix1051
WQMP-FM	https://www.audacy.com/fm1019

Question 2(b)(iii): Hire Dates and Vacancy Notices

Each full-time hire for the Employment Unit is listed on the Employment Unit's EEO public file reports, pursuant to Section 73.2080(c)(5)(vi). The dates of hire for those vacancies are included at Exhibit B.

It is the Employment Unit's policy to send out a notice to its list of recruitment sources each time a new vacancy is created. A list of sources is included with the EEO public file reports attached at Exhibit A. As noted in those reports, the list of recruitment sources includes Direct Employers Association. When a job requisition is approved by the appropriate manager, the Employment Unit's job tracking database automatically sends the vacancy notice to Indeed, Glassdoor, Monster, Recruit.net, LinkedIn, and Direct Employers. Direct Employers then further distributes those notices to its Job Syndication Alliance, which includes over 150 outreach organizations. Copies of job vacancy announcements are included at Exhibit C. It is the Employment Unit's practice to retain copies of all notices sent to all sources used.

No organizations contacted the Employment Unit directly to request job openings, pursuant to Section 73.2080 (c)(1)(ii).

Question 2(b)(iv): Interviewees

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above noted EEO public files and in accordance with Section 73.2080(c)(5)(v) are included at Exhibit B. If

multiple hire dates are listed for a vacancy, then there were multiple vacancies filled using the same vacancy notice and pool of interviewees.

Question 2(b)(v): Supplemental Recruitment Initiatives

The number of initiatives performed by the Employment Unit during the reporting period exceeds the requirement pursuant to Sections 73.2080(c)(2) and (e)(3).

Documentation demonstrating performance of the completed initiatives pursuant to Section 73.2080(c)(2) including specified Unit personnel involved in the recruitment initiatives is included at Exhibit D. In preparing this audit response, Licensee discovered that the recruitment announcements originally listed as a supplemental recruitment initiative in the Year 1 EEO Report may not have aired. The Year 1 EEO Report included at Exhibit A is an updated version of the report to remove the reference to that initiative.

The Employment Unit has 24 full-time employees. The population of the market in which the Employment Unit operates is greater than 250,000. The Employment Unit is required to perform four recruitment initiatives within each two-year period.

Question 2(b)(vi): Discrimination Complaints

Licensee is not aware of any pending or resolved complaints alleging unlawful discrimination in the employment practices of the Employment Unit that have been filed before any federal, state or local governmental body during the Stations' current license term.

Question 2(b)(vii): General EEO Program Requirements

The management of the Employment Unit actively works to ensure effective implementation and enforcement of its equal opportunity and nondiscrimination practices and policy. The SVP/Market Manager for the Employment Unit is ultimately responsible for ensuring that the Employment Unit is implementing its EEO program. The SVP/Market Manager works with the Licensee's corporate parent's Human Resources ("HR") and Talent Acquisition ("TA") teams to ensure that vacancies notices are widely disseminated. The Employment Unit's TA associate, in consultation with HR, is responsible for preparing the Unit's annual EEO public file report. In addition, all managers are required to follow Licensee's EEO program.

Pursuant to Section 73.2080(b), the Employment Unit uses a variety of methods to inform both current employees and job applicants of its EEO policies. Employees are notified of all job vacancies and are encouraged to refer candidates. The Employment Unit informs applicants of the EEO policy immediately by including a description of its nondiscrimination policy on the cover of each application for employment. All of the Employment Unit's printed advertisements and on-air announcements regarding job vacancies state that it is an Equal Opportunity Employer. The EEO policy is also posted at the Employment Unit's office for applicants and employees to read. Additionally, through the Company's Anti-Harassment – Matter of Respect Training which is conducted online every other year, employees are reminded of the EEO policy.

Questions 2(b)(viii): Employment Unit Self-Assessment

The Employment Unit conducts evaluations of its EEO recruitment program, pursuant to Section 73.2080(c)(3), to ensure its outreach efforts are reaching all segments of the communities served by the Employment Unit. The Employment Unit conducts these evaluations annually at the time its EEO Public File Report is placed in the public file. Representatives of the Employment Unit work with staff from Licensee's corporate parent to review and analyze recruitment data and the recruitment source list to assess the effectiveness of the Employment Unit's recruitment sources.

In 2020, Audacy engaged Broadcast1Source, a third-party vendor that created a software service to help broadcasters comply with their EEO obligations. The use of this software not only helps to ensure timely distribution of all job notices, the recording of these notices and relevant outreach efforts, but it also assists Licensee's stations, including those in the Employment Unit, with the assessment of its EEO recruitment program.

If Licensee's assessment ever indicates that modifications would be necessary to ensure broad outreach, the Employment Unit will add new recruitment sources and delete ineffective recruitment sources. The Employment Unit will also increase its efforts to advise community organizations involved in assisting job applicants of its job vacancies and EEO policy and the Commission's outreach requirements.

Questions 2(b)(ix): Employment Unit Self-Assessment

In addition to regularly assessing its outreach efforts, the Employment Unit also annually analyzes the effectiveness of its EEO practices and policies to ensure that they do not have a discriminatory effect, pursuant to Section 73.2080(c)(4). Licensee, in conjunction with its corporate parent, reviews, examines and monitors employee compensation and employment practices. Through this examination, the salaries of all Audacy employees are compared to determine whether all employees were treated equally. If any salaries appear to be unusually high or low, an investigation will be initiated to determine the cause.

Licensee's corporate parent has also established procedures regarding the payment of benefits and the awarding of promotions to ensure that all employees are treated equally. All of the Employment Unit's non-union full-time employees are offered identical benefits, and the Employment Unit makes all selection and promotion decisions based solely on the skills, ability and experience of the applicant – race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state, or local law – are not considered.

There are no union agreements applicable to employees of the Employment Unit.

Question 2(b)(x): Religious Broadcaster

Not applicable. Licensee is not a religious broadcaster.

Questions 3 & 4: Time Brokerages

Not applicable. No Station in the Employment Unit is subject to a time brokerage agreement.

* * *

I declare under penalty of perjury that, to the best of my knowledge, information, and belief, which includes information provided to me by others, the foregoing is true and correct.

Should any questions arise regarding this information, please contact me at laura.berman@audacy.com or 202-571-6555.

Respectfully submitted,

Laura Berman
Vice President, Legal

Enclosures

Exhibit A

EEO Public File Reports

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

Address:	**Contact Person/Title:**
1800 Pembrook Dr, Suite 400, Orlando, FL - 32810	Claudia Menegus Regional President
Telephone Number:	**E-Mail Address:**
407-919-1000	claudia.menegus@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	1-32	31
Account Executive	1-32	32
Sales Coordinator	1-28, 30-32	31

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome	N	0
2	Association for Women in Communications (South Florida) 7050 Palmetto Park Rd. 15-285 Boca Raton, Florida 33433 Phone : 561-806-0756 Url : https://awc.careerwebsite.com/ Email : info@awcsouthflorida.org Kandice Matteson	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	1
4	Barry University 11300 NE 2nd Ave, Landon Student Union Suite 205 Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com John Moriarty Manual Posting	N	0
5	Bethune-Cookman University 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32115 Phone : 386-481-2143 Url : https://app.joinhandshake.com Davita Bonner Manual Posting	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
6	Connecticut School of Broadcasting 3901 Coconut Palm Dr. Tampa, Florida 33619 Phone : 813-443-5307 Url : https://gocsb.com/ Email : sking@gocsb.com Shana King	N	0
7	Direct Employers 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diersity Outreach Manual Posting	N	0
8	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
9	Eastern Florida State College 1519 Clearlake Rd. Coca, Florida 32922 Phone : 321-433-7324 Url : http://www.easternflorida.edu/ Email : peidrot@easternflorida.edu Terri Peidro	N	0
10	Florida A&M University (FAMU) 1610 South Martin Luther King Junior Boulevard The Commons 104 Tallahassee, Florida 32307 Phone : 850-599-8514 Url : https://app.joinhandshake.com Shereada Harrell Manual Posting	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
11	Florida Association of Broadcasters 201 South Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : http://fab.org/ Email : lvarn@fab.org Lindsay Varn	N	0
12	Florida International University 3000 N.E. 151 Street Academic 2, Room 320 North Miami, Florida 33181 Phone : 305-919-4298 Url : https://app.joinhandshake.com Harold Clayton Manual Posting	N	0
13	Florida State College at Jacksonville 4501 Capper Rd. Jacksonville, Florida 32218 Phone : 904-766-6690 Url : https://www.fscj.edu/ Email : l.l.ertel@fscj.edu Leslie Ertel	N	0
14	Florida State University Career Center A-4100 University Center Tallahassee, Florida Phone : 850-644-6431 Url : https://app.joinhandshake.com Scott Maynard Manual Posting	N	0
15	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-551-2023 Url : https://www.fullsail.edu/ Email : nargyri@fullsail.edu Natasha Argyri	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
16	Hispanic Chamber of Commerce 3201 E. Colonial Dr. Suite A20 Orlando, Florida 32803 Phone : 407-428-5870 Url : http://www.hccmo.org/ Email : info@hispanicchamber.net Elise Smith	N	0
17	Metropolitan Orlando Urban League 250 S Orange Ave Orlando, Florida 32801 Phone : 407-481-5672 Email : sminnis@cful.org Job Postings	N	0
18	Rollins College 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407-646-2335 Url : https://app.joinhandshake.com Jacqueline Brito Manual Posting	N	0
19	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://app.joinhandshake.com Tiffanie Hidle Manual Posting	N	0
20	Society of Broadcast Engineers 1065 Rainer Drive Altamonte Springs, Florida 32714 Phone : 407-461-0088 Url : https://sbe.org Email : randy.woods@zradio.org Randy Woods	N	0
21	University of Central FL Career Services PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Url : https://app.joinhandshake.com Brian Creel Manual Posting	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
22	University of Florida 2081 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-3261 Url : https://app.joinhandshake.com Job Postings Manual Posting	N	0
23	University of South Florida 4202 E. Fowler Ave. Tampa, Florida 33620 Phone : 813-974-2011 Url : https://app.joinhandshake.com Amanda Marshall Manual Posting	N	0
24	University of South Florida Sarasota–Manatee 8350 N. Tamiami Trl. Sarasota, Florida 34243 Phone : 941-359-4200 Url : https://app.joinhandshake.com Job Postings Manual Posting	N	0
25	Valencia Community College - East Campus 701 N Econlockhatchee Trl Orlando, Florida 32825 Phone : 407-582-3428 Url : https://valencia-csm.symplicity.com/employers/ Email : kcharles36@valenciacollege.edu Kamla Charles	N	0
26	Webber International University 1201 North Scenic Highway PO Box 96 Babson Park, Florida 33827 Phone : 863-638-2964 Url : https://app.joinhandshake.com Devyn Montalvo Manual Posting	N	0
27	Women in Film & Television Florida 3830 Palm Ave. Mims, Florida 32754 Phone : 386-690-2237 Email : nancy@reelkasting.com Nancy McBride	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
28	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
29	Career Fair	N	1
30	Employee Referral	N	4
31	Linked In	N	7
32	Station Website	N	2
		TOTAL INTERVIEWS OVER REPORTING PERIOD:	**15**

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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 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	EEO Coordinator
2	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
3	Ongoing Event	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training was to help foster an inclusive work environment as well as prevent discrimination in the workplace.	4	Market Manager General Sales Managers All FT & PT Staff
4	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
5	10/20/2021	Participation in Job Fairs	One Audacy Orlando employee participated on behalf of Audacy Florida (Gainesville, Miami, and Orlando) in the Full Sail University Virtual Career Fair on October 20, 2021, from 12p-2p. Students were made aware of future employment. All applicants were made aware of the https://audacyinc.com/careers link for jobs at Audacy.	1	Business Administrator

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/7/2022	Participation in Job Fairs	One Audacy Orlando employee participated on behalf of Audacy Florida (Gainesville, Miami, and Orlando) in the Full Sail University Career Fair on March 7, 2022 from 10a-5p. Students were made aware of future employment. All applicants were made aware of the https://audacyinc.com/careers link for jobs at Audacy.	1	Business Administrator
7	7/20/2022	Establishment of training programs for station personnel	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.	4	General Managers General Sales Managers Brand Managers Promotions Managers
8	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
9	9/28/2022	Participation in Job Fairs	Talent Acquistion participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

Address:	**Contact Person/Title:**
1800 Pembrook Dr, Suite 400, Orlando, FL - 32810	Claudia Menegus Regional President
Telephone Number:	**E-Mail Address:**
407-919-1000	claudia.menegus@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
On Air Personality	1-4, 6-29, 31-32, 34	3
On Air Personality	1-4, 6-29, 31-32, 34	28
Account Executive	1-4, 6-27, 29-30, 32-33	32
Account Executive	1-4, 6-27, 29-30, 32-33	29
Account Executive	1-4, 6-27, 29-30, 32-33	29
Director, Digital Sales and Campaign Manager	1-28, 30	28

