

WOCL, WOMX-FM, WQMP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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|---|--|
| <p><u>Address:</u></p> <p>1800 Pembroke Dr, Suite 400, Orlando, FL - 32810</p> | <p><u>Contact Person/Title:</u></p> <p>Claudia Menegus Regional President</p> |
| <p><u>Telephone Number:</u></p> <p>407-919-1000</p> | <p><u>E-Mail Address:</u></p> <p>claudia.menegus@audacy.com</p> |

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 |
|--|--|-----------------------|
| On Air Personality | 1-4, 6-29, 31-32, 34 | 3 |
| On Air Personality | 1-4, 6-29, 31-32, 34 | 28 |
| Account Executive | 1-4, 6-27, 29-30, 32-33 | 32 |
| Account Executive | 1-4, 6-27, 29-30, 32-33 | 29 |
| Account Executive | 1-4, 6-27, 29-30, 32-33 | 29 |
| Director, Digital Sales and Campaign Manager | 1-28, 30 | 28 |

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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 | African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org/ Email : info@blackcommerce.org Sabrina Jerome | N | 0 |
| 2 | Association for Women in Communications (South Florida) 7050 Palmetto Park Rd. 15-285 Boca Raton, Florida 33433 Phone : 561-806-0756 Url : https://awc.careerwebsite.com/ Email : info@awcsouthflorida.org Kandice Matteson | N | 0 |
| 3 | Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting | N | 2 |
| 4 | Barry University 11300 NE 2nd Ave, Landon Student Union Suite 205 Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com John Moriarty Manual Posting | N | 0 |
| 5 | Beonair Network 9885 Rockside Road Valley View , Ohio 44125 Phone : 234.203.2768 Email : lleciejewski@beoniar.com Lynda Leciejewski | N | 0 |
| 6 | Bethune-Cookman University 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32115 Phone : 386-481-2143 Url : https://app.joinhandshake.com Davita Bonner Manual Posting | N | 0 |

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|----------------------|---|--|---|
| 7 | Connecticut School of Broadcasting 3901 Coconut Palm Dr. Tampa, Florida 33619 Phone : 813-443-5307 Url : https://gocsb.com/ Email : sking@gocsb.com Shana King | N | 0 |
| 8 | 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 |
| 9 | Florida A&M University (FAMU) 1610 South Martin Luther King Junior Boulevard The Commons 104 Tallahassee, Florida 32307 Phone : 850-599-8514 Url : https://app.joinhandshake.com Shereada Harrell Manual Posting | N | 0 |
| 10 | Florida Association of Broadcasters 201 South Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : http://fab.org/ Email : lvarn@fab.org Lindsay Varn | N | 0 |
| 11 | Florida International University 3000 N.E. 151 Street Academic 2, Room 320 North Miami, Florida 33181 Phone : 305-919-4298 Url : https://app.joinhandshake.com Harold Clayton Manual Posting | N | 0 |

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|-----------|--|---|--|
| 12 | Florida State College at Jacksonville 4501 Capper Rd. Jacksonville, Florida 32218 Phone : 904-766-6690 Url : https://www.fscj.edu/ Email : l.l.ertel@fscj.edu Leslie Ertel | N | 0 |
| 13 | Florida State University Career Center A-4100 University Center Tallahassee, Florida Phone : 850-644-6431 Url : https://app.joinhandshake.com Scott Maynard Manual Posting | N | 0 |
| 14 | Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-551-2023 Url : https://www.fullsail.edu/ Email : nargyri@fullsail.edu Natasha Argyri | N | 0 |
| 15 | Hispanic Chamber of Commerce 3201 E. Colonial Dr. Suite A20 Orlando, Florida 32803 Phone : 407-428-5870 Url : http://www.hccmo.org/ Email : info@hispanicchamber.net Elise Smith | N | 0 |
| 16 | Metropolitan Orlando Urban League 250 S Orange Ave Orlando, Florida 32801 Phone : 407-481-5672 Email : sminnis@cful.org Job Postings | N | 0 |
| 17 | Rollins College 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407-646-2335 Url : https://app.joinhandshake.com Jacqueline Brito Manual Posting | N | 0 |

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|------------------|---|--|---|
| 18 | Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://app.joinhandshake.com Tiffanie Hidle Manual Posting | N | 0 |
| 19 | Society of Broadcast Engineers 1065 Rainer Drive Altamonte Springs, Florida 32714 Phone : 407-461-0088 Url : https://sbe.org Email : randy.woods@zradio.org Randy Woods | N | 0 |
| 20 | University of Central FL Career Services PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Url : https://app.joinhandshake.com Brian Creel Manual Posting | N | 0 |
| 21 | University of Florida 2081 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-3261 Url : https://app.joinhandshake.com Job Postings Manual Posting | N | 0 |
| 22 | University of South Florida 4202 E. Fowler Ave. Tampa, Florida 33620 Phone : 813-974-2011 Url : https://app.joinhandshake.com Amanda Marshall Manual Posting | N | 0 |

