

WAAF, WGGY, WILK, WILK-FM, WKRF, WKRZ, WLMZ, WLMZ-FM
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-16, 18-28, 30-36, 38-54, 56, 59	59
Account Executive	1-16, 18-28, 30-36, 38-54, 56, 59	53
On Air Personality Ex	1-51, 53-58	56
Full Time Morning Traffic Reporter/Podcast Producer	2-4, 8, 11-12, 15-16, 25, 27, 30, 35, 45, 49, 51, 53-54, 56	56

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albright College 1621 N 13th St Reading, Pennsylvania 19604 Phone : 610-921-2381 Url : https://app.joinhandshake.com/ Laura Kline Manual Posting	N	0
2	Allegheny College 520 N Main St Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : jfitch@allegheny.edu Jim Fitch	N	0
3	Area Agency on Aging for Luzerne & Wyoming Counties 111 N Pennsylvania Ave #100 Wilkes-Barre, Pennsylvania 18701 Email : denise.stalica@luzernecounty.org Denise Stalica	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	2
5	Binghamton University 4400 Vestal Pkwy E Binghamton, New York 13902 Url : https://app.joinhandshake.com/ Bill McCarthy Manual Posting	N	0
6	Bloomsburg University 400 E 2nd St Bloomsburg, Pennsylvania 17815 Phone : 570-389-4070 Url : https://app.joinhandshake.com/ Michael Babb Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bowling Green University 470 Math Science Building Bowling Green, Ohio 43403 Url : https://app.joinhandshake.com/ Danielle Dimoff Manual Posting	N	0
8	Bucknell University 701 Moore Ave Lewisburg, Pennsylvania 17837 Phone : 570-577-1599 Email : acs@bucknell.edu Career Center	N	0
9	Bucknell University One Dent Drive Lewisburg, Pennsylvania 17837 Jodie Stauffer Manual Posting	N	0
10	Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Megan Crouthamel Manual Posting	N	0
11	Commission on Economic Opportunity 165 Amber Lane Wilkes-Barre, Pennsylvania 18702 Phone : 570-208-7010 Email : cmatalonis@ceopeoplehelpingpeople.org Cathy Matalonis	N	0
12	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	East Stroudsburg University 200 Prospect St East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Url : https://app.joinhandshake.com/ Career Development Manual Posting	N	0
14	Franklin & Marshall College 637 College Ave Lancaster, Pennsylvania 17603 Url : https://app.joinhandshake.com/ Sonia Elliott Manual Posting	N	0
15	Georgetown University 3700 O St NW Washinton, District of Columbia 20057 Phone : 202-687-7121 Email : sfc38@georgetown.edu Patrick Denenea	N	0
16	Greater Scranton Chamber of Commerce 222 Mulberry St Scranton, Pennsylvania 18503 Phone : 570-342-7711 Email : mpotis@scrantonchamber.com Mari Potis	N	0
17	Indeed , Pennsylvania Url : https://www.indeed.com/ n/a n/a Manual Posting	N	0
18	Indiana University of Pennsylvania 1011 South Drive Indiana, Pennsylvania 15705 Url : https://app.joinhandshake.com/ Jan Shellenbarger Manual Posting	N	0

