

**WBBM, WBBM-FM, WBMX, WCFS-FM, WSCR, WUSN, WXRT**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 - August 31, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Managing Editor of Podcasts & Multimedia - WBBM-AM	3-11, 13-24, 26-32, 35-52, 55-56, 60	52
Podcast and Media Producer	1-11, 13-51, 53, 55-56, 60	4
Podcast and Media Producer	1-11, 13-51, 53, 55-56, 60	55
Digital Content Producer	1-11, 13-51, 59-60	60
Associate Social Media Editor	1-11, 13-51, 55, 60	60
Associate Social Media Editor	1-11, 13-51, 55, 60	60
Part-Time Assistant Producer	1-11, 13-51, 53-55, 60	53
Part-Time Assistant Producer	1-11, 13-51, 53-55, 60	55
National Sales Assistant	1-11, 13-51, 53	53
Executive Producer	1-11, 13-51, 56-57, 60	56
Assistant Brand Manager	1, 3-11, 13-51	4
On Air Personality	1, 3-11, 13-52	52
On Air Personality	1, 3-11, 13-52	52
On Air Personality	1, 3-11, 13-52	52
On Air Personality	1, 3-11, 13-52	52
WBBM-AM Full-Time Anchor/Reporter	1, 3-11, 13-53, 60	52
Managing Editor	1-11, 13-53, 55, 59-60	52
Account Executive	1, 3-11, 13-51, 53	53
Account Executive	1, 3-11, 13-51, 53	53
Account Executive	1, 3-11, 13-51, 53	53

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Executive Producer	1, 3-11, 13-52, 60	52
Digital Content Producer - Newsradio 780 & 105.9 FM	1, 3-11, 13-52	52
Events and Promotions Manager	1, 3-11, 13-51, 60	60
Managing Editor of Podcasts	1, 3-11, 13-53, 58, 60	52
Digital Content Producer - Newsradio 780 & 105.9 FM	1, 3-51, 54	54
Full Time Sound Producer - WSCR 670 The SCORE	1, 3-11, 13-53, 55-56, 60	52
WUSN MORNING SHOW PRODUCER	1, 3-11, 13-53, 55, 61	61
Social Media & Community Editor	1, 3-11, 13-52, 55, 59-60	60

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Asian American Association of Journalists - Chicago 321 S Plymouth Court #6 Chicago, Illinois 60604 Url : <a href="https://aajachicago.org/">https://aajachicago.org/</a> Email : <a href="mailto:chicagoaja@gmail.com">chicagoaja@gmail.com</a> Ariel Cheung	N	0
2	Asian Human Services 4753 N Broadway Suite 700 Chicago, Illinois 60640 Phone : 773-728-2235 Email : <a href="mailto:Ili@ahschicago.org">Ili@ahschicago.org</a> Ivan Li	N	0
3	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : <a href="https://awc.careerwebsite.com/">https://awc.careerwebsite.com/</a> Email : <a href="mailto:info@womcom.org">info@womcom.org</a> Pamela Valenzuela	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	22
5	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7338 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Laura Kestner-Ricketts Manual Posting	N	0
6	Aurora University 347 S. Gladstone Ave Aurora, Illinois 60506 Phone : 630-844-5463 Url : <a href="https://www.collegecentral.com/aurora/">https://www.collegecentral.com/aurora/</a> Career Services Manual Posting	N	0

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7	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : community@bync.org Ed Garcia	N	0
8	Benedictine University 5700 College Rd Lisle, Illinois 60532 Phone : 630-829-6036 Url : <a href="https://www.collegecentral.com/iscpa/">https://www.collegecentral.com/iscpa/</a> Melissa Mouhelis Manual Posting	N	0
9	Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : bcrmail@aol.com Lo Jenks	N	0
10	Blackburn College 700 College Ave Carlinville, Illinois 62626 Phone : 217-854-3231 Email : suzanne.krupica@blackburn.edu Suzanne Krupica	N	0
11	Bradley University 1501 W Bradley Ave Burgess Hall, 1st Fl Peoria, Illinois 61625 Phone : 309-677-2513 Url : <a href="https://bradley.12twenty.hire">https://bradley.12twenty.hire</a> Janet Pesek Manual Posting	N	0
12	Catholic Charities 4802 N Broadway Suite 205 Chicago, Illinois 60640 Phone : 708-458-0500 Email : mcody@catholiccharities.net Maurine Cody	N	0

