



2400 MARKET STREET, 4<sup>TH</sup> FLOOR  
PHILADELPHIA, PA 19103

October 7, 2022

**via UPLOAD TO PUBLIC INSPECTION FILE**

Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission  
45 L Street NE  
Washington, DC 20554

**RE: Station WJZ-FM, Catonsville, MD (Facility ID No. 1916)**

Dear Ms. Goldin:

Audacy License, LLC<sup>1</sup> (“Audacy” or “Licensee”), licensee of Station WJZ-FM, Catonsville, MD (Facility ID No. 1916) (“WJZ-FM”) hereby submits the information and materials concerning WJZ-FM’s EEO program requested by the Federal Communications Commission (“Commission”) described in the letter dated August 19, 2022 from the Enforcement Bureau to WJZ-FM (“EEO Audit Letter”).

Audacy provides information as requested in the EEO Audit Letter for its Station Employment Unit (“Employment Unit”) that in addition to WJZ-FM includes the following stations (each a “Station,” and collectively, the “Stations”):

Calls	Service	Facility ID No.	Community of License
WJZ	AM	28636	Baltimore, MD
WLIF	FM	28637	Baltimore, MD
WWMX	FM	74196	Baltimore, MD

In compiling the requested information and materials, the Licensee relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment related issues at the Employment Unit.

The responses below refer to question numbers as they are set out in the EEO Audit Letter.

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<sup>1</sup> On March 30, 2021, Entercom License, LLC changed its name to Audacy License, LLC.

## **Question 2: Audit Data Requested**

### **Question 2(b)(i): EEO Public File Reports**

The Employment Unit's two most recent EEO Public File Reports, which include the reports from the 2020-2021 ("Year 1 EEO Report") and 2021-2022 ("Year 2 EEO Report") reporting periods are attached at Exhibit A.

### **Question 2(b)(ii): Station Websites**

The Employment Unit's most recent EEO public file report is linked to the website for each of the Stations in the Employment Unit pursuant to Section 73.2080(c)(6). The Stations' websites are as follows:

<b>Calls</b>	<b>Website URL</b>
WJZ-FM	<a href="https://www.audacy.com/1057thefan">https://www.audacy.com/1057thefan</a>
WJZ(AM)	<a href="https://www.audacy.com/thebetbaltimore">https://www.audacy.com/thebetbaltimore</a>
WLIF(FM)	<a href="https://www.audacy.com/todays1019">https://www.audacy.com/todays1019</a>
WWMX(FM)	<a href="https://www.audacy.com/mix1065baltimore">https://www.audacy.com/mix1065baltimore</a>

### **Question 2(b)(iii): Hire Dates and Vacancy Notices**

Each full-time hire for the Employment Unit is listed on the Employment Unit's EEO public file reports, pursuant to Section 73.2080(c)(5)(vi). The dates of hire for those vacancies are included at Exhibit B. If multiple hire dates are listed for a vacancy, then there were multiple vacancies filled using the same vacancy notice and pool of interviewees.

It is the Employment Unit's policy to send out a notice to its list of recruitment sources each time a new vacancy is created. A list of sources is included with the EEO public file reports attached at Exhibit A. When a job requisition is approved by the appropriate manager, the Employment Unit's job tracking database automatically sends the vacancy notice to Indeed, Glassdoor, Monster, Recruit.net, LinkedIn, and DirectEmployers. DirectEmployers then further distributes those notices to its Job Syndication Alliance, which includes over 150 outreach organizations. Copies of job vacancy announcements are included at Exhibit C. It is the Employment Unit's practice to retain copies of all notices sent to all sources used.

No organizations contacted the Employment Unit directly to request job openings, pursuant to Section 73.2080(c)(1)(ii).

### **Question 2(b)(iv): Interviewees**

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above noted EEO public files and in accordance with Section 73.2080(c)(5)(v) are included at Exhibit B.

**Question 2(b)(v): Supplemental Recruitment Initiatives**

The number of initiatives performed by the Employment Unit during the reporting period exceeds the requirement pursuant to Sections 73.2080(c)(2) and (e)(3).

Documentation demonstrating performance of certain of the completed initiatives pursuant to Section 73.2080(c)(2) including specified Unit personnel involved in the recruitment initiatives is included at Exhibit D.

The Employment Unit has 49 full-time employees. The population of the market in which the Employment Unit operates is greater than 250,000. The Employment Unit is required to perform four recruitment initiatives within each two year period.

**Question 2(b)(vi): Discrimination Complaints**

Licensee is not aware of any pending or resolved complaints alleging unlawful discrimination in the employment practices of the Employment Unit that have been filed before any federal, state or local governmental body during the Stations' current license term.

