

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL
EEO PUBLIC FILE REPORT
February 1, 2023 - January 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 - New Orleans	1-22, 26-27	26
Account Executive	1-20, 23, 26, 28	23
News Anchor and Reporter	1-20, 25-26	26
Brand Manager/On-Air Talent	1-20, 22, 24, 26	1

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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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	3
2	Delgado 615 City Park New Orleans, Louisiana 70119 Phone : 504-671-6726 Url : http://www.dcc.edu/ Email : jlarose@dcc.edu Jane LaRose	N	0
3	Delgado Job Developer 615 City Park Ave New Orleans, Louisiana 70119 Phone : 504-671-5142 Url : http://www.dcc.edu/ Email : tjohns1@dcc.edu T Johns	N	0
4	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
5	Grambling State University, Mass Communications 403 Main Street Grambling, Louisiana 71245 Phone : 318-274-2403 Url : https://app.joinhandshake.com Altha Madison Manual Posting	N	0
6	Grantham University Career Center (Slidell Ctr) 16025 W 113th St Lenexa, Kansas 66219 Phone : 800-955-2527 Email : veteranservices@grantham.edu Job Postings	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	Louisiana State University 1146 Pleasant Hall Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : https://app.joinhandshake.com Courtney Edwards Manual Posting	N	0
8	Loyola University of New Orleans Career Services 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-861-5554 Url : https://app.joinhandshake.com Jill Boatright Manual Posting	N	0
9	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Url : https://www.nafeonation.org/ Email : lojelks@aol.com Lo Jelks	N	0
10	National Organization for Women 1100 H Street NW Suite 300 Washington, District of Columbia 20005 Phone : 504-364-4444 Url : https://now.org/ Email : charlotte@klasson.cx Charlotte Klasson	N	0
11	Nicholls State University 906 E. 1st St. Thibodaux, Louisiana 70301 Phone : 985-448-4508 Url : https://app.joinhandshake.com Kristie Tausin Manual Posting	N	0

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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
12	Nunez Community College 9710 Paris Rd. Chalmette, Louisiana 70043 Phone : 504-278-6422 Url : https://www.nunez.edu/ Email : mminor@nunez.edu M Minor	N	0
13	Southeastern Louisiana University Office of Career Services SLU 10492 Room 2102 Hammond, Louisiana 70402 Phone : 985-549-2121 Url : https://www.southeastern.edu/admin/career_srv/ Ken Rigidell Manual Posting	N	0
14	Southern University of New Orleans Career Services Office 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5000 Url : http://www.suno.edu/page/career-counsel-veteran-af Email : jmarion@suno.edu J Marion	N	0
15	State of Louisiana (La Works) 1900 Lafayette St Gretna, Louisiana 70053 Phone : 504-227-1283 Url : http://www.laworks.net/ Email : metairie@lwc.la.gov Job Listing	N	0
16	Tulane School of Public Health Adm. Student Affairs & Career Svcs. 1440 Canal St. Tidewater Bldg. 24th floor #8329 New Orleans, Louisiana 70112 Phone : 504-988-7111 Url : https://sph.tulane.edu/career-services-0 Email : cartwright@tulane.edu Margie Cartwright, Esq.	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
17	Tulane University 6823 St Charles New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : https://app.joinhandshake.com Lesley Hollon Manual Posting	N	0
18	UNO College of Business Admin 2000 Lakeshore Drive New Orleans, Louisiana 70148 Phone : 888-514-4275 Url : http://new.uno.edu/ Email : bizcareers@uno.edu Job Listing	N	0
19	UNT Career Center 2811 Internet Blvd. Chestnut Hall, Suite 103 Frisco, Texas 75034 Phone : 940-565-2105 Url : https://studentaffairs.unt.edu/career-center Email : corey.davidson@unt.edu Cory Davidson	N	0
20	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
21	Xavier University, Career Services 1 Drexel Dr. New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : https://app.joinhandshake.com Marian Minnard Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
22	Employee Referral	N	3
23	Former Employee	N	1
24	Indeed.com	N	1
25	Internal Candidate	N	1
26	Linked In	N	10
27	On Air Recruitment Ad	N	1
28	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	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
2	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
3	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Audacy New Orleans air recruitment advertisements on all stations, seeking applicants across all departments.	3	Brand Manager Traffic Coordinator
4	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
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 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