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome	N	0
2	Association for Women in Communications (South Florida) 7050 Palmetto Park Rd. 15-285 Boca Raton, Florida 33433 Phone : 561-806-0756 Url : https://awc.careerwebsite.com/ Email : info@awcsouthflorida.org Kandice Matteson	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	2
4	Barry University 11300 NE 2nd Ave, Landon Student Union Suite 205 Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com John Moriarty Manual Posting	N	0
5	Beonair Network 9885 Rockside Road Valley View , Ohio 44125 Phone : 234.203.2768 Email : lleciejewski@beoniar.com Lynda Leciejewski	N	0
6	Bethune-Cookman University 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32115 Phone : 386-481-2143 Url : https://app.joinhandshake.com Davita Bonner Manual Posting	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
7	Connecticut School of Broadcasting 3901 Coconut Palm Dr. Tampa, Florida 33619 Phone : 813-443-5307 Url : https://gocsb.com/ Email : sking@gocsb.com Shana King	N	0
8	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
9	Florida A&M University (FAMU) 1610 South Martin Luther King Junior Boulevard The Commons 104 Tallahassee, Florida 32307 Phone : 850-599-8514 Url : https://app.joinhandshake.com Shereada Harrell Manual Posting	N	0
10	Florida Association of Broadcasters 201 South Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : http://fab.org/ Email : lvarn@fab.org Lindsay Varn	N	0
11	Florida International University 3000 N.E. 151 Street Academic 2, Room 320 North Miami, Florida 33181 Phone : 305-919-4298 Url : https://app.joinhandshake.com Harold Clayton Manual Posting	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
12	Florida State College at Jacksonville 4501 Capper Rd. Jacksonville, Florida 32218 Phone : 904-766-6690 Url : https://www.fscj.edu/ Email : l.l.ertel@fscj.edu Leslie Ertel	N	0
13	Florida State University Career Center A-4100 University Center Tallahassee, Florida Phone : 850-644-6431 Url : https://app.joinhandshake.com Scott Maynard Manual Posting	N	0
14	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-551-2023 Url : https://www.fullsail.edu/ Email : nargyri@fullsail.edu Natasha Argyri	N	0
15	Hispanic Chamber of Commerce 3201 E. Colonial Dr. Suite A20 Orlando, Florida 32803 Phone : 407-428-5870 Url : http://www.hccmo.org/ Email : info@hispanicchamber.net Elise Smith	N	0
16	Metropolitan Orlando Urban League 250 S Orange Ave Orlando, Florida 32801 Phone : 407-481-5672 Email : sminnis@cful.org Job Postings	N	0
17	Rollins College 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407-646-2335 Url : https://app.joinhandshake.com Jacqueline Brito Manual Posting	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
18	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://app.joinhandshake.com Tiffanie Hidle Manual Posting	N	0
19	Society of Broadcast Engineers 1065 Rainer Drive Altamonte Springs, Florida 32714 Phone : 407-461-0088 Url : https://sbe.org Email : randy.woods@zradio.org Randy Woods	N	0
20	University of Central FL Career Services PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Url : https://app.joinhandshake.com Brian Creel Manual Posting	N	0
21	University of Florida 2081 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-3261 Url : https://app.joinhandshake.com Job Postings Manual Posting	N	0
22	University of South Florida 4202 E. Fowler Ave. Tampa, Florida 33620 Phone : 813-974-2011 Url : https://app.joinhandshake.com Amanda Marshall Manual Posting	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
23	University of South Florida Sarasota–Manatee 8350 N. Tamiami Trl. Sarasota, Florida 34243 Phone : 941-359-4200 Url : https://app.joinhandshake.com Job Postings Manual Posting	N	0
24	Valencia Community College - East Campus 701 N Econlockhatchee Trl Orlando, Florida 32825 Phone : 407-582-3428 Url : https://valencia-csm.symplicity.com/employers/ Email : kcharles36@valenciacollege.edu Kamla Charles	N	0
25	Webber International University 1201 North Scenic Highway PO Box 96 Babson Park, Florida 33827 Phone : 863-638-2964 Url : https://app.joinhandshake.com Devyn Montalvo Manual Posting	N	0
26	Women in Film & Television Florida 3830 Palm Ave. Mims, Florida 32754 Phone : 386-690-2237 Email : nancy@reelkasting.com Nancy McBride	N	0
27	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
28	Current Employee	N	4
29	Employee Referral	N	9
30	Indeed.com	N	2
31	Job Board	N	1
32	Linked In	N	12
33	On Air Recruitment Ad	N	1
34	Word of Mouth Referral	N	2
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**33**

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/22/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Light the Town Pink for Breast Cancer Awareness. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities.	4	Sales Manager on air personality Brand Manager Sales Coordinator
2	11/11/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted the City of Orlando Veterans Day Parade. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities.	2	Promotion Director Assistant Brand Manager
3	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
4	11/21/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted The World Cup Watch Party. This event was promoted on air. The staff spoke about the event and promoted how careers in broadcasting can be a fun and rewarding way to connect with your local community with events like these.	2	Sales Manager on air personality
5	11/26/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Kettle Kick Off for the Salvation Army. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities.	2	Sales Manager on air personality
6	12/1/2022	Participation in other activities designed by the station employment unit	Audacy Orlando launched a static tile on the FM 101.9 homepage that leads to their application page. On-air talent on WQMP, have organic mentions of "work with us at FM 101.9" to drive awareness of this tile/graphic on the homepage.	1	Sales Manager

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	12/2/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Give Kids the World Radiothon. Give Kids The World provides weeklong, cost-free vacations to children with critical illnesses and their families. Half of all children eligible for a wish through a wish-granting organization, choose to visit central Florida's theme parks and attractions. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities.	3	Sales Manager Promotions Director On Air Personality
8	12/9/2022	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
9	12/12/2022	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted the Salvation Army and Red Kettle Partnership which helps to fight hunger, provide housing and bring hope to those in need. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities.	3	Sales Manager Promotions Director On Air Personality
10	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	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
12	2/23/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted Feeding the Frontline which benefits local first responders and their families. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities.	3	Assistant Brand Manager Promotions Director Sales Coordinator
13	4/17/2023	Participation in Job Fairs	Audacy Florida attended the Full Sail Career Fair.	2	General Sales Manager General Sales Manager
14	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
15	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Orlando used Digital Audio as another form of recruitment for their Account Executive positions.	2	Sales Manager General Sales Manager

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	8/5/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Orlando promoted a concert for the kids which benefitted "A Gift for Teaching." This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities.	3	on air personality Promotions Director Sales Coordinator
17	9/7/2023	Participation in events or programs sponsored by educational institutions	Audacy Florida discussed opportunities to potentially work together and present to their media/broadcast students and more - about opportunities with Audacy, the state of Audio, etc.	1	Sales Manager
18	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Orlando runs year long general recruitment spots on all stations, in different dayparts, inviting candidates to apply.	3	Market Manager General Sales Manager Continuity/Traffic

Exhibit B

Hire Dates and Interviewee Information

Interview Recruitment Source Report from 10/1/2021 - 9/30/2022

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 93641

Job Title: Account Executive

Job Opening Period: 8/23/2021 - 5/16/2022

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	5/11/2022	Yes	5/16/2022	**Station Website**
Candidate	11/4/2021	Yes	11/22/2021	**Linked In**
Candidate	11/4/2021	No		Employee Referral
Candidate	9/15/2021	No		Career Fair
Candidate	9/13/2021	No		Linked In
Candidate	9/13/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	9/13/2021	No		Linked In
Candidate	8/26/2021	No		Employee Referral

Job ID: 93642

Job Title: Sales Coordinator

Job Opening Period: 8/23/2021 - 1/6/2022

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	12/10/2021	No		Employee Referral
Candidate	12/10/2021	No		Employee Referral
Candidate	12/10/2021	No		Linked In
Candidate	12/10/2021	No		Linked In
Candidate	12/10/2021	No		Station Website
Candidate	12/10/2021	No		Linked In
Candidate	12/10/2021	Yes	1/6/2022	**Linked In**

Interview Recruitment Source Report from 10/1/2022 - 9/30/2023

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 109284

Job Title: On Air Personality

Job Opening Period: 1/29/2023 - 10/2/2023

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	5/26/2023	Yes	6/12/2023	**Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page**
Candidate	3/8/2023	No		Employee Referral
Candidate	3/4/2023	No		Word of Mouth Referral
Candidate	2/21/2023	No		Current Employee
Candidate	2/8/2023	No		Employee Referral
Candidate	2/7/2023	No		Word of Mouth Referral
Candidate	2/7/2023	No		Employee Referral
Candidate	2/7/2023	No		Linked In
Candidate	2/7/2023	No		Job Board
Candidate	2/3/2023	No		Employee Referral
Candidate	2/3/2023	No		Linked In
Candidate	2/2/2023	No		Linked In
Candidate	2/2/2023	No		Employee Referral
Candidate	2/1/2023	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	1/31/2023	No		Employee Referral
Candidate	1/30/2023	Yes	3/1/2023	**Current Employee**

Interview Recruitment Source Report from 10/1/2022 - 9/30/2023

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 109386

Job Title: Account Executive

Job Opening Period: 2/2/2023 - 10/12/2023

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/15/2023	No		Indeed.com
Candidate	8/15/2023	No		Linked In
Candidate	8/8/2023	No		Linked In
Candidate	8/8/2023	No		Linked In
Candidate	8/8/2023	No		Employee Referral
Candidate	8/8/2023	No		Linked In
Candidate	8/7/2023	Yes	8/14/2023	**Employee Referral**
Candidate	6/20/2023	No		Linked In
Candidate	6/20/2023	No		On Air Recruitment Ad
Candidate	6/20/2023	No		Linked In
Candidate	6/20/2023	No		Linked In
Candidate	6/20/2023	No		Linked In
Candidate	6/19/2023	Yes	6/30/2023	**Linked In**
Candidate	6/19/2023	Yes	6/30/2023	**Employee Referral**

Job ID: 115354

Job Title: Director, Digital Sales and Campaign Manager

Job Opening Period: 8/14/2023 - 9/5/2023

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/18/2023	No		Current Employee
Candidate	8/18/2023	Yes	9/18/2023	**Current Employee**
Candidate	8/18/2023	No		Indeed.com

Exhibit C

Vacancy Notices

Job Notification details between 10/1/2021 to 9/30/2022

Sales Coordinator (Broadcast1Source tracking number 93642)

No. of Agencies were used: 28

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 08/23/2021

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jennifer.valenti-smith@audacy.com

Title: Sales Coordinator

Experience:

What You'll Do:

- Assist in customization of sales presentations, sales order entry, and administrative execution on advertising campaigns.
- Assist in executing game-plans for major station events, programs and social media campaigns.
- Process sponsorship contracts and other documents associated with special events and promotions.
- Interacting with clients when needed for customer service administrative support.
- Work with vendors for samples, quotes and information.
- Assist in coordinating internal team building event details.
- Performing general administrative duties including front desk phone back-up as needed.
- Attend sales meetings, training sessions, and occasional day/night or weekend events.
- Works as a team with other departments, individuals.

Requirements:

More About You:

- - 1 to 2 years related experience is preferred
- - Proficiency in Microsoft Office/Google Workplace products required
- - Experience with Salesforce highly preferred
- - Good communicator with excellent interpersonal skills
- - Strong organizational abilities, detail-oriented, and ability to manage time efficiently
- - Comfortable working in a fast-paced environment and prioritizing/managing multiple deadlines at once
- - Self-starter with original approach to problem solving
- - Has ability to both work independently while effectively contributing to a group environment

Description:

Job Notification details between 10/1/2021 to 9/30/2022

Audacy Orlando is seeking a bright, energetic, self-starter for a Sales Coordinator position. We are looking for a professional, detail-oriented individual who can multi-task and has exceptional organizational and computer skills to support Sales Staff and Events & Experiences activation. You must be proficient in Google Suite products and be capable of multi-tasking for a variety of personalities in a lively fast paced environment.

Additional Information:

Audacy, Inc. (NYSE: AUD) is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports, podcasts and music that matter to them. Learn more at www.audacyinc.com, Facebook (Audacy Corp) and Twitter (@AudacyCorp).

Contact:

Please upload resume and apply at https://careers-audacy.icims.com/

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Stephanie Grogan at stephanie.grogan@audacy.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/24/2021	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
8/24/2021	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
8/24/2021	Webber International University	No	Devyn Montalvo	1--	By User/Other System
8/24/2021	University of South Florida	No	Amanda Marshall	1--	By User/Other System
8/24/2021	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
8/24/2021	University of Florida	No	Job Postings	1--	By User/Other System
8/24/2021	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
8/24/2021	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
8/24/2021	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
8/24/2021	Rollins College	No	Jacqueline Brito	1--	By User/Other System
8/24/2021	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
8/24/2021	Full Sail University	No	Wynn Davis	1--	wdavis@fullsail.com
8/24/2021	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net

Job Notification details between 10/1/2021 to 9/30/2022

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/24/2021	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
8/24/2021	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
8/24/2021	Florida International University	No	Harold Clayton	1--	By User/Other System
8/24/2021	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
8/24/2021	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
8/24/2021	Eastern Florida State College	No	Terri Peidro	1--	peidrot@easternflorida.edu
8/24/2021	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
8/24/2021	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
8/24/2021	Barry University	No	John Moriarty	1--	By User/Other System
8/24/2021	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
8/24/2021	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
8/24/2021	Direct Employers	No	Diersity Outreach	1--	By User/Other System
8/24/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
8/24/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
8/24/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

Job Notification details between 10/1/2021 to 9/30/2022

Account Executive (Broadcast1Source tracking number 93641)

No. of Agencies were used: 28

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 08/23/2021

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jennifer.valenti-smith@audacy.com

Title: Account Executive

Experience:

What You'll Do:

- Contacting/emailing/cold calling businesses to create marketing solutions for them that may include radio, digital assets, events, social media assets and more
- Preparing promotional plans, sales literature, and advertising proposals
- Developing and maintaining relationships with customers by providing top quality service
- Communicating with other departments to assure quality service in placing orders and arranging promotional events
- Achieving sales goals, attending meetings and training sessions
- Prospecting categories and soliciting new business
- Developing and maintaining relationships with clients by providing top quality service
- Responsible for reporting and maintaining account activity, pitches and pending in CRM (experience with Salesforce preferred)
- Communicating with other departments to assure quality service in placing orders and arranging promotional events

Requirements:

Job Notification details between 10/1/2021 to 9/30/2022

The ideal candidate must:

- Possess a hunter mentality with cold calling/prospecting experience
- Have a proven ability to negotiate and close with a high level of success, and must easily build relationships
- Consistently driving game-changing results, this individual knows how to identify, develop, and present customized solutions to clients using non-traditional and digital concepts
- With excellent written and oral communication skills, this individual easily commands the room during presentations
- Able to multi-task with a high degree of time management and organizational skills
- We are looking for driven individuals who refuse to lose or compromise their level of success
- In keeping with the other members of the Audacy teams, the #1 trait we look for is a "WINNING ATTITUDE"

You have Experience in:

- Media Sales
- Fearless approach to generating new business meetings
- Event sponsorship sales
- Digital sales background preferred
- Successful track record of new business development
- Proven track record of meeting and exceeding defined sales goals
- Strategic omni-channel selling
- Conceptual understanding of client needs analysis and its benefits

A valid driver's license, satisfactory completion of a motor vehicle record check, and if applicant's own vehicle, proof of insurance is required.