**Question 2(b)(vii): General EEO Program Requirements**

The management of the Employment Unit actively works to ensure effective implementation and enforcement of its equal opportunity and nondiscrimination practices and policy. The SVP/Market Manager for the Employment Unit is ultimately responsible for ensuring that the Employment Unit is implementing its EEO program. The SVP/Market Manager works with Licensee's corporate parent's Human Resources ("HR") and Talent Acquisition ("TA") teams, to ensure that vacancy notices are widely disseminated. The TA team, with oversight from HR, is responsible for preparing the Unit's annual EEO public file report. In addition, all managers are required to follow Licensee's EEO program.

Pursuant to Section 73.2080(b), the Employment Unit uses a variety of methods to inform both current employees and job applicants of its EEO policies. Employees are notified of all job vacancies and are encouraged to refer candidates. The Employment Unit informs applicants of the EEO policy immediately by including a description of its nondiscrimination policy on the cover of each application for employment. All of the Employment Unit's printed advertisements and on-air announcements regarding job vacancies state that it is an Equal Opportunity Employer. The EEO policy is also posted at the Employment Unit's office for applicants and employees to read. Additionally, through the Company's Anti-Harassment – Matter of Respect Training which is conducted online every other year, employees are reminded of the EEO policy.

**Questions 2(b)(viii): Employment Unit Self-Assessment**

The Employment Unit conducts evaluations of its EEO recruitment program, pursuant to Section 73.2080(c)(3), to ensure its outreach efforts are reaching all segments of the communities served by the Employment Unit. The Employment Unit conducts these evaluations

annually at the time its EEO Public File Report is placed in the public file. Representatives of the Employment Unit work with staff from Licensee's corporate parent to review and analyze recruitment data and the recruitment source list to assess the effectiveness of the Employment Unit's recruitment sources.

In 2020, Audacy engaged Broadcast1Source, a third party vendor that created a software service to help broadcasters comply with their EEO obligations. The use of this software not only helps to ensure timely distribution of all job notices, the recording of these notices and relevant outreach efforts, but it also assists Licensee's stations, including those in the Employment Unit, with the assessment of its EEO recruitment program.

If Licensee's assessment ever indicates that modifications would be necessary to ensure broad outreach, the Employment Unit will add new recruitment sources and delete ineffective recruitment sources. The Employment Unit will also increase its efforts to advise community organizations involved in assisting job applicants of its job vacancies and EEO policy and the Commission's outreach requirements.

#### **Questions 2(b)(ix): Employment Unit Self-Assessment**

In addition to regularly assessing its outreach efforts, the Employment Unit also annually analyzes the effectiveness of its EEO practices and policies to ensure that they do not have a discriminatory effect, pursuant to Section 73.2080(c)(4). Licensee, in conjunction with its corporate parent, reviews, examines and monitors employee compensation and employment practices. Through this examination, the salaries of all Audacy employees are compared to determine whether all employees were treated equally. If any salaries appear to be unusually high or low, an investigation will be initiated to determine the cause.

Licensee's corporate parent has also established procedures regarding the payment of benefits and the awarding of promotions to ensure that all employees are treated equally. All of the Employment Unit's non-union full-time employees are offered identical benefits, and the Employment Unit makes all selection and promotion decisions based solely on the skills, ability and experience of the applicant – race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state, or local law – are not considered.

There are no union agreements applicable to employees of the Employment Unit.

#### **Question 2(b)(x): Religious Broadcaster**

Not applicable. Licensee is not a religious broadcaster.



### **Questions 3 & 4: Time Brokerages**

The HD-2 channel of Station WJZ-FM is brokered by Bloomberg Communications, Inc. (“Bloomberg”) pursuant to a time brokerage agreement.<sup>2</sup> The HD-2 channel of WWMX is brokered by Urban One, Inc. pursuant to a time brokerage agreement. The HD-4 channel of WWMX is brokered by Hope Christian Church of Marlton, Inc. pursuant to a time brokerage agreement. In accordance with Section 3 of the EEO Audit Letter, a copy of the EEO Audit Letter was sent to each of the brokers.

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<sup>2</sup> Bloomberg also brokers Audacy station WDCH-FM, Bowie, MD (Facility ID No. 72177) (“WDCH”) under the same time brokerage agreement as WJZ-FM. Bloomberg has informed Audacy that it treats WDCH and WJZ-FM as a single employment unit. WDCH was selected for audit earlier this year and a copy of that response is included in the WJZ-FM public inspection file.

Should any questions arise regarding this information, please contact me at [laura.berman@audacy.com](mailto:laura.berman@audacy.com) or 202-571-6555.

Respectfully submitted,

A handwritten signature in blue ink, appearing to be 'LB' followed by a long horizontal stroke.