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13	Chicago Asian American Journalists Association P.O. Box 577639 Chicago, Illinois 60657 Phone : 000-000-0000 Email : chiaaja@yahoo.com Kim Tran	N	0
14	Chicago State University 9501 S King Dr Suite 230 Chicago, Illinois 60628 Phone : 773-995-2327 Url : <a href="https://www.collegecentral.com/csu/employer.cfm">https://www.collegecentral.com/csu/employer.cfm</a> Career Development Manual Posting	N	0
15	City Colleges of Chicago 226 W Jackson Chicago, Illinois 60606 Phone : 312-553-3381 Email : awissmann@ccc.edu Aaron Wissmann	N	0
16	Columbia College Journalism Department 33 E Congress Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
17	Concordia University 7400 Augusta St River Forest, Illinois 60305 Phone : 708-209-3033 Email : career.services@CUChicago.edu Jenny Pinotti	N	0
18	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0

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19	Dominican University 7900 W Division St River Forest, Illinois 60305 Phone : 708366-2490 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Keli Wojciechowski Manual Posting	N	0
20	Eastern Illinois University 1301 Human Services Center 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Url : <a href="https://eiu-csm.symplicity.com/employers/?signin_t">https://eiu-csm.symplicity.com/employers/?signin_t</a> Lisa Hugg Manual Posting	N	0
21	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> N/A N/A	N	0
22	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3041 Email : <a href="mailto:sdrake@ic.edu">sdrake@ic.edu</a> Susie Drake	N	0
23	Illinois Department of Employment Security 5608 W 75th PL Burbank, Illinois 60459 Phone : 708-458-0500 Email : <a href="mailto:sheena.parker@illinois.gov">sheena.parker@illinois.gov</a> Sheena Parker	Y	0
24	Illinois Media School - Lombard Campus 55 W 22nd St #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:fmuller@beonair.com">fmuller@beonair.com</a> Francesca Muller	N	0

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25	Illinois News Broadcasters Association 1 University Circle Macomb, Illinois 61455 Url : <a href="https://www.inba.net/">https://www.inba.net/</a> Email : borowmaq@aol.com Bob Roberts	N	0
26	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-3071 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Warren Kistner Manual Posting	N	0
27	Knox College 2 E South Street Galesburg, Illinois 61401 Phone : 309-343-7662 Scott Crawford Manual Posting	N	0
28	Lake Forest College 555 N Sheridan Rd Lake Forest, Illinois 60045 Phone : 847-735-5235 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Danielle Kelly Manual Posting	N	0
29	Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : 815-836-5282 Url : <a href="http://www.lewisu.edu/resources/careerservices/emp">http://www.lewisu.edu/resources/careerservices/emp</a> Career Services Manual Posting	N	0
30	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tharper@mbaweb.org Terry Harper	N	0

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31	Moody Bible Institute 820 N LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Email : careerdev@moody.edu Patrick Friedline	N	0
32	National Able Network Inc 567 W Lake St Suite 1150 Chicago, Illinois 60661 Phone : 773-409-4996 Email : dclaxton@nationalable.org Donna Claxton	N	0
33	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://nabjchicago.org/">http://nabjchicago.org/</a> Email : vdodson@nabj.org Veronique Dodson	N	0
34	National Association of Hispanic Journalists 2011 W Pershing Rd Chicago, Illinois 60609 Url : <a href="https://nahj-chi.org/">https://nahj-chi.org/</a> Email : carly.luque@fox.com Carly Luque	N	0
35	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : brivas@nhmc.org Brenda Rivas	N	0
36	National Latino Education Institute 2011 W Pershing Rd Chicago, Illinois 60609 Phone : 773-247-0707 Email : jporter@nlei.org Jacqueline Porter	Y	0