Description:

Audacy Orlando seeks an experienced self-motivated sales professional to develop advertising and marketing campaigns to new and existing clients. With an emphasis on new business development, digital sales & sponsorships.

Audacy offers full time employees with a comprehensive benefits package to include: health care coordinator, medical, dental, vision, telemedicine, flexible spending accounts, health savings account, disability, life insurance, critical illness, hospital indemnity, accident insurance, paid time off (sick, vacation, personal, parental, volunteer), 401(k) retirement plan, discounted employee stock purchase, student loan payment assistance program, legal assistance, life assistance program, identity theft protection, discounted home and auto insurance, and pet insurance.

-

Additional Information:

Audacy, Inc. (NYSE: AUD) is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports, podcasts and music that matter to them. Learn more at www.audacyinc.com, Facebook (Audacy Corp) and Twitter (@AudacyCorp).

Contact:

Please upload resume and apply at https://careers-audacy.icims.com/

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

Job Notification details between 10/1/2021 to 9/30/2022

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Stephanie Grogan at stephanie.grogan@audacy.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/24/2021	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
8/24/2021	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
8/24/2021	Webber International University	No	Devyn Montalvo	1--	By User/Other System
8/24/2021	University of South Florida	No	Amanda Marshall	1--	By User/Other System
8/24/2021	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
8/24/2021	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
8/24/2021	University of Florida	No	Job Postings	1--	By User/Other System
8/24/2021	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
8/24/2021	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
8/24/2021	Rollins College	No	Jacqueline Brito	1--	By User/Other System
8/24/2021	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
8/24/2021	Full Sail University	No	Wynn Davis	1--	wdavis@fullsail.com
8/24/2021	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
8/24/2021	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
8/24/2021	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
8/24/2021	Florida International University	No	Harold Clayton	1--	By User/Other System
8/24/2021	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
8/24/2021	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
8/24/2021	Eastern Florida State College	No	Terri Peidro	1--	peidrot@easternflorida.edu
8/24/2021	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
8/24/2021	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System

Job Notification details between 10/1/2021 to 9/30/2022

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/24/2021	Barry University	No	John Moriarty	1--	By User/Other System
8/24/2021	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
8/24/2021	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
8/24/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
8/24/2021	Direct Employers	No	Diersity Outreach	1--	By User/Other System
8/24/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
8/24/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

Job Notification details between 10/1/2022 to 9/30/2023

Director, Digital Sales and Campaign Manager (Broadcast1Source tracking number 115354)

No. of Agencies were used: 27

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 08/14/2023

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jennifer.valenti-smith@audacy.com

Title: Director, Digital Sales and Campaign Manager

Experience:

What You'll Do:

- Work with Account Executives and consult local and regional businesses to understand their needs and aspirations so that tailored solutions can be designed, implemented and executed.
- Execute an overall business plan and sales strategy that ensures attainment of digital revenue goals.
- Continuous training of Audacy sales process, products, operations and the Audacy sales story.
- Educate sales managers and account executives on digital tools and opportunities.
- On-going consultation with sold clients regarding the performance of their purchased campaigns.
- Adhere to all company policies, procedures and business ethics codes.
- Responsible for achieving market digital sales goals.
- Hire and manage dedicated staff to support digital advertising campaigns.
- Lead a team of digital campaign managers who support multi-product local digital market campaigns
- Maintain a high level of expertise across Audacy's suite of digital products and services
- Additional duties and responsibilities may be assigned as necessary.

Requirements:

Required & Preferred:

- 5 years + experience leading both digital sales & support teams
- Excellent organizational skills, the ability to multi-task and the ability to meet deadlines are required.
- A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance, is required.

Description:

Job Notification details between 10/1/2022 to 9/30/2023

Audacy is looking for a Director for Digital Sales & Campaign Management for our Orlando, Miami, Gainesville, Atlanta, Greenville and Greensboro markets. This is the ideal role for a high caliber leader with proven success in digital sales and campaign management. Audacy's digital organization is focused on providing local and regional businesses best-in-class solutions designed to help them aggressively compete for customers. Candidates for this role must have both digital sales experience and campaign management experience, and be able to step in and both drive the company's revenue and lead a digital campaign support team. The candidate must be able to demonstrate a strong understanding and history of new business development, lead generation, digital campaign operations and management of teams.

Audacy offers full time employees with a comprehensive benefits package to include: health care coordinator, medical, dental, vision, telemedicine, flexible spending accounts, health savings account, disability, life insurance, critical illness, hospital indemnity, accident insurance, paid time off (sick, vacation, personal, parental, volunteer), 401(k) retirement plan, discounted employee stock purchase, student loan payment assistance program, legal assistance, life assistance program, identity theft protection, discounted home and auto insurance, and pet insurance.

Additional Information:

Audacy, Inc. (NYSE: AUD) is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports, podcasts and music that matter to them. Learn more at www.audacyinc.com, Facebook (Audacy Corp) and Twitter (@AudacyCorp).

Contact:

Please upload resume and apply at https://careers-audacy.icims.com/

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Stephanie Grogan at stephanie.grogan@audacy.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/30/2023	Beonair Network	No	Lynda Leciejewski	1--	lleciejewski@beoniar.com
8/30/2023	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
8/30/2023	Webber International University	No	Devyn Montalvo	1--	By User/Other System
8/30/2023	University of South Florida	No	Amanda Marshall	1--	By User/Other System
8/30/2023	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
8/30/2023	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
8/30/2023	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/30/2023	University of Florida	No	Job Postings	1--	By User/Other System
8/30/2023	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
8/30/2023	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
8/30/2023	Rollins College	No	Jacqueline Brito	1--	By User/Other System
8/30/2023	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
8/30/2023	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
8/30/2023	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
8/30/2023	Full Sail University	No	Natasha Argyri	1--	nargyri@fullsail.edu
8/30/2023	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
8/30/2023	Florida International University	No	Harold Clayton	1--	By User/Other System
8/30/2023	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
8/30/2023	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
8/30/2023	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
8/30/2023	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
8/30/2023	Barry University	No	John Moriarty	1--	By User/Other System
8/30/2023	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
8/30/2023	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
8/30/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
8/30/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
8/30/2023	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

Job Notification details between 10/1/2022 to 9/30/2023

Account Executive (Broadcast1Source tracking number 109386)

No. of Agencies were used: 101

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 02/02/2023

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jennifer.valenti-smith@audacy.com

Title: Account Executive

Experience:

What You'll Do:

- **Contacting/emailing/cold calling businesses to create marketing solutions for them that may include radio, digital assets, events, social media assets and more**
- **Effectively prospect new clients, working with internal support to create and pitch strategic ideas, communicating our value to clients and driving new business development**
- **Grow existing accounts, as well as manage all business aspects of the relationship**
- **Achieving sales goals, attending meetings and training sessions**
- **Ability to continually learn new products as our industry is evolving, and proactively create new opportunities for you to communicate our value proposition to clients. Includes but not limited to: Podcasting, Streaming Audio, Streaming Video, and digital performance media (Search, Email, Social)**
- **Consistently use and maintain our CRM tool and utilize other platforms to perform daily business.**
- **Clearly communicate and manage expectations internally and externally, while multi-tasking and handling multiple accounts at a time.**
- **Build deep business relationships through continually delivering great service and results to clients.**
- **Leverage first class attribution capabilities to provide smarter optimizations and improved ROI**
- **Other duties as assigned by Management**

Requirements:

Job Notification details between 10/1/2022 to 9/30/2023

The ideal candidate must:

- **Possess a hunter mentality with cold calling/prospecting experience**
- **Have a proven ability to negotiate and close with a high level of success, and must easily build relationships**
- **Consistently driving game-changing results, this individual knows how to identify, develop, and present customized solutions to clients using non-traditional and digital concepts**
- **With excellent written and oral communication skills, this individual easily commands the room during presentations**
- **Able to multi-task with a high degree of time management and organizational skills**
- **We are looking for driven individuals who refuse to lose or compromise their level of success**
- **In keeping with the other members of the Audacy teams, the #1 trait we look for is a "WINNING ATTITUDE"**

You have Experience in:

- **Sales**
- **Fearless approach to generating new business meetings**
- **Digital sales background preferred**
- **Successful track record of new business development**
- **Proven track record of meeting and exceeding defined sales goals**
- **Strategic omni-channel selling**
- **Conceptual understanding of client needs analysis and its benefits**

A valid driver's license, satisfactory completion of a motor vehicle record check, and if applicant's own vehicle, proof of insurance is required.

Description:

Audacy Orlando is growing our sales team! Our ideal candidate is self-motivated, creative, curious, a proactive problem solver, tenacious, adaptable, detail-oriented, money-motivated and runs their business with an ownership mindset. If that sounds like you, we'd like to talk to you!

Audacy offers full time employees with a comprehensive benefits package to include: health care coordinator, medical, dental, vision, telemedicine, flexible spending accounts, health savings account, disability, life insurance, critical illness, hospital indemnity, accident insurance, paid time off (sick, vacation, personal, parental, volunteer), 401(k) retirement plan, discounted employee stock purchase, student loan payment assistance program, legal assistance, life assistance program, identity theft protection, discounted home and auto insurance, and pet insurance.

Additional Information:

Audacy, Inc. (NYSE: AUD) is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports,

Job Notification details between 10/1/2022 to 9/30/2023

podcasts and music that matter to them. Learn more at www.audacyinc.com, Facebook (Audacy Corp) and Twitter (@AudacyCorp).

Contact:

Please upload resume and apply at https://careers-audacy.icims.com/

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Stephanie Grogan at stephanie.grogan@audacy.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/8/2023	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
9/8/2023	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
9/8/2023	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
9/8/2023	Webber International University	No	Devyn Montalvo	1--	By User/Other System
9/8/2023	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
9/8/2023	University of Florida	No	Job Postings	1--	By User/Other System
9/8/2023	University of South Florida	No	Amanda Marshall	1--	By User/Other System
9/8/2023	Rollins College	No	Jacqueline Brito	1--	By User/Other System
9/8/2023	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
9/8/2023	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
9/8/2023	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
9/8/2023	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
9/8/2023	Full Sail University	No	Natasha Argyri	1--	nargyri@fullsail.edu
9/8/2023	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
9/8/2023	Florida International University	No	Harold Clayton	1--	By User/Other System
9/8/2023	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
9/8/2023	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/8/2023	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
9/8/2023	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
9/8/2023	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
9/8/2023	Barry University	No	John Moriarty	1--	By User/Other System
9/8/2023	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
9/8/2023	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
9/8/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
9/8/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
5/2/2023	Webber International University	No	Devyn Montalvo	1--	By User/Other System
5/2/2023	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
5/2/2023	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
5/2/2023	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
5/2/2023	University of South Florida	No	Amanda Marshall	1--	By User/Other System
5/2/2023	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
5/2/2023	University of Florida	No	Job Postings	1--	By User/Other System
5/2/2023	Rollins College	No	Jacqueline Brito	1--	By User/Other System
5/2/2023	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
5/2/2023	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
5/2/2023	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
5/2/2023	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
5/2/2023	Full Sail University	No	Wynn Davis	1--	wdavis@fullsail.com
5/2/2023	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
5/2/2023	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/2/2023	Florida International University	No	Harold Clayton	1--	By User/Other System
5/2/2023	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
5/2/2023	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
5/2/2023	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
5/2/2023	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
5/2/2023	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
5/2/2023	Barry University	No	John Moriarty	1--	By User/Other System
5/2/2023	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
5/2/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
5/2/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
5/2/2023	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
5/2/2023	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
5/2/2023	Webber International University	No	Devyn Montalvo	1--	By User/Other System
5/2/2023	University of South Florida	No	Amanda Marshall	1--	By User/Other System
5/2/2023	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
5/2/2023	University of Florida	No	Job Postings	1--	By User/Other System
5/2/2023	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
5/2/2023	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
5/2/2023	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
5/2/2023	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
5/2/2023	Rollins College	No	Jacqueline Brito	1--	By User/Other System
5/2/2023	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
5/2/2023	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/2/2023	Full Sail University	No	Wynn Davis	1--	wdavis@fullsail.com
5/2/2023	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
5/2/2023	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
5/2/2023	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
5/2/2023	Florida International University	No	Harold Clayton	1--	By User/Other System
5/2/2023	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
5/2/2023	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
5/2/2023	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
5/2/2023	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
5/2/2023	Barry University	No	John Moriarty	1--	By User/Other System
5/2/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
5/2/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
2/2/2023	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
2/2/2023	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
2/2/2023	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
2/2/2023	Webber International University	No	Devyn Montalvo	1--	By User/Other System
2/2/2023	University of South Florida	No	Amanda Marshall	1--	By User/Other System
2/2/2023	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
2/2/2023	University of Florida	No	Job Postings	1--	By User/Other System
2/2/2023	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
2/2/2023	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
2/2/2023	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
2/2/2023	Rollins College	No	Jacqueline Brito	1--	By User/Other System

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/2/2023	Full Sail University	No	Wynn Davis	1--	wdavis@fullsail.com
2/2/2023	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
2/2/2023	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
2/2/2023	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
2/2/2023	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
2/2/2023	Florida International University	No	Harold Clayton	1--	By User/Other System
2/2/2023	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
2/2/2023	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
2/2/2023	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
2/2/2023	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
2/2/2023	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
2/2/2023	Barry University	No	John Moriarty	1--	By User/Other System
2/2/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
2/2/2023	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com
2/2/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System