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19	Ithaca College 953 Danby Road Ithaca, New York 14850 Url : https://app.joinhandshake.com/ John Fracchia Manual Posting	N	0
20	Juniata College 1700 Moore St Huntingdon, Pennsylvania 16652 Phone : 814-*641-3350 Career Development Manual Posting	N	0
21	Kean University 1000 Morris Ave Union Township, New Jersey Phone : 908-737-6150 Career Services Manual Posting	N	0
22	Keystone College 1 college Road La Plume, Pennsylvania 18440 Phone : 570-945-5141 Url : https://app.joinhandshake.com/ Diane Bubb Manual Posting	N	0
23	Kings College 133 N River St Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Url : https://app.joinhandshake.com/ Theresa Kinney Manual Posting	N	0
24	Kutztown University 15200 Kutztown Road Kutztown, Pennsylvania 19530 Phone : 610-683-4067 Url : https://app.joinhandshake.com/ Chad Ganley Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Lackawanna College 501 Vine Street Scranton, Pennsylvania 18509 Phone : 570-504-7939 Email : ohorab@lackawanna.edu Beverly O'Hara	N	0
26	Lehigh University 27 Memorial Dr W Bethlehem, Pennsylvania 18015 Url : https://app.joinhandshake.com/ MaryAnne Wallace Manual Posting	N	0
27	Lesley College 29 Everett Street Cambridge, Massachusetts 2138 Phone : 617-868-9600 Email : crcjobs@lesley.edu Career Services	N	0
28	Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : https://app.joinhandshake.com/ Courtney Force Manual Posting	N	0
29	Luzerne County Careerlink 32 E Union St Wilkes-Barre, Pennsylvania 18701 Job Posting Manual Posting	N	0
30	Luzerne County Community College 1333 South Prospect St Nanticoke, Pennsylvania 18634 Phone : 570-470-0200 Email : uuhrin@luzerne.edu Mary Ghilani	N	0
31	Mansfield University 31 S Academy St Mansfield, Pennsylvania 16933 Url : https://app.joinhandshake.com/ Nichole Lafelhoc Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Marywood University 2300 Adams Ave Scranton, Pennsylvania 18509 Url : https://app.joinhandshake.com/ Michael Magistro Manual Posting	N	0
33	Misericordia University 301 Lake St Dallas, Pennsylvania 18612 Phone : 570-674-6343 Url : https://app.joinhandshake.com/ Tiffany Wiernusz Manual Posting	N	0
34	Moravian University 1200 Main Street Bethlehem, Pennsylvania Career Services Manual Posting	N	0
35	Mount Zion Baptist Church 105 Hill Street Wilkes-Barre, Pennsylvania 18702 Phone : 570-824-0146 Email : mtzionbapch@epix.net Career Services	N	0
36	Muhlenberg College 2400 W Chew St Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Samantha Hof Manual Posting	N	0
37	PA Career Link Lackawanna County 135 Franklin Avenue Scranton, Pennsylvania 18503 Phone : 570-344-1042 T Troiani Manual Posting	N	0
38	Rutgers University 360 Dr Martin Luther King Blvd Newark, New Jersey 07102 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Saint Joseph's University 5600 City Ave Philadelphia, Pennsylvania 19131 Url : https://app.joinhandshake.com/ Jennifer Rossi Long Manual Posting	N	0
40	Slippery Rock University 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : https://app.joinhandshake.com/ Renee Coyne Manual Posting	N	0
41	Susquehanna University 514 University Ave Selingsgrove, Pennsylvania 17870 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
42	Syracuse University 900 South Crouse Avenue Syracuse, New York Phone : 315-443-3616 Url : http://careerservices.syr.edu/ Susan Clayton Manual Posting	N	0
43	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Url : https://app.joinhandshake.com/ Laura Craig Manual Posting	N	0
44	Towson University 8000 York Road Towson, Maryland 21252 Url : https://app.joinhandshake.com/ Tasha Benn Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Trehab Center 1 Kim Ave #4 Tunkhannock, Pennsylvania 18657 Phone : 570-933-7576 Email : info@trehab.org Career Services	N	0
46	University of Pennsylvania Philadelphia, Pennsylvania 19104 Url : https://app.joinhandshake.com/ Kelly walsh Manual Posting	N	0
47	University of Scranton 800 Linden St Scranton, Pennsylvania 18510 Url : https://app.joinhandshake.com/ Chris Whitney Manual Posting	N	0
48	Villanova University 800 Lancaster Ave Villanova, Pennsylvania 19085 Url : https://app.joinhandshake.com/ Daniel Glaziewski Manual Posting	N	0
49	Whitman School of Management at Syracuse University 721 University Ave Syracuse, New York 13244 Url : https://whitman.syr.edu Email : srclay01@syr.edu Job Posting	N	0
50	Wilkes University 84 W South St Wilkes-Barre, Pennsylvania 18701 Url : https://app.joinhandshake.com/ Sharon Castragano Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Drop In	N	1
53	Employee Referral	N	6
54	Indeed.com	N	7
55	Job Board	N	1
56	Linked In	N	7
57	On Air Recruitment Ad	N	2
58	Recruiter	N	1
59	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/5/2023	Participation in Job Fairs	Participated in local job fair held by Luzerne County Community College.	1	Financial Analyst
2	4/14/2023	Participation in events sponsored by organizations representing the community	Job shadowing of candidate for NEPA Inclusive organization. On-Air personalities participated in a job shadowing program with NEPA inclusive.	2	On-Air Personality On-Air Personality
3	5/4/2023	Participation in events or programs sponsored by educational institutions	Account Executive was asked to speak and present at a local school the day in the life of a radio account executive at their career day.	1	Account Executive
4	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
5	9/1/2023	Participation in events or programs sponsored by educational institutions	Wkrz morning co-hosts participated in Job Shadowing in conjunction with Luzerne County Community College.	2	On-Air Personality On-Air Personality
6	10/13/2023	Participation in Job Fairs	Audacy Wilkes-Barre participated in Manufacturing Day 2023 at Mohegan Pennsylvania Casino. We hosted a booth and displayed current open positions within the company. MFG Day 2023 at Mohegan Pennsylvania (Casino) as part of their job fair.	1	Account Executive
7	11/8/2023	Participation in other activities designed by the station employment unit	On Air Staff offered Pocono Mountain West High School's Future Business Leaders of Tomorrow and opportunity to tour the station and discuss a career in broadcasting.	1	On-Air Personality On-Air Personality

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8	12/15/2023	Provision of training to management	Each year, individuals responsible for making employment related decisions must attend mandatory training on our FCC and OFCCP EEO requirements. This training covers the rules we follow as a radio broadcasting company and federal contractor with respect to recruitment, hiring, promotions, demotions, terminations, and more, to ensure we upload our EEO policy and procedures. The training will also walk you through how to understand and utilize your Affirmative Action Plan.	4	Market Manager Brand Manager General Sales Manager All FT and PT employees
9	2/28/2024	Participation in events sponsored by organizations representing the community	Our 98.5 KRZ Morning Show co-host was the emcee at a day-long assembly that highlights reading. She spoke to students at Neil Armstrong Elementary School - a part of the Scranton School District - about how reading relates to a career in Radio broadcasting.	1	Morning Show Co-Host