Laura Berman  
Vice President, Legal

Enclosures

I declare under penalty of perjury that, to the best of my knowledge, information, and belief, which includes information provided to me by others, the foregoing is true and correct.

*Stephanie Taylor*

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Stephanie Taylor  
Vice President, Human Resources

October 7, 2022

**EXHIBIT A**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2020 - May 31, 2021

**WJZ, WJZ-FM, WLIF, WWMX**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  1423 Clarkview Road, Suite 100, Baltimore, MD - 21209	<b><u>Contact Person/Title:</u></b>  Tracy Brandys SVP/Market Manager
<b><u>Telephone Number:</u></b>  410-825-1000	<b><u>E-Mail Address:</u></b>  tracy.brandys@audacy.com

## 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
Senior Accountant (Baltimore)	1-3, 5-12, 14-19, 21-24, 26, 28-32, 34, 36-37	37
Senior Accountant (Baltimore)	1-6, 8-17, 19-24, 26, 28-34, 37	37
On-Air Talent/Entercom Baltimore	1-3, 5, 9-12, 14-17, 19-24, 26-31, 33- 34, 36, 40	36
On-Air Talent/Entercom Baltimore	1-3, 5, 9-12, 14-17, 19-24, 26-31, 33- 34, 36, 40	36
Account Executive - Baltimore	1-3, 9-12, 14-17, 19-24, 26, 28-30, 33- 34, 36-40	36
Account Executive - Baltimore	1-3, 9-12, 14-17, 19-24, 26, 28-30, 33- 34, 36-40	36
Administrative Assistant - Entercom Baltimore	1-3, 9-12, 14-17, 19-24, 26, 28-30, 33- 37, 39	36
Digital Account Executive - Entercom Baltimore	1-3, 9-14, 16-17, 19-26, 28-30, 33-34, 36, 39	36
Digital Account Executive - Entercom Baltimore	1-3, 9-14, 16-17, 19-26, 28-30, 33-34, 36, 39	39
Account Executive - Baltimore	1-5, 9-12, 14-26, 28-30, 33-34, 36-37, 39	36
Account Executive - Baltimore	1-5, 9-12, 14-26, 28-30, 33-34, 36-37, 39	39

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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	AllAccess.com 24955 Pacific Coast Highway Malibu, California allaccess.com allaccess.com Manual Posting	N	4
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	3
3	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Dorothy Wigglesworth Manual Posting	N	0
4	Community College of Baltimore County 800 S.Rolling Road Catonsville, Maryland 21228 Phone : 443-840-2222 Url : <a href="http://collegecentral.com/ccbs">http://collegecentral.com/ccbs</a> Job Listings Manual Posting	N	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : <a href="http://collegecentral.com/coppin">http://collegecentral.com/coppin</a> Job/ Listings Manual Posting	N	0
6	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

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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>
7	Entercom On Air Announcements 1423 Clarkview Road Suite 100 Baltimore, Maryland 21209 Tom Cook Manual Posting	N	0
8	Facebook Listings facebook.com Baltimore, Maryland Ana Hall-Defoor Manual Posting	N	1
9	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
10	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
11	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
12	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	N	0
13	Howard Community College 10901 Little Patuxent Parkway Columbia, Maryland 21044 Phone : 443-518-4194 Url : <a href="http://howardcc.edu/hccjobemployer">http://howardcc.edu/hccjobemployer</a> Tony Swain Manual Posting	N	0

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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>
14	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
15	Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Ann Peters Manual Posting	N	0
16	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : info@jcsbaltimore.org Toya Jaffe	N	0
17	Johns Hopkins Baltimore, Maryland 21218 Email : recruit@jhu.edu Job Listings	N	0
18	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	2
19	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2692 Url : http://app.joinhandshake.com Mary DeManss Manual Posting	N	0
20	Maryland DC Delaware Broadcasters Association 804 E Edenton Street Raleigh, North Carolina 27601 Phone : 410-653-4122 Chip Weinman Manual Posting	N	0



**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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>
21	Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone : 301-362-9708 Url : <a href="http://mwejobs.maryland.gov">http://mwejobs.maryland.gov</a> Job/ Listings Manual Posting	N	0
22	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : <a href="mailto:jays@mdworks.com">jays@mdworks.com</a> Jay Stewart	N	0
23	McDaniel College 2 College Hill Westminster, Maryland 21157 Email : <a href="mailto:jambrose@mcdaniel.edu">jambrose@mcdaniel.edu</a> Josh Ambrose	N	0
24	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://morgan-csm.symplicity.com">http://morgan-csm.symplicity.com</a> Job Listings Manual Posting	N	0
25	NAACP of Baltimore 300 Lennox Avenue Baltimore, Maryland 21214 Phone : 410-321-1243 Email : <a href="mailto:naACP@naACP-bcountymd.org">naACP@naACP-bcountymd.org</a> Job Listings	N	0
26	Notre Dame of Maryland University 4701 N. Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Alan Jones Manual Posting	N	0