Job Notification details between 10/1/2022 to 9/30/2023

On Air Personality (Broadcast1Source tracking number 109284)

No. of Agencies were used: 51

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 01/29/2023

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jennifer.valenti-smith@audacy.com

Title: On Air Personality

Experience:

What You'll Do:

- **Create original content and performing live broadcasts that are entertaining and informative.**
- **Participate and create original content for all social media platforms; managing online personality presence**
- **Protect the station's FCC license**
- **Monitor the music and commercial logs for the airshift**
- **Ensure that promotions and contests are executed properly**
- **Operate the control board and perform production work**
- **Make personal appearances at station events and remote broadcasts**
- **Other duties as required by management**

Requirements:

Job Notification details between 10/1/2022 to 9/30/2023

WHAT YOU WILL BRING:

- **Minimum 3 year on-air experience, with Top 40 and/or Hot AC radio format experience preferred.**
- **Must be an excellent and creative communicator that is a master of mass appeal pop culture content that can articulate in an entertaining and organic manner to a Generation X and Millennial audience.**
- **Must be knowledgeable and a fan of Top 40 and Hot AC music and have an understanding on how to relate it to the audience.**
- **Must be collaborative and work closely with station management and peers, both as part of a collective on-air show and with other dayparts, on content strategy**
- **Must have solid skills in audio production and have a strong working knowledge of using production and on-air studio equipment and software applications like Adobe Audition, Wide Orbit, VoxPro**
- **Adhere to all company policies and guidelines of station, company, and FCC.**
- **Show prep, including format related content, pop-culture content and local content; writing and posting web and social media content; writing and delivering commercial or personal endorsement content.**
- **Hosting regular air shifts, plus other voice-tracked shifts as assigned.**
- **A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance, is required.**

More About You:

Individuals applying for this position must possess a strong work ethic, be a team player, be able to work within format parameters to maximize ratings and revenue success and be able to relate to the lifestyle that is Orlando and Central Florida. You should be a great storyteller, understand the concept of forward momentum in a PPM world, be immersed in pop-culture, be active and forward thinking with social media and video, and can effectively tease and deliver on compelling content with great pacing and timing.

Description:

Job Notification details between 10/1/2022 to 9/30/2023

WOMX-FM, Audacy Orlando is in search of dynamic On-Air Talent that will become Orlando's next multimedia superstar!

Are you a master content creator that can carry on a relatable, entertaining, and engaging conversation with our Generation X and Millennial audience in a 360° world encompassing on-air, online, and on-site content? Are you creative with a strong work ethic and have the drive to create a one-on-one connection with our audience, partners, and clients using social media like Instagram, Facebook, YouTube and more? If so, we invite you to apply and help us connect with our community, the fans and attract listeners.

Audacy offers full time employees with a comprehensive benefits package to include: health care coordinator, medical, dental, vision, telemedicine, flexible spending accounts, health savings account, disability, life insurance, critical illness, hospital indemnity, accident insurance, paid time off (sick, vacation, personal, parental, volunteer), 401(k) retirement plan, discounted employee stock purchase, student loan payment assistance program, legal assistance, life assistance program, identity theft protection, discounted home and auto insurance, and pet insurance.

Additional Information:

Audacy, Inc. (NYSE: AUD) is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports, podcasts and music that matter to them. Learn more at www.audacyinc.com, Facebook (Audacy Corp) and Twitter (@AudacyCorp).

Contact:

Please upload resume and apply at https://careers-audacy.icims.com/

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Stephanie Grogan at stephanie.grogan@audacy.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/8/2023	Webber International University	No	Devyn Montalvo	1--	By User/Other System
9/8/2023	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu
9/8/2023	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
9/8/2023	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/8/2023	University of South Florida	No	Amanda Marshall	1--	By User/Other System
9/8/2023	University of Florida	No	Job Postings	1--	By User/Other System
9/8/2023	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
9/8/2023	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
9/8/2023	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
9/8/2023	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
9/8/2023	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
9/8/2023	Rollins College	No	Jacqueline Brito	1--	By User/Other System
9/8/2023	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
9/8/2023	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
9/8/2023	Full Sail University	No	Natasha Argyri	1--	nargyri@fullsail.edu
9/8/2023	Florida International University	No	Harold Clayton	1--	By User/Other System
9/8/2023	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
9/8/2023	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
9/8/2023	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
9/8/2023	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
9/8/2023	Barry University	No	John Moriarty	1--	By User/Other System
9/8/2023	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
9/8/2023	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
9/8/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
9/8/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
2/1/2023	University of South Florida Sarasota–Manatee	No	Job Postings	1--	By User/Other System
2/1/2023	Valencia Community College - East Campus	No	Kamla Charles	1--	kcharles36@valenciacollege.edu

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/1/2023	Women in Film & Television Florida	No	Nancy McBride	1--	nancy@reelkasting.com
2/1/2023	Webber International University	No	Devyn Montalvo	1--	By User/Other System
2/1/2023	University of South Florida	No	Amanda Marshall	1--	By User/Other System
2/1/2023	University of Florida	No	Job Postings	1--	By User/Other System
2/1/2023	University of Central FL Career Services	No	Brian Creel	1--	By User/Other System
2/1/2023	Society of Broadcast Engineers	No	Randy Woods	1--	randy.woods@zradio.org
2/1/2023	Hispanic Chamber of Commerce	No	Elise Smith	1--	info@hispanicchamber.net
2/1/2023	Seminole State College	No	Tiffanie Hidle	1--	By User/Other System
2/1/2023	Metropolitan Orlando Urban League	No	Job Postings	1--	sminnis@cful.org
2/1/2023	Rollins College	No	Jacqueline Brito	1--	By User/Other System
2/1/2023	Full Sail University	No	Wynn Davis	1--	wdavis@fullsail.com
2/1/2023	Florida State University Career Center	No	Scott Maynard	1--	By User/Other System
2/1/2023	Florida State College at Jacksonville	No	Leslie Ertel	1--	l.l.ertel@fscj.edu
2/1/2023	Florida International University	No	Harold Clayton	1--	By User/Other System
2/1/2023	Florida A&M University (FAMU)	No	Shereada Harrell	1--	By User/Other System
2/1/2023	Florida Association of Broadcasters	No	Lindsay Varn	1--	lvarn@fab.org
2/1/2023	Connecticut School of Broadcasting	No	Shana King	1--	sking@gocsb.com
2/1/2023	Bethune-Cookman University	No	Davita Bonner	1--	By User/Other System
2/1/2023	African American Chamber of Commerce	No	Sabrina Jerome	1--	info@blackcommerce.org
2/1/2023	Barry University	No	John Moriarty	1--	By User/Other System
2/1/2023	Association for Women in Communications (South Florida)	No	Kandice Matteson	1--	info@awcsouthflorida.org
2/1/2023	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
2/1/2023	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

Job Notification details between 10/1/2022 to 9/30/2023

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/1/2023	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System

Exhibit D

Supplemental Recruitment Initiatives

DirectEmployers Association

DirectEmployers Association Job Syndication Alliances

Revised February 14, 2020

Please Note: *DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to "third party" alliance websites. Any and all alteration performed to said job feed by a "third party" alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company's job feed by a "third party" alliance website.*

DIVERSITY SITES	
African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)

© DIRECTEMPLOYERS ASSOCIATION, INC.

Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/

© DIRECTEMPLOYERS ASSOCIATION, INC.

DISABILITY SITES	
Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	http://thecareerindex.com
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)

© DIRECTEMPLOYERS ASSOCIATION, INC.

MILITARY/VETERAN NETWORK SITES	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Save Our Veterans	http://board.jobcentral.com/saveourveterans
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/

© DIRECTEMPLOYERS ASSOCIATION, INC.

State Workforce Agency Disability/Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	https://indianacareerconnect-disability.jobs/
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http://SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana StateWorkforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/

© DIRECTEMPLOYERS ASSOCIATION, INC.

WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkinVirginia Veterans (Virginia State Workforce)	http://workinvirginia.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

FEDERAL GOVERNMENT SITES	
American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork

© DIRECTEMPLOYERS ASSOCIATION, INC.

STATE GOVERNMENT SITES	
The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.usnlx.com/vet_index.asp?stype=moc http://veterans.usnlx.com
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the Member Desktop for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	https://www.caljobs.ca.gov/vosnet/Default.aspx
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/

© DIRECTEMPLOYERS ASSOCIATION, INC.

Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://neworks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx

© DIRECTEMPLOYERS ASSOCIATION, INC.

State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES	
Adzuna	https://www.adzuna.com/ (UK and Canada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LinkedIn	https://www.linkedin.com/
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

© DIRECTEMPLOYERS ASSOCIATION, INC.

GLOBAL SITES	
Jobrapido.com.ar – Argentina	Jobrapido.se – Sweden
Jobrapido.at – Austria	Jobrapido.ch – Switzerland
Jobrapido.com.au – Australia	Jobrapido.co.uk – UK
Jobrapido.br – Brazil	Jobrapido.com – USA
Jobrapido.cl – Chile	Wowjobs.ca – Jobs in Canada and Australia Only
Jobrapido.fr – France	
Jobrapido.de – Germany	
Jobrapido.nl – Holland	
Jobrapido.ie – Ireland	
Jobrapido.it – Italy	
Jobrapido.mx – Mexico	
nz.jobrapido.com – New Zealand	
Jobrapido.pl – Poland	
Jobrapido.es – Spain	

© DIRECTEMPLOYERS ASSOCIATION, INC.

METRO AREAS ON USNLX.COM

STATES	METRO AREAS				
Alabama:	Birmingham	Huntsville	Mobile	Montgomery	
Alaska:	Anchorage	Fairbanks	Juneau		
Arizona:	Flagstaff	Phoenix	Tucson		
Arkansas:	Fayetteville	Little Rock			
California:	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado:	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut:	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware:	Dover	Wilmington			
District of Columbia:	Washington				
Florida:	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia:	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii:	Hilo	Honolulu			
Idaho:	Boise	Pocatello			
Illinois:	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana:	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa:	Cedar Rapids	Des Moines			
Kansas:	Kansas City	Topeka	Wichita		
Kentucky:	Frankfort	Lexington	Louisville		
Louisiana:	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine:	Augusta	Portland			
Maryland:	Annapolis	Baltimore			
Massachusetts:	Boston	Springfield	Worcester		

© DIRECTEMPLOYERS ASSOCIATION, INC.

Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			
Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
North Carolina:	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
North Dakota:	Bismarck	Fargo			
Ohio:	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			

© DIRECTEMPLOYERS ASSOCIATION, INC.

Utah:	Provo	Salt Lake City			
Vermont:	Burlington	Montpelier			
Virginia:	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington:	Olympia	Seattle	Spokane	Tacoma	
West Virginia:	Charleston	Huntington			
Wisconsin:	Green Bay	Madison	Milwaukee		
Wyoming:	Casper	Cheyenne			

COLLEGE NETWORK

Academy of Art University
ADA University
Ain Shams University
Albany Law School
Alfred State, SUNY College of Technology
American College of Greece
American University of Sharjah
American University of Sharjah, School of Business Administration
American University, School of Professional & Extended Studies (SPExS)
Amridge University
Augusta Technical College
Ave Maria School of Law
Ball State University
Baylor Law School
Bellevue College (WA)
Blackburn College
Bloomfield College
Bob Jones University
Boston Architectural College
Boston College
Boston University, School of Law
Brooklyn Law School
Bucknell University
Bucks County Community College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Cabrillo College
Cairn University
Calhoun Community College
California Lutheran University
California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Sacramento
California Western School of Law
Campbell University, Wiggins School of Law
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College
Central New Mexico Community College
Central Washington University
Chaffey College
Chapman University. Dale E. Fowler School of Law
Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Chicago-Kent College of Law
China Europe International Business School (CEIBS)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Clark University
Clayton State University
Clemson University
Clemson University, Alumni Association
Coastline Community College
College of Coastal Georgia
College of Idaho
College of Southern Nevada
Collin College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia College (NY)
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College
Cumberland University
CUNY Baruch College
CUNY Baruch College, School of Public and International Affairs
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Baruch College, Zicklin School of Business
CUNY Borough of Manhattan Community College
CUNY Bronx Community College
CUNY Brooklyn College
CUNY College of Staten Island
CUNY Graduate School of Journalism
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY New York City College of Technology
CUNY Queens College
CUNY School of Law
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Dean College
Delaware Valley University
Delta State University
DePaul University College of Law
DeSales University
Dominican College
Drexel University, School of Public Health
Drexel University, Thomas R. Kline School of Law

© DIRECTEMPLOYERS ASSOCIATION, INC.

Duke University, Sanford School of Public Policy
Duke University, School of Law
Dunwoody College of Technology
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eckerd College
Elizabeth City State University
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Fairleigh Dickinson University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry
Florida Gulf Coast University
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, Gabelli School of Business (Undergrad Programs)
Fordham University, School of Law
Fort Valley State University
Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College
George Mason University, School of Law
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service
Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Golden Gate University
Golden Gate University School of Law
Goucher College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Governors State University
Grand Canyon University
Hamline University
Hampshire College
Harper College
Harvard University
Harvard University, Graduate School of Design
Harvard University, Graduate School of Education & Harvard Divinity School
Harvard University, Kennedy School of Government
Harvard University, Law School
Harvard University, T.H. Chan School of Public Health
Hendrix College
Henry Ford College
Hofstra University, School of Law
Hong Kong Polytechnic University
Howard University, School of Law
IE Business School
IESE Business School, University of Navarra
Illinois State University
IMD Business School
iNav (Metro Atlanta Chamber)
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-MBA
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, Maurer School of Law
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics, Computing, and Engineering
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
INSEAD
Iowa Central Community College
Iowa College Recruiting Network (ICoRN)
IST Tecnico Lisboa

© DIRECTEMPLOYERS ASSOCIATION, INC.

IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Office of Student Employment
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, Robert H. McKinney School of Law
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
John Marshall Law School
Johnson University
Kansas City Kansas Community College
Kenyon College
King Abdullah University of Science and Technology (KAUST)
Koc University
Lafayette College
Lake Superior State University
Laney College
Langara College
Lansing Community College
Lehigh Carbon Community College
Les Roches International School of Hotel Management, Switzerland
Liberty University, School of Law
LIM College (Laboratory Institute of Merchandising)
Lincoln Memorial University, Duncan School of Law
Linfield College
Lingnan College, Sun Yat-sen University
Los Angeles Film School
Lower Columbia College
Loyola Law School, Los Angeles
Loyola University New Orleans, College of Law
Luther College
Lycoming College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City
Mississippi College
Mississippi College, School of Law
Mississippi State University
Mitchell Hamline School of Law
Montgomery College
Moore College of Art & Design
Morehead State University
Morgan State University
Mount St. Mary's University (CA)
Mt. San Antonio College
National Park Community College
Nazarbayev University
Nebraska College Recruiting Consortium
New Horizons Computer Learning Center
New York Law School
New York University, School of Law
New York University, Stern School of Business
North Carolina A&T State University
North Carolina Central University, School of Law
North Carolina State University
North Central University
North Park University
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College
Northern Illinois University
Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University

© DIRECTEMPLOYERS ASSOCIATION, INC.

Norwalk Community College
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
Ohio Northern University
Ohio Northern University, Pettit College of Law
Ohio State University, Moritz College of Law
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College
Ozyegin University
Pace University, School of Law
Pasadena City College
Peking University, School of Transnational Law
Pennsylvania College of Technology
Pensacola State College
Pepperdine University School of Law
Philadelphia University
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical College
Pratt Institute
Purdue University
Queen's University, Faculty Of Law
Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Regent University, School of Law
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Roger Williams University School of Law
Roosevelt University
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University

© DIRECTEMPLOYERS ASSOCIATION, INC.

Royal Roads University
Russell Sage College
Rutgers University New Brunswick, Undergraduate Business
Rutgers University Newark, Executive MBA
Rutgers University Newark, Graduate Business School
Rutgers University Newark, Quantitative Finance (MQF)
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
San Diego State University
San Juan College
Santa Barbara City College
Santa Clara University, School of Law
Santa Fe Community College
Savannah College of Art and Design
Savannah Technical College
SDA Bocconi School of Management
Seattle University, School of Law
Service Academy Career Central (SACCentral)
Seton Hall University
Seton Hall University, School of Law
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Slippery Rock University of Pennsylvania (PASSHE)
South Central College
South Texas College of Law Houston
Southeast Missouri State University
Southeast Technical Institute
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Technical College
Southern Connecticut State University
Southern Crescent Technical College
Southern Methodist University, Dedman School of Law
Southern Union State Community College
Southern University Law Center

© DIRECTEMPLOYERS ASSOCIATION, INC.

Southwestern Law School
Southwestern University
Spokane Community College
St. Ambrose University
St. Francis College
St. John's University, School of Law
St. Louis University, School of Law
St. Mary's College of Maryland
St. Thomas Aquinas College
St. Thomas University, School of Law
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Stratford University
Suffolk University Law School
SUNY College at Oneonta
SUNY College of Optometry
SUNY Farmingdale State College
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Purchase College
SUNY University at Buffalo, School of Management
Swiss Education Group
Syracuse University, College of Law
Tallahassee Community College
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality Management
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station
Texas Southern University, Thurgood Marshall School of Law
Texas Tech University, School of Law
Texas Wesleyan University
The American University in Cairo
The Brown School at Washington University in St. Louis
The College of New Rochelle
The College of William & Mary
The College of William & Mary, Law School
The College of William & Mary, Mason School of Business
The National Society of Leadership and Success
The Southern Baptist Theological Seminary

© DIRECTEMPLOYERS ASSOCIATION, INC.

The Universities at Shady Grove
The University of the Arts
Thomas Jefferson School of Law
Thompson Rivers University
Tidewater Community College
Touro College
Touro College, Jacob D. Fuchsberg Law Center
Trident Technical College
Trinity Washington University
Trinity Western University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tufts University, School of Dental Medicine
Tulane University, Law School
UCAN, University Career Action Network
UCLA LLM Interview Program
UCLA, School of Law
Union University
United States International University, Africa
Universidad de Monterrey
Universidad del Sagrado Corazon
University of Akron, School of Law
University of Alabama School of Law
University of Arizona, Lundgren Center for Retailing
University of Baltimore
University of Baltimore, School of Law
University of British Columbia Vancouver
University of California Berkeley, Goldman School of Public Policy
University of California Berkeley, School of Law
University of California Berkeley, School of Public Health
University of California Davis, School of Law
University of California San Diego, School of Global Policy and Strategy
University of California, Hastings College of the Law
University of Chicago, Financial Mathematics
University of Chicago, Graduate Schools and Divisions
University of Chicago, Harris School of Public Policy
University of Chicago, Law School
University of Cincinnati College of Law
University of Colorado at Boulder, School of Law
University of Connecticut, School of Law
University of Denver, Sturm College of Law

© DIRECTEMPLOYERS ASSOCIATION, INC.

University of Florida
University of Florida, Levin College of Law
University of Georgia, School of Law
University of Hawaii at Manoa, Shidler College of Business
University of Houston
University of Houston, Bauer College of Business
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Houston, Law Center
University of Idaho, College of Law
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of Johannesburg
University of Kansas
University of Kansas, School of Law
University of Kentucky, College of Law
University of Louisville, Brandeis School of Law
University of Louisville, College of Business
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Maine, School of Law
University of Manitoba, Asper School of Business
University of Maryland Baltimore County
University of Maryland Baltimore, Francis King Carey School of Law
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Dartmouth, School of Law
University of Memphis, Cecil C. Humphreys School of Law
University of Miami, School of Law
University of Miami, Ziff School of Business
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science & the Arts
University of Michigan Ann Arbor, Law School
University of Michigan Ann Arbor, School of Education
University of Michigan Ann Arbor, School of Information

© DIRECTEMPLOYERS ASSOCIATION, INC.

University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan, Gerald R. Ford School of Public Policy
University of Michigan-Flint
University of Minnesota at Minneapolis, School of Law
University of Nevada Las Vegas
University of Nevada Las Vegas, William S. Boyd School of Law
University of North Alabama
University of North Carolina at Chapel Hill, School of Law
University of North Carolina at Charlotte
University of North Texas at Dallas, College of Law
University of Northern Iowa
University of Notre Dame
University of Notre Dame, Law School
University of Oklahoma College of Law
University of Oregon, School of Law
University of Ottawa's Common Law
University of Pennsylvania, School of Law
University of Pittsburgh at Bradford
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, Katz Graduate School of Business
University of Puget Sound
University of Richmond
University of Richmond, School of Law
University of Rochester, Simon Graduate School of Business
University of San Francisco, School of Law
University of South Carolina Upstate
University of South Carolina, School of Law
University of Southern California
University of Southern California, Gould School of Law
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Price School of Public Policy
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School of Engineering
University of Southern California. Annenberg School for Communication & Journalism
University of Southern Indiana
University of Southern Maine
University of St. Joseph
University of St. Thomas
University of St. Thomas, Opus College of Business

© DIRECTEMPLOYERS ASSOCIATION, INC.

University of St. Thomas, School of Law
University of Tennessee at Knoxville, College of Law
University of Texas at Austin, Jackson School of Geosciences
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Law
University of the District of Columbia, David A. Clarke School of Law
University of the Fraser Valley
University of the Pacific
University of the Pacific, McGeorge School of Law
University of Toronto at Scarborough
University of Virginia, Alumni Association
University of Virginia, School of Law
University of Waikato
University of Washington, Evans School of Public Policy & Governance
University of Washington, Information School
University of Windsor, Faculty of Law
University of Wisconsin at Madison, Law School
Valparaiso University Law School
Vanderbilt University
Vanderbilt University, Law School
Vanderbilt University, Owen Graduate School of Management
Vermont Law School
Villanova University, School of Law
Vincennes University
Virginia International University
Virginia State University
Wade College
Wagner College
Wake Forest University School of Law
Walsh College of Accountancy and Business
Wartburg College
Washburn University School of Law
Washington University in St. Louis
Washington University in St. Louis, Olin Undergrad Business School
Washington University in St. Louis, School of Law
Washtenaw Community College
West Georgia Technical College
West Virginia State University
West Virginia University
West Virginia University, College of Law

© DIRECTEMPLOYERS ASSOCIATION, INC.

Western Illinois University
Western Michigan University Cooley Law School
Western New England University School of Law
Western Washington University
Whittier Law School
Widener University, Delaware Law School
William James College
William Jewell College
Wilmington College
Winthrop University
Yale University
Yale University, Law School
Yale-NUS College
Yeshiva University
Yeshiva University, Benjamin N. Cardozo School of Law
York College of Pennsylvania
York Technical College

© DIRECTEMPLOYERS ASSOCIATION, INC.

audacy.com/stations/1059sunnyfm

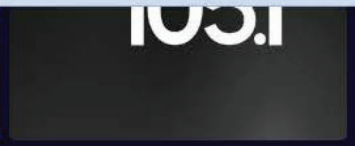
dacy

you
ic
casts
rts
s

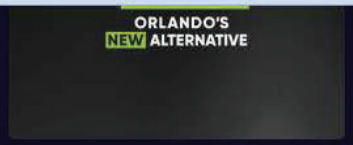
asts ›
ons ›

ur favorite
ows and
n all your

Station
1059 SUNNY FM
Orlando, FL

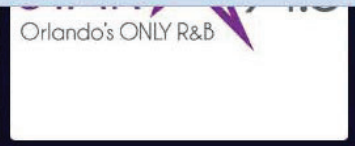


Station
MIX 105.1
Orlando, FL

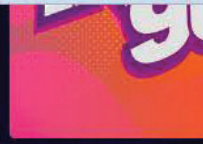


Station
FM 101.9
Orlando, FL

Station
WDBO
Orlando, FL



Station
Star 94.5
Orlando, FL



Station
Exitos 96.5
Orlando, FL

Download on the App Store

GET IT ON Google Play

For listeners

- Audacy Live ›
- Events ›
- Contests ›
- Customer support ›
- Sign up for email ›
- Shop Audacy ›
- Get my PERKS ›
- Do not sell or share my personal info ›
- Sitemap ›

For affiliates

- Submit a station ›
- Submit a podcast ›

Our company

- About Audacy ›
- Careers ›
- Advertise with us ›
- 1Thing ›
- Corporate site ›

Audacy

John Park <john.park@audacy.com>

Fwd: Partner with Audacy!

1 message

Sabrina Manno <sabrina.manno@audacy.com> Tue, May 3, 2022 at 1:27 PM
To: John Park <john.park@audacy.com>

---------- Forwarded message ---------
From: <sabrina.manno@audacy.com>
Date: Wed, Oct 6, 2021 at 11:27 AM
Subject: Partner with Audacy!
To: <sabrina.manno@audacy.com>
Cc: TalentAcquisition <TalentAcquisition@entercom.com>

Hello,

We hope this e-mail finds you well. Audacy Inc.; is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. We engage with over 170 million consumers each month!

We are committed to fair and ethical recruitment practices. We have developed an affirmative action plan and are committed to its principles. Within the plan, we have established goals for the recruitment of qualified members of certain protected classes. We'd love to partner with you; please contact me if your organization can assist in realizing these goals through the referral of your members.

We are an equal opportunity employer and do not discriminate based on an individual's status as a protected class member.

If you'd like to be on our list to receive Audacy employment opportunities and updates, please respond back to this email with contact information, including your preferred email address.

Warm regards,

The Audacy Talent Acquisition Team

Talent Acquisition Team

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

AudacyInc.com

--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

AudacyInc.com

Audacy

John Park <john.park@audacy.com>

Fwd: FW: Diversity Orgs/Outreach

1 message

Sabrina Manno <sabrina.manno@audacy.com> Tue, May 3, 2022 at 1:24 PM
To: John Park <john.park@audacy.com>

---------- Forwarded message ---------
From: **Sabrina Manno** <Sabrina.Manno@audacy.com>
Date: Tue, Oct 26, 2021 at 10:44 AM
Subject: FW: Diversity Orgs/Outreach
To: Jennifer Valenti-Smith <Jennifer.Valenti-Smith@audacy.com>

--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

AudacyInc.com

Audacy

From: Sabrina Manno
Sent: Wednesday, October 20, 2021 1:48 PM
To: Stephanie Taylor <Stephanie.Taylor@audacy.com>
Subject: Diversity Orgs/Outreach

Hi Stephanie,

I’ve attached a list of color coded list of all the organizations that I’ve reached out to, in total 912. We had 9 organizations that have expressed interest in partnering with us, they are below:

- Department of Veterans Affairs VR&E
- Disability Link
- U.S. Department of Veteran Affairs - Atlanta VA Healthcare System for Homeless Veterans
- CareerSource Tampa Bay Career Prep Center
- LGBT Center of Raleigh
- City of Philadelphia
- Wounded Warrior Project
- Indiana University of Pennsylvania
- Tampa Connect Group, Inc.

I've also attended a virtual career fair with Syracuse University on October 1st and spoke with ten 2022 graduates about our fellowship program. Lastly, I attended the Fall 2021 Employing U.S. Vets Virtual Conference on October 14th.

Please let me know if you need any more information and I hope this was helpful!

Sabrina

--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

AudacyInc.com

--

Sabrina Manno

Talent Acquisition Specialist

Audacy

2400 Market Street, 4th Fl

Philadelphia, PA 19103

AudacyInc.com

Affirmative Action Outreach Orgs -2021.xlsx
194K

Audacy

Renee Guffin <renee.guffin@audacy.com>

FW: October 20th Full Sail Virtual Career Fair * Let's make the best of it!