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|------------------|---|--|---|
| 23 | University of South Florida Sarasota–Manatee 8350 N. Tamiami Trl. Sarasota, Florida 34243 Phone : 941-359-4200 Url : https://app.joinhandshake.com Job Postings Manual Posting | N | 0 |
| 24 | Valencia Community College - East Campus 701 N Econlockhatchee Trl Orlando, Florida 32825 Phone : 407-582-3428 Url : https://valencia-csm.symplicity.com/employers/ Email : kcharles36@valenciacollege.edu Kamla Charles | N | 0 |
| 25 | Webber International University 1201 North Scenic Highway PO Box 96 Babson Park, Florida 33827 Phone : 863-638-2964 Url : https://app.joinhandshake.com Devyn Montalvo Manual Posting | N | 0 |
| 26 | Women in Film & Television Florida 3830 Palm Ave. Mims, Florida 32754 Phone : 386-690-2237 Email : nancy@reelkasting.com Nancy McBride | N | 0 |
| 27 | 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 |

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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 |
|--|------------------------|--|---|
| 28 | Current Employee | N | 4 |
| 29 | Employee Referral | N | 9 |
| 30 | Indeed.com | N | 2 |
| 31 | Job Board | N | 1 |
| 32 | Linked In | N | 12 |
| 33 | On Air Recruitment Ad | N | 1 |
| 34 | Word of Mouth Referral | N | 2 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 33 |

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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 | 10/22/2022 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted Light the Town Pink for Breast Cancer Awareness. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 4 | Sales Manager on air personality Brand Manager Sales Coordinator |
| 2 | 11/11/2022 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted the City of Orlando Veterans Day Parade. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 2 | Promotion Director Assistant Brand Manager |
| 3 | 11/17/2022 | Participation in Job Fairs | IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company. | 2 | Talent Acquisition Specialist Senior Desktop Support Technician |
| 4 | 11/21/2022 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted The World Cup Watch Party. This event was promoted on air. The staff spoke about the event and promoted how careers in broadcasting can be a fun and rewarding way to connect with your local community with events like these. | 2 | Sales Manager on air personality |
| 5 | 11/26/2022 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted Kettle Kick Off for the Salvation Army. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 2 | Sales Manager on air personality |
| 6 | 12/1/2022 | Participation in other activities designed by the station employment unit | Audacy Orlando launched a static tile on the FM 101.9 homepage that leads to their application page. On-air talent on WQMP, have organic mentions of "work with us at FM 101.9" to drive awareness of this tile/graphic on the homepage. | 1 | Sales Manager |

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|----|-------------|--|--|-------------------------------------|---|
| 7 | 12/2/2022 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted Give Kids the World Radiothon. Give Kids The World provides weeklong, cost-free vacations to children with critical illnesses and their families. Half of all children eligible for a wish through a wish-granting organization, choose to visit central Florida's theme parks and attractions. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 3 | Sales Manager Promotions Director On Air Personality |
| 8 | 12/9/2022 | 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 discriminations in the workplace. | 4 | Market Managers General Sales Managers All FT & PT Staff |
| 9 | 12/12/2022 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted the Salvation Army and Red Kettle Partnership which helps to fight hunger, provide housing and bring hope to those in need. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 3 | Sales Manager Promotions Director On Air Personality |
| 10 | 12/19/2022 | Provision of training to management | All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management. | 4 | Market Managers General Sales Managers Brand Managers All FT & PT Staff |

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|----|---------------|---|--|-------------------------------------|---|
| 11 | 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 |
| 12 | 2/23/2023 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted Feeding the Frontline which benefits local first responders and their families. This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 3 | Assistant Brand Manager Promotions Director Sales Coordinator |
| 13 | 4/17/2023 | Participation in Job Fairs | Audacy Florida attended the Full Sail Career Fair. | 2 | General Sales Manager General Sales Manager |
| 14 | 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 |
| 15 | Ongoing Event | Participation in other activities designed by the station employment unit | Audacy Orlando used Digital Audio as another form of recruitment for their Account Executive positions. | 2 | Sales Manager General Sales Manager |

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|----|---------------|--|---|-------------------------------------|--|
| 16 | 8/5/2023 | Sponsorship of events in the community designed to increase public awareness | Audacy Orlando promoted a concert for the kids which benefitted "A Gift for Teaching." This event was promoted on air. The staff spoke about the event and how careers in broadcasting can provide rewarding opportunities to give back to local communities. | 3 | on air personality Promotions Director Sales Coordinator |
| 17 | 9/7/2023 | Participation in events or programs sponsored by educational institutions | Audacy Florida discussed opportunities to potentially work together and present to their media/broadcast students and more - about opportunities with Audacy, the state of Audio, etc. | 1 | Sales Manager |
| 18 | Ongoing Event | Participation in other activities designed by the station employment unit | Audacy Orlando runs year long general recruitment spots on all stations, in different dayparts, inviting candidates to apply. | 3 | Market Manager General Sales Manager Continuity/Traffic |