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37	National Lesbian & Gay Journalists Association 2120 L Street Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Sachelle Brooks	N	0
38	Northeastern Illinois University 5500 N St. Louis Ave Chicago, Illinois 60625 Phone : 000-000-0000 Url : <a href="https://neiu-csm.symplicity.com/">https://neiu-csm.symplicity.com/</a> Career Services Manual Posting	N	0
39	Northwestern University of Communication 2240 Campus Drive Room 1-184 Evanston, Illinois 60208 Phone : 847-467-4024 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Geni Harclerode Manual Posting	N	0
40	Pyramid Partnership 3057 N Lincoln Ave Chicago, Illinois 60657 Phone : 773-975-9898 Email : hjackson@pyramid-pci.com Herman Jackson	N	0
41	Radio 1 Broadcast School 700 3rd Street N LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
42	Rainbow PUSH Coalition 930 E 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Marjorie McKinnon-Price	N	0

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43	Robert Morris University 401 S State St Chicago, Illinois 60605 Phone : 312-935-5460 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Chip Seiple Manual Posting	N	0
44	Roosevelt University 430 S Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3560 Email : <a href="mailto:careersdt@roosevelt.edu">careersdt@roosevelt.edu</a> Christopher Willis	N	0
45	Saint Xavier University 3700 W 103rd St Chicago, Illinois 60655 Phone : 773-298-3131 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jodi Martin Manual Posting	N	0
46	Southern Illinois University-Edwardsville Mail Stop 1000 One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Email : <a href="mailto:careerservices@semo.edu">careerservices@semo.edu</a> Amy Aldridge	Y	0
47	The Chicago Lighthouse 1850 W Roosevelt Rd Chicago, Illinois 60608 Phone : 312-997-3647 Email : <a href="mailto:sheila.perkins@chicagolighthouse.org">sheila.perkins@chicagolighthouse.org</a> Sheila Perkins	N	0
48	Triton College 2000 Fifth Ave River Grove, Illinois 60171 Phone : 708-456-0300 Url : <a href="https://www.collegecentral.com/triton/">https://www.collegecentral.com/triton/</a> Jackie Gordon Manual Posting	N	0

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49	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Url : <a href="https://www.uis.edu/career/employers/careerconnect">https://www.uis.edu/career/employers/careerconnect</a> Student Affairs Manual Posting	N	0
50	Western Illinois University I University Sr Salle Hall 324 Macomb, Illinois 60145 Phone : 309-298-1838 Url : <a href="https://wiu-csm.symplicity.com/employers/index.php">https://wiu-csm.symplicity.com/employers/index.php</a> Career Development Manual Posting	N	0
51	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
52	Current Employee	N	25
53	Employee Referral	N	19
54	Facebook post	N	2
55	Indeed.com	N	18
56	Internal Candidate	N	11
57	Internal Posting	N	6
58	Internet Ad	N	1
59	Job Board	N	3
60	Linked In	N	39
61	Re-hire	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>147</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EEO policy and invites all organizations to be part of the recruitment process.	2	Traffic Director Business Administrator
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	Participation in other activities designed by the station employment unit	Audacy has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager

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4	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 to was help foster an inclusive work environment as well as prevent discrimination in the workplace.	4	Market Manager General Sales Manager All FT & PT Staff
5	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 site of the organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include 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	Business Administrator
6	8/3/2021	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.	12	Market Manager General Sales Manager Brand Manager Business Administrator
7	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager

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8	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
9	2/24/2022	Participation in events or programs sponsored by educational institutions	Career Day - Loyola University Spoke to students at Loyola University on the vast opportunities with a career in radio.	1	Brand Manager
10	3/3/2022	Participation in other activities designed by the station employment unit	Ron Gleason MC'd the Innovation of Sports event at Gallagher Way. He spoke to over 200 attendees regarding community involvement and how radio and media contributes to informing the community about opportunities that lead to better awareness in Chicago.	1	Brand Manager
11	5/26/2022	Participation in events sponsored by organizations representing the community	Community outreach conducted by WBBM-AM Radio Personality Craig Dellimore. Craig represented all stations informing of invites of the world of reporting and journalism in radio.	1	Reporter
12	6/1/2022	Sponsorship of events in the community designed to increase public awareness	Scotty Kay was a major part of representing WUSN-FM in with Participation in PRIDE Day Celebration - Informing those in the LGBTQ Community about the support and opportunities in radio and media at our stations.	1	On-Air Personality
13	6/16/2022	Participation in other activities designed by the station employment unit	Marci Braun from WUSN and Sonic from WBMX talked with and gave a station tour to the students of Camp Broadcast on June 16th. It's a master class for high school and college aged aspiring journalists and broadcasters.	2	Brand Manager On-Air Personality