1 message

Renee Guffin <Renee.Guffin@audacy.com> Mon, Oct 4, 2021 at 10:14 AM
To: John Holjes <John.Holjes@audacy.com>

Forgot to mentioned this to you last week. I signed up for a free virtual career fair with Full Sail University on 10/20/21. Sahily already knows and I sent her the info for the managers in Miami. Free career fairs are hard to come by, so I jumped at the opportunity when this one came up.

--

Renee Guffin

Business Administrator

Audacy | Orlando

1800 Pembrook Dr, Suite 400

Orlando, FL 32810

O: +1 407-919-1092

AudacyInc.com

MIX 105.1 | 105.9 Sunny FM | FM 101.9

From: Davis, Wynn [mailto:edwin.davis@fullsail.edu]
Sent: Monday, September 27, 2021 11:50 AM
To: Renee Guffin <Renee.Guffin@audacy.com>
Subject: October 20th Full Sail Virtual Career Fair * Let's make the best of it!

CAUTION: This email originated from a source outside Audacy. Do not click or open attachments unless you recognize the sender and know the content is safe.

Good morning Renee,

I hope all is great with you and yours! All good here.

Thank you registering for the October 20th Full Sail Virtual Career Fair. We're excited to have you join us!

If anyone on your team hasn't participated in a Virtual Career Fair before, the information below will help them maximize thier use of the Brazen VCF Platform. We know you are busy. If you haven't built your booth already, we've assembled a basic booth as a placeholder, as students/graduates currently have access to the VCF. You do too. You can log in and review resumes of registered students/graduates, and even set up one-on-one interviews right now!

BOOTH OWNER (Set Up or Edit your booth in 5 Steps)

https://support.brazenconnect.com/hc/en-us/articles/204328963-Complete-Your-Booth-in-Six-Easy-Steps

BOOTH REP (Step by Step on how to make the most of the Brazen VCF platform)

https://content.brazen.com/wga.html?id=f4c47656-a137-41ac-8ccd-56e3f94f3057&vw=s&atContextTerm=&atContextId=f4c47656-a137-41ac-8ccd-56e3f94f3057

TOP TIPS TO SET UP TEAM FOR SUCCESS:

https://support.brazenconnect.com/hc/en-us/articles/360000514027

For urgent assistance with the Brazen platform, please contact repsupport@brazen.com

Additional details can be discovered at the following link:

https://support.brazenconnect.com/hc/en-us

Any questions, feel free to drop me a line.

Hope you have a great day!

Wynn

Wynn Davis

Account Manager
Career Development
Full Sail University

Office:800.757.5105 ext. 8714.Mobile:407.489.3414

3300 UNIVERSITY BLVD. WINTER PARK, FL 32792

Gmail

full sail

Compose

Mail

Inbox

Starred

Snoozed

Sent

Drafts

1 Thing

1Thing

2021 Christmas Party

Chat

John Holjes
https://audacy.zoom.us/j/97...

Pam Tedder
You: All done.

Natise Du Bois
can you heare us? We hear you

Spaces

Meet

New meeting

My meetings

Full Sail Career Fair March 7, 2022 Employe

Miller, Sydney <sydney.miller@fullsail.edu>
to James

Hello Career Fair Employer!

We thank you for joining us for the Orlando (Hall of Fame) Career Fair o

**Attached to this email you will find all the grand details for this event t

- ***Attendee numbers***
- ***Event breakdown***
- ***Booth details***
- ***A letter from the Director of Career Dev.***
- ***and much more.***

If you have any questions at the event, please reach out to the following c

Jamey Hopper - Employer Development Manager
Phone: 407-600-8229
Email: jhopper@fullsail.com

Jason Capobianco - Director of Outreach
(On-site day of the event - FL)
Cell: 407-637-4875
Email: Jason.capobianco@fullsail.edu

Thank you again for your involvement. We look forward to seeing you soo

Industry Outreach Team

Audacy

Laura Berman <laura.berman@audacy.com>

Fwd: ACTION REQUIRED: Mandatory FCC OFCCP and EEO Training

1 message

Jenn Valenti-Smith <jennifer.valenti-smith@audacy.com> Thu, Jun 1, 2023 at 10:47 AM
To: Laura Berman <laura.berman@audacy.com>

---------- Forwarded message ---------
From: **Audacy Human Resources** <humanresources@audacy.com>
Date: Mon, Jul 18, 2022 at 2:40 PM
Subject: ACTION REQUIRED: Mandatory FCC OFCCP and EEO Training
To: Audacy Human Resources <humanresources@audacy.com>

Dear Audacy Managers,

As you are aware, Audacy is an Equal Opportunity Employer, and we are committed to providing equal employment opportunities in all our employment programs and decisions.

Each year, individuals responsible for making employment-related decisions must attend mandatory training on our FCC and OFCCP Equal Employment Opportunity requirements. This training covers the rules we must follow as a radio broadcasting company and federal contractor with respect to recruitment, hiring, promotions, demotions, terminations and more, to ensure we uphold our EEO policy and procedures. The training will also walk you through how to understand and utilize your Affirmative Action Plan.

This training will take less than 20 minutes to complete and is accessible through our LMS, Brainshark.

Follow these instructions to complete the training:

1. Click on this link to access the training in Brainshark: https://www.brainshark.com/audacy/vu?pi=zlPzrgERszb6xLz0
2. Enter your first name, last name, and email address.

The deadline to complete this training is August 1, 2022.

Thank you for your attention to this important training requirement.

Audacy Human Resources

--

Audacy

Jenn Valenti-Smith <jennifer.valenti-smith@audacy.com>

DE Happy Hour Follow-Up: National MS Society

1 message

Mikey Meagher <mikey@directemployers.org> Mon, Oct 3, 2022 at 11:08 AM

Hello!

Thank you for joining us for the Reach Out for Happy Hour with Christina Forster from the National MS Society**.** You can now access the event recording located in DE Connect. Below you will also find contact information for Christina so you can continue conversations with her:

Christina L. Forster, MA, CRC
Manager, MS Navigator Services Delivery
Benefits & Employment Support Team
National MS Society
Christina.forster@Nmss.org
(800) 344-4867 ext 24127

We look to you for feedback on ways we can improve your experience! So please take a moment to complete this short post-event survey to assist you in the coming year.

As mentioned, this event is considered outreach on behalf of your organization, and I have created an outreach assessment tip sheet for you to reference. As always, you can document this activity in the Partner Relationship Manager (PRM) and connect with Christina and other disability partners in the new Partner Library! If you are not currently utilizing this tool, I would be happy to connect you with our Member Engagement Team, and they can walk you through the platform to help you get started. Also, don't hesitate to contact me for assistance connecting you with partners or provide feedback on other organizations you'd like to see DirectEmployers develop a relationship with.

Best,

Mikey

Mikey Meagher (She/Her) | Manager, Diversity, Equity, and Inclusion Strategies | DirectEmployers Association
p 317.874.9092 | e mikey@directemployers.org| DirectEmployers.org

7602 Woodland Drive, Suite 200, Indianapolis, IN 46278

CHICAGO
APRIL 12-14, 2023
CALL
FOR
PRESENTERS
DEAMcon23
by DirectEmployers

INVOICE

yourmembership®
Building connections. Fostering growth.®

9620 Executive Center Drive
St. Petersburg, FL 33702
CorporateInvoices@CommunityBrands.com

INVOICE #: 1020-0000001038-C
DATE: 07/06/2022
DUE DATE: 08/05/2022

Bill To:
Audacy
2400 Market Street
Philadelphia, PA 19103

REFERENCE #: TERMS: N30

DESCRIPTION	UNIT	QTY	UNIT PRICE	AMOUNT
Career Fairs- CDN Virtual Career Fair premium--	Each	1	[redacted]	[redacted]
			SUBTOTAL	
			Sales Tax	
			TOTAL	
			Amount Applied	
			Amount Due	

We accept Credit Card, ACH, Check and EFT

Please remit checks to:
YourMembership.com
Dept 3461
PO Box 123461
Dallas, TX 75312-3461

Electronic Funds Transfer Information:

Silicon Valley Bank
ABA Routing No. 121140399
International wires add: SWIFT # SVBKUS6S
For Credit to YourMembership.com
[redacted]

**** Please include invoice number & ensure net received reflects invoice amount ****

Audacy

Jenn Valenti-Smith <jennifer.valenti-smith@audacy.com>

Fwd: How was Most Diverse Tech Hub Reception?

1 message

Chris Overholt <chris.overholt@audacy.com> Thu, Jun 1, 2023 at 3:28 PM
To: Jenn Valenti-Smith <jennifer.valenti-smith@audacy.com>

Best,

Chris Overholt

Talent Acquisition Specialist- Tech & Digital

Audacy

2400 Market St. 4th Floor,

Philadelphia, PA 19103

O: 856-237-6466

AudacyInc.com

https://audacy.co/signature/imgs/audacy.png

---------- Forwarded message ---------
From: **Eventbrite** <contact@eventbrite.com>
Date: Sat, Nov 19, 2022 at 5:23 PM
Subject: How was Most Diverse Tech Hub Reception?
To: <chris.overholt@audacy.com>

eventbrite

Rate your experience

Chris, tell Technical.ly about your event experience. Let them know what you loved and what they can do better next time.

Most Diverse Tech Hub Reception

Thursday, November 17, 2022 at 5:00 PM

Start a Review

★ ★ ★ ★ ★

Rate your experience

Don't wait too long - you only have two weeks to leave a review.

eventbrite

This email was sent to chris.overholt@audacy.com

Eventbrite | 535 Mission Street, 8th Floor | San Francisco, CA 94105

Copyright © 2022 Eventbrite. All rights reserved.

Privacy Policy

Audacy

image001.png
4K

51 likes

mix1051 It's Kettle Kick-Off Day for @salarmyorlando 🙌 I'm proud to be

Assigned Training: Unconscious Bias: An Introduction

1 message

compliancetraining@audacy.com <compliancetraining@audacy.com> Tue, Dec 13, 2022 at 12:22 PM
Reply-To: compliancetraining@audacy.com
To:

Hello

You have been assigned the following required training. This training is mandatory for all employees. Please complete it before the due date.

Title: Unconscious Bias: An Introduction
Due Date: 1/12/2023

Access the training via Single Sign On using your Audacy Email Address and Password: https://sai360-

csod.com

If you forgot your password, you can use the "Forgot Password" link on the Log In page to reset it. This will only work for those accessing the site not using SSO.

ADDITIONAL INFORMATION:
- This training may be accessed through your smartphone or tablet, as well as desktop or laptop computer.

- You should coordinate with your manager to ensure you are able to complete this training during your normal scheduled shift, if possible. You must work with your supervisor to avoid unnecessary overtime. If you fill out a timesheet, you must include the time spent on training on your timesheet should you be unable to complete it during your normal scheduled shift

- You have the option to take the course in increments. If you exit from the course, your completed work will automatically be saved for you until you return. Please be sure to logout of the course if you are unable to complete the course in one sitting. This is to ensure that the bookmarking is functioning appropriately. If you allow your browser to sit idle for too long, the bookmarking function may disconnect resulting in lost progress. Please note that this does not include exiting while completing the final quiz.

- To go back into the course, you can access it through AudacyAtWork by going to the MyHRCompliance Training app (go to the Apps section on the left side of AudacyAtWork) or by following the prompts in the invitation email.

- After successfully completing the course, you will be able to print a completion certificate. Please keep the certificate as proof of your completion course.

- The learning management training system is **not** compatible with **Internet Explorer**. Please utilize Google Chrome, Firefox, Edge or Safari to access the training.

If you need further assistance, please place a ticket in Zendesk under Audacy Team Services.

Thank you.

CSOD SYSTEM ID: 176882

Audacy

Assigned Training: Dignity and Respect in the Workplace Comprehensive

1 message

compliancetraining@audacy.com <compliancetraining@audacy.com> Wed, Nov 30, 2022 at 10:32 AM
Reply-To: compliancetraining@audacy.com
To:

Hello

You have been assigned the following required training. This training is mandatory for all employees. Please complete it before the due date.

Title: Dignity and Respect in the Workplace Comprehensive
Due Date: 12/30/2022

Access the training via Single Sign On using your Audacy Email Address and Password: https://sai360-entercom.csod.com/samldefault.aspx

If you are not able to access the training via Single Sign On, click here: https://sai360-entercom.csod.com

If you forgot your password, you can use the "Forgot Password" link on the Log In page to reset it. This will only work for those accessing the site not using SSO.

ADDITIONAL INFORMATION:
- This training may be accessed through your smartphone or tablet, as well as desktop or laptop computer.

- You should coordinate with your manager to ensure you are able to complete this training during your normal scheduled shift, if possible. You must work with your supervisor to avoid unnecessary overtime. If you fill out a timesheet, you must include the time spent on training on your timesheet should you be unable to complete it during your normal scheduled shift

- You have the option to take the course in increments. If you exit from the course, your completed work will automatically be saved for you until you return. Please be sure to logout of the course if you are unable to complete the course in one sitting. This is to ensure that the bookmarking is functioning appropriately. If you allow your browser to sit idle for too long, the bookmarking function may disconnect resulting in lost progress. Please note that this does not include exiting while completing the final quiz.

- To go back into the course, you can access it through AudacyAtWork by going to the MyHRCompliance Training app (go to the Apps section on the left side of AudacyAtWork) or by following the prompts in the invitation email.

- After successfully completing the course, you will be able to print a completion certificate. Please keep the certificate as proof of your completion course.

- The learning management training system is **not** compatible with **Internet Explorer**. Please utilize Google Chrome, Firefox, Edge or Safari to access the training.

If you need further assistance, please place a ticket in Zendesk under Audacy Team Services.

Thank you.

CSOD SYSTEM ID: 120329

DirectEmployers Association

DirectEmployers Association Job Syndication Alliances

Revised February 14, 2020

Please Note: *DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to "third party" alliance websites. Any and all alteration performed to said job feed by a "third party" alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company's job feed by a "third party" alliance website.*

DIVERSITY SITES	
African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)

© DIRECTEMPLOYERS ASSOCIATION, INC.

Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)
Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/

© DIRECTEMPLOYERS ASSOCIATION, INC.

DISABILITY SITES	
Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	http://thecareerindex.com
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)

© DIRECTEMPLOYERS ASSOCIATION, INC.

MILITARY/VETERAN NETWORK SITES	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Save Our Veterans	http://board.jobcentral.com/saveourveterans
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/

© DIRECTEMPLOYERS ASSOCIATION, INC.

State Workforce Agency Disability/Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	https://indianacareerconnect-disability.jobs/
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http://SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana StateWorkforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/

© DIRECTEMPLOYERS ASSOCIATION, INC.

WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkinVirginia Veterans (Virginia State Workforce)	http://workinvirginia.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

FEDERAL GOVERNMENT SITES	
American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork

© DIRECTEMPLOYERS ASSOCIATION, INC.

STATE GOVERNMENT SITES	
The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	https://usnlx.com
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on VetCentral http://vetcentral.usnlx.com/vet_index.asp?stype=moc http://veterans.usnlx.com
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the Member Desktop for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.
State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	https://www.caljobs.ca.gov/vosnet/Default.aspx
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/

© DIRECTEMPLOYERS ASSOCIATION, INC.

Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://neworks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx

© DIRECTEMPLOYERS ASSOCIATION, INC.

State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES	
Adzuna	https://www.adzuna.com/ (UK and Canada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LinkedIn	https://www.linkedin.com/
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

© DIRECTEMPLOYERS ASSOCIATION, INC.

GLOBAL SITES	
Jobrapido.com.ar – Argentina	Jobrapido.se – Sweden
Jobrapido.at – Austria	Jobrapido.ch – Switzerland
Jobrapido.com.au – Australia	Jobrapido.co.uk – UK
Jobrapido.br – Brazil	Jobrapido.com – USA
Jobrapido.cl – Chile	Wowjobs.ca – Jobs in Canada and Australia Only
Jobrapido.fr – France	
Jobrapido.de – Germany	
Jobrapido.nl – Holland	
Jobrapido.ie – Ireland	
Jobrapido.it – Italy	
Jobrapido.mx – Mexico	
nz.jobrapido.com – New Zealand	
Jobrapido.pl – Poland	
Jobrapido.es – Spain	

© DIRECTEMPLOYERS ASSOCIATION, INC.

METRO AREAS ON USNLX.COM

STATES	METRO AREAS				
Alabama:	Birmingham	Huntsville	Mobile	Montgomery	
Alaska:	Anchorage	Fairbanks	Juneau		
Arizona:	Flagstaff	Phoenix	Tucson		
Arkansas:	Fayetteville	Little Rock			
California:	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado:	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut:	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware:	Dover	Wilmington			
District of Columbia:	Washington				
Florida:	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia:	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii:	Hilo	Honolulu			
Idaho:	Boise	Pocatello			
Illinois:	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana:	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa:	Cedar Rapids	Des Moines			
Kansas:	Kansas City	Topeka	Wichita		
Kentucky:	Frankfort	Lexington	Louisville		
Louisiana:	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine:	Augusta	Portland			
Maryland:	Annapolis	Baltimore			
Massachusetts:	Boston	Springfield	Worcester		

© DIRECTEMPLOYERS ASSOCIATION, INC.

Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			
Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
North Carolina:	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
North Dakota:	Bismarck	Fargo			
Ohio:	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			

© DIRECTEMPLOYERS ASSOCIATION, INC.

Utah:	Provo	Salt Lake City			
Vermont:	Burlington	Montpelier			
Virginia:	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington:	Olympia	Seattle	Spokane	Tacoma	
West Virginia:	Charleston	Huntington			
Wisconsin:	Green Bay	Madison	Milwaukee		
Wyoming:	Casper	Cheyenne			

COLLEGE NETWORK

Academy of Art University
ADA University
Ain Shams University
Albany Law School
Alfred State, SUNY College of Technology
American College of Greece
American University of Sharjah
American University of Sharjah, School of Business Administration
American University, School of Professional & Extended Studies (SPExS)
Amridge University
Augusta Technical College
Ave Maria School of Law
Ball State University
Baylor Law School
Bellevue College (WA)
Blackburn College
Bloomfield College
Bob Jones University
Boston Architectural College
Boston College
Boston University, School of Law
Brooklyn Law School
Bucknell University
Bucks County Community College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Cabrillo College
Cairn University
Calhoun Community College
California Lutheran University
California State University Channel Islands
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Sacramento
California Western School of Law
Campbell University, Wiggins School of Law
Capital University Law School
Capitol Technology University
Carleton College
Carnegie Mellon University, Tepper School of Business
Case Western Reserve University, School of Law
Catholic University of America, Columbus School of Law
Catholic University of Portugal
Catholic University of Portugal, School of Business
Central Arizona College
Central New Mexico Community College
Central Washington University
Chaffey College
Chapman University. Dale E. Fowler School of Law
Charleston School of Law
Chattahoochee Technical College
Chattanooga State Community College
Chicago-Kent College of Law
China Europe International Business School (CEIBS)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Clark University
Clayton State University
Clemson University
Clemson University, Alumni Association
Coastline Community College
College of Coastal Georgia
College of Idaho
College of Southern Nevada
Collin College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Columbia Law School, Columbia University
Columbia University, The Earth Institute
Columbus College of Art & Design
Concordia College (NY)
Concordia University at Irvine
Concordia University, School of Law
Connecticut College
Cornell University Law School
Creighton University School of Law
Cuesta College
Cumberland University
CUNY Baruch College
CUNY Baruch College, School of Public and International Affairs
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Baruch College, Zicklin School of Business
CUNY Borough of Manhattan Community College
CUNY Bronx Community College
CUNY Brooklyn College
CUNY College of Staten Island
CUNY Graduate School of Journalism
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY Lehman College
CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY New York City College of Technology
CUNY Queens College
CUNY School of Law
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Dean College
Delaware Valley University
Delta State University
DePaul University College of Law
DeSales University
Dominican College
Drexel University, School of Public Health
Drexel University, Thomas R. Kline School of Law

© DIRECTEMPLOYERS ASSOCIATION, INC.

Duke University, Sanford School of Public Policy
Duke University, School of Law
Dunwoody College of Technology
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eckerd College
Elizabeth City State University
Elon University School of Law
Emily Griffith Technical College
Emmanuel College
Emory University, School of Law
Fairleigh Dickinson University
Fairmont State University
Fashion Institute of Design & Merchandising (FIDM)
Faulkner University, Jones School of Law
Florida A&M University, School of Business and Industry
Florida Gulf Coast University
Florida International University, College of Law
Florida State College at Jacksonville
Florida State University, College of Law
Fordham University, Gabelli School of Business (Graduate Programs)
Fordham University, Gabelli School of Business (Undergrad Programs)
Fordham University, School of Law
Fort Valley State University
Full Sail University
Fullerton College
Fundacion Empresa, Universidad de Navarra
Gallaudet University
Gateway Community College
George Mason University, School of Law
Georgetown College
Georgetown University, Edmund A. Walsh School of Foreign Service
Georgetown University, McCourt School of Public Policy
Georgia State University, College of Law
Georgia Tech
Georgia Tech, Scheller College of Business
Golden Gate University
Golden Gate University School of Law
Goucher College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Governors State University
Grand Canyon University
Hamline University
Hampshire College
Harper College
Harvard University
Harvard University, Graduate School of Design
Harvard University, Graduate School of Education & Harvard Divinity School
Harvard University, Kennedy School of Government
Harvard University, Law School
Harvard University, T.H. Chan School of Public Health
Hendrix College
Henry Ford College
Hofstra University, School of Law
Hong Kong Polytechnic University
Howard University, School of Law
IE Business School
IESE Business School, University of Navarra
Illinois State University
IMD Business School
iNav (Metro Atlanta Chamber)
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-MBA
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, Maurer School of Law
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics, Computing, and Engineering
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University School of Optometry
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
INSEAD
Iowa Central Community College
Iowa College Recruiting Network (ICoRN)
IST Tecnico Lisboa

© DIRECTEMPLOYERS ASSOCIATION, INC.

IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business
IUPUI, Lilly Family School of Philanthropy
IUPUI, Office of Student Employment
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, Robert H. McKinney School of Law
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
John Marshall Law School
Johnson University
Kansas City Kansas Community College
Kenyon College
King Abdullah University of Science and Technology (KAUST)
Koc University
Lafayette College
Lake Superior State University
Laney College
Langara College
Lansing Community College
Lehigh Carbon Community College
Les Roches International School of Hotel Management, Switzerland
Liberty University, School of Law
LIM College (Laboratory Institute of Merchandising)
Lincoln Memorial University, Duncan School of Law
Linfield College
Lingnan College, Sun Yat-sen University
Los Angeles Film School
Lower Columbia College
Loyola Law School, Los Angeles
Loyola University New Orleans, College of Law
Luther College
Lycoming College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Lynchburg College
Marist College
Marquette University Law School
Marshall University
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massasoit Community College
Memphis College of Art
MetroLink Consortium
Metropolitan Community College of Kansas City
Mississippi College
Mississippi College, School of Law
Mississippi State University
Mitchell Hamline School of Law
Montgomery College
Moore College of Art & Design
Morehead State University
Morgan State University
Mount St. Mary's University (CA)
Mt. San Antonio College
National Park Community College
Nazarbayev University
Nebraska College Recruiting Consortium
New Horizons Computer Learning Center
New York Law School
New York University, School of Law
New York University, Stern School of Business
North Carolina A&T State University
North Carolina Central University, School of Law
North Carolina State University
North Central University
North Park University
Northeastern University, School of Law
Northern Alberta Institute of Technology
Northern Essex Community College
Northern Illinois University
Northern Kentucky University, Chase College of Law
Northern State University
Northshore Technical Community College
Northwest Missouri State University

© DIRECTEMPLOYERS ASSOCIATION, INC.

Norwalk Community College
Notre Dame de Namur University
Nova Southeastern University, Shepard Broad Law Center
Ohio Northern University
Ohio Northern University, Pettit College of Law
Ohio State University, Moritz College of Law
Oklahoma City University School of Law
Oral Roberts University
Orange Coast College
Ozyegin University
Pace University, School of Law
Pasadena City College
Peking University, School of Transnational Law
Pennsylvania College of Technology
Pensacola State College
Pepperdine University School of Law
Philadelphia University
Piedmont Virginia Community College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical College
Pratt Institute
Purdue University
Queen's University, Faculty Of Law
Quinnipiac University
Quinnipiac University, School of Law
Ranken Technical College
Rasmussen College
Regent University, School of Law
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University, College of Nursing and Allied Health
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Roger Williams University School of Law
Roosevelt University
Rowan College at Burlington County
Rowan College at Gloucester County
Rowan University

© DIRECTEMPLOYERS ASSOCIATION, INC.

Royal Roads University
Russell Sage College
Rutgers University New Brunswick, Undergraduate Business
Rutgers University Newark, Executive MBA
Rutgers University Newark, Graduate Business School
Rutgers University Newark, Quantitative Finance (MQF)
Rutgers University Newark, School of Law
Saddleback College
Saginaw Valley State University
Salus University
San Diego State University
San Juan College
Santa Barbara City College
Santa Clara University, School of Law
Santa Fe Community College
Savannah College of Art and Design
Savannah Technical College
SDA Bocconi School of Management
Seattle University, School of Law
Service Academy Career Central (SACCentral)
Seton Hall University
Seton Hall University, School of Law
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Singapore Management University
Singapore Management University, Centre for Social Responsibility
Singapore Management University, Dato Kho Hui Postgraduate
SIT Graduate Institute
Slippery Rock University of Pennsylvania (PASSHE)
South Central College
South Texas College of Law Houston
Southeast Missouri State University
Southeast Technical Institute
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Technical College
Southern Connecticut State University
Southern Crescent Technical College
Southern Methodist University, Dedman School of Law
Southern Union State Community College
Southern University Law Center

© DIRECTEMPLOYERS ASSOCIATION, INC.

Southwestern Law School
Southwestern University
Spokane Community College
St. Ambrose University
St. Francis College
St. John's University, School of Law
St. Louis University, School of Law
St. Mary's College of Maryland
St. Thomas Aquinas College
St. Thomas University, School of Law
Stanford University, Graduate School of Education
Stanford University, Law School
Stetson University, College of Law
Stratford University
Suffolk University Law School
SUNY College at Oneonta
SUNY College of Optometry
SUNY Farmingdale State College
SUNY Hudson Valley Community College
SUNY Jefferson Community College
SUNY New Paltz
SUNY Purchase College
SUNY University at Buffalo, School of Management
Swiss Education Group
Syracuse University, College of Law
Tallahassee Community College
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality Management
Texas A&M University, Bush School of Government & Public Service
Texas A&M University, College Station
Texas Southern University, Thurgood Marshall School of Law
Texas Tech University, School of Law
Texas Wesleyan University
The American University in Cairo
The Brown School at Washington University in St. Louis
The College of New Rochelle
The College of William & Mary
The College of William & Mary, Law School
The College of William & Mary, Mason School of Business
The National Society of Leadership and Success
The Southern Baptist Theological Seminary

© DIRECTEMPLOYERS ASSOCIATION, INC.

