

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-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
Sales Assistant	1-6, 8, 10-11	8
Account Executive-Philadelphia	1-4, 6, 8-10	10
TWIN Traffic Reporter/Editor	1-4, 6-9	8
Sales Assistant	1-4, 6, 9-10	10

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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	1
2	Bancroft Capital - Careers for Vets 501 Office Center Drive Suite 130 Fort Washington, Pennsylvania 19034 Phone : 484 546-8000 Email : jnolen@bancroft4vets.com Jimmy Nolen	N	0
3	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
4	Klein College of Media & Communications - Temple University Annenberg Hall 2020 N 13th St Philadelphia, Pennsylvania 19122 Phone : 215 204-6501 Email : luanncahn@temple.edu Lu Ann Cahn	N	0
5	Urban League of Philadelphia 121 S Broad Street #9 Philadelphia, Pennsylvania 19107 Phone : 267 537-4458 Email : dgreenfield@urbanleaguephila.org Darren Greenfiled	N	0
6	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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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
7	Current Employee	N	1
8	Employee Referral	N	5
9	Indeed.com	N	3
10	Linked In	N	12
11	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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	4/20/2023	Sponsorship of events in the community designed to increase public awareness	Downingtown East and West- Sports Business Academy toured Audacy Philadelphia along with a Q&A Session with the students who have communicated an interest in marketing in their future, and others who want to explore careers in sports media.	4	WIP Producer WIP Brand Manager WPHT Assistant Producer Human Resources Generalist
2	4/26/2023	Participation in other activities designed by the station employment unit	Temple journalism and grad students toured Audacy Philadelphia. The Brand Manager discussed the inner workings of an established hyper-local news radio station. The students also got the chance to get a behind-the-scenes look at some of the entertainment stations.	4	KYW Brand Manager KYW Asst Brand Manager Digital Content Manager Sr. Manager Podcast Operations
3	5/23/2023	Participation in other activities designed by the station employment unit	Audacy Philadelphia hosted students from the Confer Radio Talent Institute, this was a week-long initiative for aspiring broadcasters from Bloomsburg University	1	Market Manager
4	5/23/2023	Participation in events or programs sponsored by educational institutions	Audacy HRG participated in Martha Washington Academic Plus. Martha Washington Day allows students to learn about different careers and professions. Audacy's HRG represented Audacy and spoke about local career opportunities.	1	HRG
5	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

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6	6/12/2023	Participation in events or programs sponsored by educational institutions	This event Cheney University Summer Fellowship took place in Audacy Philadelphia. Our assigned fellow participated in a 5-week, well-rounded, hands-on broadcasting experience by spending time working across multiple departments of our organization. During their tenure, the fellow gained insight and experience by working in the following departments: Business Office/HR, Engineering, Programming, Sales, and Digital Operation	4	HRG KYW Brand Manager WIP Asst Brand Manager Brand Manager
7	7/3/2023	Participation in other activities designed by the station employment unit	This event of Informational Tour took place in Audacy Philadelphia. We conducted an informational tour and conversation with a newly graduated student that we met at Temple University career fair earlier this year. This student was proactive and asked if she could have a tour of our facility as well as have a conversation with her about the industry.	2	HRG HR director
8	9/18/2023	Participation in events sponsored by organizations representing the community	KYW NewsRadio Fixing the Schools was hosted at Audacy Philadelphia. A Special Discussion about the State of Public Education” gave listeners a diverse look into how to solve school infrastructure problems, how to better prepare students for higher education, school safety, mental health support, voucher and more.	4	On air Personality On air Personailtiy On air Personailtiy On air Personailtiy
9	10/6/2023	Participation in Job Fairs	Employer Friday's was at Temple University. Assistant Brand Manager spoke to Temple Students at the Klein College of Media and Communications about KYW, Audacy, employment opportunities, and career advice.	1	WIP Assit Brand Manager

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10	10/14/2023	Participation in other activities designed by the station employment unit	KYW Newstudies was hosted at Audacy Philadelphia. Since 1968, KYW Newsradion has hosted a program that is unquie in the industry. Newstudies' gives local high school students the opportunity to learn about broadcast journalism through a comprehensive student reporter program over the length of 4 weeks students receive hands on training and experience of all aspects of that station from editing to on-air reporting.	3	KYW Brand Manager Asst Brand Manager General Sales Manager
11	10/20/2023	Hosting of Job Fair	Fall 2023 Virtual Klein College Internship and Career Fair was conducted 1:1 interviews with current students and recent alumni from Temple that expressed and interest in current job opportunities at Audacy Philadelphia.	1	HRG
12	Ongoing Event	Participation in events or programs sponsored by educational institutions	Klein College Mentorship Program was hosted at Audacy-Philadelphia. As part of Klein's mentorship program, We met with the students to provide career advice and their next steps after college in regards to careers in broadcasting.	1	WIP Assit Brand Manager
13	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
14	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

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15	2/7/2024	Participation in other activities designed by the station employment unit	As a Muhlenberg College Alumni and member of Berg Alumni Board on the Career Services Committee, Brand Manager met with a Muhlenberg students to discuss various part-time/internship opportunities at Audacy Phila/KYW.	1	KYW Brand Manager
16	2/21/2024	Participation in other activities designed by the station employment unit	Assistant Brand Manager participated as a Panelist on a Alumni Pro Panel at Temple University. Spoke about opportunities in the broadcast industry.	1	WIP Assit Brand Manager
17	Ongoing Event	Participation in Job Fairs	WIP Assistant Brand Manager met with the students and recent alumni of Klein College of Media and Communications to discuss the job opportunities at Audacy. In addition to helping students learn how to approach employers and pitch themselves.	1	WIP Assit Brand Manager
18	3/12/2024	Participation in events or programs sponsored by educational institutions	General Sales Manager was a guest lecturer at St. Joseph's University Advertising Class. Discussed career path, broadcast advertising, evolution in media, opportunities at Audacy, etc.	1	General Sales Manager
19	3/20/2024	Participation in events sponsored by organizations representing the community	Our WIP assistant brand manager went to Temple University to teach a class on audio storytelling in podcast and radio. It was about an hour long, and he stayed and talked to some students for about 20 minutes regarding podcasting, and big challenges, etc.	1	WIP Assit Brand Manager