

**WLFP, WMC, WMFS, WMFS-FM, WRVR**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-16, 18, 21	18
Executive Producer WMFS	1-20	18

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<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	ATHENS STATE UNIVERSITY 300 N Beaty St Athens, Alabama 35611 Phone : 256-233-8285 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Laura Allen Manual Posting	N	0
2	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	0
3	CHRISTIAN BROTHERS UNIVERSITY 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3000 Url : <a href="https://cbu-csm.symplicity.com/employers/?signin_t">https://cbu-csm.symplicity.com/employers/?signin_t</a> Amy Ware Manual Posting	N	0
4	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
5	MEMPHIS BRANCH NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : <a href="mailto:nmemphi1@comcast.net">nmemphi1@comcast.net</a> Madeline Taylor	N	0
6	MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY 1054 Fitzgeralds Blvd Robinsonville, Mississippi 38664 Phone : 662-342-4002 Url : <a href="https://auth.mdes.ms.gov/auth/ui/login?realm=mdes&amp;">https://auth.mdes.ms.gov/auth/ui/login?realm=mdes&amp;</a> Job Postings Manual Posting	N	0

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7	Mississippi State University 75 B.S. Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : <a href="https://msstate-csm.symplicity.com/employers/?sign">https://msstate-csm.symplicity.com/employers/?sign</a> Career Center Manual Posting	N	0
8	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : <a href="https://www.collegecentral.com/ngu/">https://www.collegecentral.com/ngu/</a> Lisa Snyder Manual Posting	N	0
9	Regent University 1000 Regent University Dr Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
10	RHODES COLLEGE 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Sandi George-Tracy Manual Posting	N	0
11	RUST COLLEGE 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-8000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Debayo Mayo Manual Posting	N	0
12	SOUTHWEST TN COMMUNITY COLLEGE 737 Union Ave Memphis, Tennessee 38103 Phone : 901-333-4000 Url : <a href="http://www.southwest.tn.edu/career-services/jobs/j">http://www.southwest.tn.edu/career-services/jobs/j</a> Wanda Walker Manual Posting	N	0

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13	THE UNIVERSITY OF MEMPHIS 3720 Alumni Ave Memphis, Tennessee 38152 Phone : 901-678-2239 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jessica Webb Manual Posting	N	0
14	THE UNIVERSITY OF MISSISSIPPI P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Christy Wright Manual Posting	N	0
15	THE UNIVERSITY OF THE SOUTH 735 University Ave Sewanee, Tennessee 37383 Phone : 931-598-1000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jasmine Coleman-Miller Manual Posting	N	0
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>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>
17	Current Employee	N	1
18	Employee Referral	N	2
19	Facebook post	N	2
20	Job Board	N	1
21	Linked In	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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	<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	6/1/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Memphis worked with the Annual Memphis Italian Festival to help benefit the Holy Rosary School. This event was promoted on air and two of the stations reported and spoke about how careers in broadcasting provide opportunities like this to give back to their local communities. This also helped bring awareness of broadcasting opportunities to the kids attending the school.	2	Promotions Director on air personality
2	6/2/2023	Participation in events or programs sponsored by educational institutions	Audacy Memphis had a student from The University of Montevallo for a job shadow day.	2	Brand Manager Exec Producer Programming
3	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
4	6/13/2023	Participation in other activities designed by the station employment unit	Audacy Memphis posted on their social media pages specific career opportunities with their stations.	1	Brand Manager
5	7/11/2023	Participation in events sponsored by organizations representing the community	Audacy Memphis hosted a local student for a job Shadow day in conjunction with Germantown Family Presbyterian Church Youth Program.	1	Brand Manager
6	8/28/2023	Establishment of an intern program designed to assist members of the community	Audacy Memphis hosted a local student in a week long student internship program.	3	Brand Manager Exec Producer Programming On Air Personality

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7	9/22/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Memphis promoted The Pink Palace Fair for the Museum of Science and History. The event was promoted on air, and social media . The on air staff spoke about the event and how careers in broadcasting provide ways to give back to the community.	1	on air personality
8	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Memphis runs ongoing general recruitment spots on all of their stations.	2	Traffic Market Manager
9	10/18/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Memphis promoted 99.7 The Wolf Stars and Guitars benefiting Le Bonheur Children's Hospital. This event was promoted on air, on social media and local websites. The on air staff spoke about how careers in broadcasting provide rewarding ways like this to give back to local communities and inspire others to pursue careers in broadcasting.	4	Promotions Director on air personality Brand Manager Brand Manager
10	10/19/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Memphis promoted The St. Benedict Fall Festival. This event raised money to benefit the school . The event was promoted on air, on social media and the station websites. The on air staff spoke about the event and how careers in broadcasting provide ways to give back to the community and inspired the kids at St. Benedict to pursue careers in broadcasting.	2	on air personality on air personality
11	12/6/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Memphis promoted a Toy Truck Drive benefitting The Boys and Girls Club of Greater Memphis. The on air staff promoted this event on air, on social media posts and station websites. They spoke about how careers in broadcasting provided rewarding ways like this to give back to the local community. They also raised awareness to the kids in the club about oppoutinites and careers in broadcasting.	4	Promotions Director on air personality On Air Personality Regional Promotions Director

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12	Ongoing Event	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
13	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
14	1/24/2024	Participation in events sponsored by organizations representing the community	Audacy Memphis hosted a job shadow day with The City of Memphis and their community business mentor program for students.	3	Brand Manager on air personality On Air Personality
15	3/12/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Memphis promoted Hoops for St. Jude. The on air staff promoted this event and spoke about careers in broadcasting provide rewarding ways to give back to local communities.	2	on air personality on air personality On Air Personality
16	3/30/2024	Participation in other activities designed by the station employment unit	Audacy Memphis attended the SRVS event and spoke to passerby's about careers at Audacy.	1	Brand Manager