The Universities at Shady Grove
The University of the Arts
Thomas Jefferson School of Law
Thompson Rivers University
Tidewater Community College
Touro College
Touro College, Jacob D. Fuchsberg Law Center
Trident Technical College
Trinity Washington University
Trinity Western University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tufts University, School of Dental Medicine
Tulane University, Law School
UCAN, University Career Action Network
UCLA LLM Interview Program
UCLA, School of Law
Union University
United States International University, Africa
Universidad de Monterrey
Universidad del Sagrado Corazon
University of Akron, School of Law
University of Alabama School of Law
University of Arizona, Lundgren Center for Retailing
University of Baltimore
University of Baltimore, School of Law
University of British Columbia Vancouver
University of California Berkeley, Goldman School of Public Policy
University of California Berkeley, School of Law
University of California Berkeley, School of Public Health
University of California Davis, School of Law
University of California San Diego, School of Global Policy and Strategy
University of California, Hastings College of the Law
University of Chicago, Financial Mathematics
University of Chicago, Graduate Schools and Divisions
University of Chicago, Harris School of Public Policy
University of Chicago, Law School
University of Cincinnati College of Law
University of Colorado at Boulder, School of Law
University of Connecticut, School of Law
University of Denver, Sturm College of Law

© DIRECTEMPLOYERS ASSOCIATION, INC.

University of Florida
University of Florida, Levin College of Law
University of Georgia, School of Law
University of Hawaii at Manoa, Shidler College of Business
University of Houston
University of Houston, Bauer College of Business
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Houston, Law Center
University of Idaho, College of Law
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign, College of Law
University of Iowa, College of Law
University of Johannesburg
University of Kansas
University of Kansas, School of Law
University of Kentucky, College of Law
University of Louisville, Brandeis School of Law
University of Louisville, College of Business
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Maine, School of Law
University of Manitoba, Asper School of Business
University of Maryland Baltimore County
University of Maryland Baltimore, Francis King Carey School of Law
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Dartmouth, School of Law
University of Memphis, Cecil C. Humphreys School of Law
University of Miami, School of Law
University of Miami, Ziff School of Business
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science & the Arts
University of Michigan Ann Arbor, Law School
University of Michigan Ann Arbor, School of Education
University of Michigan Ann Arbor, School of Information

© DIRECTEMPLOYERS ASSOCIATION, INC.

University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan, Gerald R. Ford School of Public Policy
University of Michigan-Flint
University of Minnesota at Minneapolis, School of Law
University of Nevada Las Vegas
University of Nevada Las Vegas, William S. Boyd School of Law
University of North Alabama
University of North Carolina at Chapel Hill, School of Law
University of North Carolina at Charlotte
University of North Texas at Dallas, College of Law
University of Northern Iowa
University of Notre Dame
University of Notre Dame, Law School
University of Oklahoma College of Law
University of Oregon, School of Law
University of Ottawa's Common Law
University of Pennsylvania, School of Law
University of Pittsburgh at Bradford
University of Pittsburgh, Graduate School of Public and International Affairs
University of Pittsburgh, Katz Graduate School of Business
University of Puget Sound
University of Richmond
University of Richmond, School of Law
University of Rochester, Simon Graduate School of Business
University of San Francisco, School of Law
University of South Carolina Upstate
University of South Carolina, School of Law
University of Southern California
University of Southern California, Gould School of Law
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Price School of Public Policy
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School of Engineering
University of Southern California. Annenberg School for Communication & Journalism
University of Southern Indiana
University of Southern Maine
University of St. Joseph
University of St. Thomas
University of St. Thomas, Opus College of Business

© DIRECTEMPLOYERS ASSOCIATION, INC.

University of St. Thomas, School of Law
University of Tennessee at Knoxville, College of Law
University of Texas at Austin, Jackson School of Geosciences
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Law
University of the District of Columbia, David A. Clarke School of Law
University of the Fraser Valley
University of the Pacific
University of the Pacific, McGeorge School of Law
University of Toronto at Scarborough
University of Virginia, Alumni Association
University of Virginia, School of Law
University of Waikato
University of Washington, Evans School of Public Policy & Governance
University of Washington, Information School
University of Windsor, Faculty of Law
University of Wisconsin at Madison, Law School
Valparaiso University Law School
Vanderbilt University
Vanderbilt University, Law School
Vanderbilt University, Owen Graduate School of Management
Vermont Law School
Villanova University, School of Law
Vincennes University
Virginia International University
Virginia State University
Wade College
Wagner College
Wake Forest University School of Law
Walsh College of Accountancy and Business
Wartburg College
Washburn University School of Law
Washington University in St. Louis
Washington University in St. Louis, Olin Undergrad Business School
Washington University in St. Louis, School of Law
Washtenaw Community College
West Georgia Technical College
West Virginia State University
West Virginia University
West Virginia University, College of Law

© DIRECTEMPLOYERS ASSOCIATION, INC.

Western Illinois University
Western Michigan University Cooley Law School
Western New England University School of Law
Western Washington University
Whittier Law School
Widener University, Delaware Law School
William James College
William Jewell College
Wilmington College
Winthrop University
Yale University
Yale University, Law School
Yale-NUS College
Yeshiva University
Yeshiva University, Benjamin N. Cardozo School of Law
York College of Pennsylvania
York Technical College

© DIRECTEMPLOYERS ASSOCIATION, INC.

Feeding The Frontlines

Feeding Our Heroes

Photo credit Audacy

February 27, 2023
1:00 am

Sponsored by CELSIUS

105.9 SUNNY FM believes that the men and women who continually put others before themselves, serving on the Frontline, deserve our gratitude, and what better way to show thanks than with food and essential energy?

With the support of Celsius Essential Energy Drink, 105.9 SUNNY FM will deliver Firehouse Subs, and cases of Celsius Essential Energy Drinks to deserving frontline workers.

EXIT
HALL OF FAME
Audacy

delphia Inbox ×

Manno

Jun 8, 2023, 12:47

ne at the Recruitadelphia event this morning and received a lot of valuable information on the state of recruitment, the developments with AI and the candidate experience. Honestly, I was not expe
n event and definitely am glad that we went.

panels, and each one had a specific topic, like how generative AI is impacting the TA world, or another one was focused on a "skills first recruiting process" which allows organizations to create a
ss.

arted off with a keynote speaker from Integrate for Good, an organization that brings hands-on volunteer activities to corporate environments. This is a group that I think would be excellent for us to
ents boost employee engagement, and they also provide training opportunities for hiring managers/recruiters to hire neurodiverse talent or those with disabilities. Which I know is something we val
ve upon ourselves!

rewarding morning and just wanted to say thank you for allowing me the opportunity to go!

tion Specialist

Street, 4th Fl
PA 19103

udacy

s • Scanned by Gmail

delphia Inbox ×

Manno

Jun 8, 2023, 12:47

ne at the Recruitadelphia event this morning and received a lot of valuable information on the state of recruitment, the developments with AI and the candidate experience. Honestly, I was not expe
n event and definitely am glad that we went.

panels, and each one had a specific topic, like how generative AI is impacting the TA world, or another one was focused on a "skills first recruiting process" which allows organizations to create a
ss.

arted off with a keynote speaker from Integrate for Good, an organization that brings hands-on volunteer activities to corporate environments. This is a group that I think would be excellent for us to
ents boost employee engagement, and they also provide training opportunities for hiring managers/recruiters to hire neurodiverse talent or those with disabilities. Which I know is something we val
ve upon ourselves!

rewarding morning and just wanted to say thank you for allowing me the opportunity to go!

tion Specialist

Street, 4th Fl
PA 19103

udacy

s • Scanned by Gmail

Re: Orlando EEO Orlando TA/Orlando EEO ×

Matt Bewley Wed, Sep 13, 8:29 AM (1 day ago)

to me

Hey Stephanie!

To add to my note from yesterday - I received the updated streaming audio impressions for our digital audio recruitment campaign:

AUDACY_ORL AE RECRUITMENT 30 V2_080723_JB (1) - **69,410** impressions.
WOMX-FM_ORL AE RECRUITMENT 30 V1_080723_BK - **70,042** impressions.
Total - **139,453** impressions.

FM 101.9 EVENTS

FM 101.9's "Concert for Kids" School Supply Drive

Benefiting A Gift for Teaching

Photo credit FM 101.9

!

Event Information:

Saturday, August 5, 2023 9:00 AM-12:00 PM ET

Winter Park Village
510 Orlando Ave
Winter Park, FL 32789

(In the park area near Crisp & Green and The Cheesecake Factory)

Presented by

WINTER PARK VILLAGE

Get ready for an incredible event as FM 101.9 takes over Winter Park Village on Saturday, August 5th with a sensational "Concert for Kids," all in support of A Gift for Teaching!

Come and spend the day with the FM 101.9 team while bringing along your school supplies. We'll be there from 9:00am to 12:00pm, spreading joy and giving away tickets to the Dirty Heads concert at the Apopka Amphitheatre on August 12th, as well as tickets to see Slightly Stoopid at the Orlando Amphitheater on August 31st!

But wait, there's more! Prepare for an extraordinary experience as we're joined by some incredible vendors, each offering something special during the event. Explore the latest trends at Kendra Scott, indulge in ultimate comfort with LoveSac, discover healthcare solutions from Florida Blue, and savor wholesome eats at Crisp & Green.

That's not all! As an added bonus, you'll also have the opportunity to hang out with Fox35 Orlando and their THUNDER TRUCK! It's a chance to connect with the amazing team from Fox35 Orlando and get up close with their impressive vehicle.

Don't miss out on this unforgettable day filled with music, fun, and community support. Join us at Winter Park Village and be a part of the "Concert for Kids" with FM 101.9. It's an event you won't want to miss!

Check out Dirty Heads "Constellation" and Slightly Stoopid's "One More Night" Acoustic version below!

Photo credit Dirty Heads

Audacy

Stephanie Grogan <stephanie.grogan@audacy.com>

Re: Local Market EEO Reports - PLEASE READ

1 message

John Spear <john.spear@audacy.com>
To: Stephanie Grogan <stephanie.grogan@audacy.com>
Cc: Matt Bewley <matthew.bewley@audacy.com>

Wed, Sep 20, 2023 at 3:50 PM

Our Traffic Director, Dennis McCarthy, entered orders for all three stations. Screenshots on the orders are pasted below. Let me know if there is anything else we can help with!

2488674 WQMP (4077096)/WQMP (162224) WQMP-FM {View} (Processed: 1)

Order / Est #	2488674	Total Spots:	735	735	Order Dates: 09/18/23 - 09/21/25
Advertiser:	WQMP (4077096)	Total Imp (000):	0	0	Hiatus Dates:
Product Descr.:	Equal Opportunity Em	Total Amount:	$0.00	$0.00	Spot Dates: 09/18/23 - 09/21/25

Header | Lines | Spots | Makegood Bundles | Summary | Market Share | History

Order Grid — View Previous — Auto-Expand Lines

Line#	Start Date	End Date	Inventory Code	Order Inventory Description	Break Code	Time Period	Internal F	Length	Selling Elem	Spots/\	Priority	Type	Weekdays	# Spots	Total Amount	Rev Code 1	Rev Code 2	Rev Code 3
1	09/18/23	09/22/24	M-Su 12a-12a	M-Su 12a-12a	CM	12a-12a	$0.00	:30	NM	7	TBP-NON	NM	1111111	371	$0.00	DIR	GEN	GEN
2	09/23/24	09/21/25	M-Su 12a-12a	M-Su 12a-12a	CM	12a-12a	$0.00	:30	NM	7	TBP-NON	NM	1111111	364	$0.00	DIR	GEN	GEN

2488664 WOMX-FM (4077092)/WOMX-FM (162221) WOMX-FM {View} (Processed: 1)

Order / Est #	2488664	Total Spots:	735	735	Order Dates: 09/18/23 - 09/20/26
Advertiser:	WOMX-FM (4077092)	Total Imp (000):	0	0	Hiatus Dates:
Product Descr.:	Equal Opportunity Em	Total Amount:	$0.00	$0.00	Spot Dates: 09/18/23 - 09/21/25

Header | Lines | Spots | Makegood Bundles | Summary | Market Share | History

Order Grid — View Previous — Auto-Expand Lines

Line#	Start Date	End Date	Inventory Code	Order Inventory Description	Break Code	Time Period	Internal F	Length	Selling Elem	Spots/\	Priority	Type	Weekdays	# Spots	Total Amount	Rev Code 1	Rev Code 2	Rev Code 3
1	09/18/23	09/22/24	M-Su 12a-12x	M-Su 12a-12x	CM	12a-12x	$0.00	:30	NM	7	TBP-NON	NM	1111111	371	$0.00	DIR	GEN	GEN
2	09/23/24	09/21/25	M-Su 12a-12x	M-Su 12a-12x	CM	12a-12x	$0.00	:30	NM	7	TBP-NON	NM	1111111	364	$0.00	DIR	GEN	GEN
3	09/22/25	09/20/26	M-Su ROS	M-Su ROS	CM	5a-12a	$0.00	:30	NM	7	TBP-NON	NM	1111111	0	$0.00	DIR	GEN	GEN

2488668 WOCL-FM (4077106)/WOCL-FM (162235) WOCL-FM {View} (Processed: 1)

Order / Est #	2488668	Total Spots:	735	735	Order Dates: 09/18/23 - 09/21/25
Advertiser:	WOCL-FM (4077106)	Total Imp (000):	0	0	Hiatus Dates:
Product Descr.:	Equal Opportunity Em	Total Amount:	$0.00	$0.00	Spot Dates: 09/18/23 - 09/21/25

Header | Lines | Spots | Makegood Bundles | Summary | Market Share | History

Order Grid — View Previous — Auto-Expand Lines

Line#	Start Date	End Date	Inventory Code	Order Inventory Description	Break Code	Time Period	Internal F	Length	Selling Elem	Spots/\	Priority	Type	Weekdays	# Spots	Total Amount	Rev Code 1	Rev Code 2	Rev Code 3
1	09/18/23	09/22/24	M-Su 12a-12x	M-Su 12a-12x	CM	12a-12x	$0.00	:30	NM	7	TBP-NON	NM	1111111	371	$0.00	DIR	GEN	GEN
2	09/23/24	09/21/25	M-Su 12a-12x	M-Su 12a-12x	CM	12a-12x	$0.00	:30	NM	7	TBP-NON	NM	1111111	364	$0.00	DIR	GEN	GEN