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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>
27	ramp247.com 24307 Magic Mountain Pkwy. Valencia, California Kevin Carter Manual Posting	N	0
28	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0
29	Stevenson University 10945 Boulevard Circle Owings Mills, Maryland 21117 Phone : 443-352-5314 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Matt Seiler Manual Posting	N	0
30	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
31	University of Maryland College Park, Maryland 20742 Url : <a href="http://umd-csm.symplicity.com">http://umd-csm.symplicity.com</a> Job Listings Manual Posting	N	0
32	University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Url : <a href="http://umbc-csm.symplicity.com">http://umbc-csm.symplicity.com</a> Job Listings Manual Posting	N	0

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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>
33	Washington College 300 Washington Avenue Chestertown, Maryland 21620 Phone : 410-778-2800 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
34	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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

**WJZ, WJZ-FM, WLIF, WWMX**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**b. Exemptions or Other Sources of Candidate Referral**

<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>
35	Current Employee	N	1
36	Employee Referral	N	13
37	Indeed.com	N	13
38	Job Board	N	1
39	Linked In	N	13
40	Non-Employee Referral	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>54</b>

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****III. RECRUITMENT INITIATIVES**

	<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	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Audacy Baltimore airs recruitment advertisements on all stations seeking applicants across all departments. Advertisements inform the Baltimore area of Audacy's EOE policy and invites all organizations to be part of our recruitment process.	6	EEO Coordinator Traffic Department Market Manager GSM
2	Ongoing Event	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment unit include a link to the Audacy Careers page which has information about all available careers in broadcasting.	2	EEO Coordinator Digital Department
3	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 organization that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include 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	EEO Coordinator
4	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed on Audacy career sites, including position title, station and reference number.	1	Business Administrator
5	9/25/2020	Provision of training to management	All employees of Audacy were required to participate in an Anti-Harassment 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.	65	Market Manager General Sales Managers Brand Managers All FT & PT Staff
6	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****III. RECRUITMENT INITIATIVES**

	<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>
7	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
8	12/10/2020	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 discrimination in the workplace.	66	Market Manager General Sales Managers Brand Managers All FT & PT Staff

**WJZ, WJZ-FM, WLIF, WWMX**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<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>
9	4/15/2021	Participation in events sponsored by community groups	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
10	4/28/2021	Participation in Job Fairs	Brand Manager participated in Towson University's Arts Career Expo which was held virtually. He spoke with students about careers in audio platforms and afterwards, spoke to event organizer about assisting students in the future. He also met with several students one on one after the event to speak more in depth about careers in broadcasting and offered advice on moving forward with their career path.	1	Brand Manager
11	5/20/2021	Hosting of Job Fair	Audacy Baltimore hosted a Virtual Career Fair. Participants were invited to sign up via on-air announcements and social media. Managers explained the various career opportunities currently available, including the skills needed and training opportunities that are available.	2	Brand Manager Brand Manager

**EXHIBIT B**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2020 - May 31, 2021



**Interview Recruitment Source Report****Date:** 10/4/2022**From:** Baltimore,MD**Page:** 1/5**Interview Recruitment Source Report from 6/1/2020 - 5/31/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 82295

Job Title: Senior Accountant (Baltimore)

Job Opening Period: 4/7/2020 - 7/6/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	5/12/2020	No		Indeed.com
Candidate	5/12/2020	No		Indeed.com
Candidate	5/4/2020	No		Employee Referral
Candidate	4/27/2020	No		Indeed.com
Candidate	4/27/2020	No		Indeed.com
Candidate	4/27/2020	Yes	7/1/2020	<b>Indeed.com</b>
Candidate	4/24/2020	No		Indeed.com
Candidate	4/23/2020	No		Indeed.com

Job ID: 83677

Job Title: Senior Accountant (Baltimore)

Job Opening Period: 7/13/2020 - 10/11/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/20/2020	Yes	9/15/2020	<b>Indeed.com</b>
Candidate	8/18/2020	No		Facebook Listings facebook.com Baltimore, Maryland Fax: 1---Ana Hall-Defoor

Job ID: 83910

Job Title: On-Air Talent/Entercom Baltimore

Job Opening Period: 7/23/2020 - 9/8/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/1/2020	No		Non-Employee Referral
Candidate	7/31/2020	No		Employee Referral

**Interview Recruitment Source Report****Date:** 10/4/2022**From:** Baltimore,MD**Page:** 2/5**Interview Recruitment Source Report from 6/1/2020 - 5/31/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 83910

Job Title: On-Air Talent/Entercom Baltimore

Job Opening Period: 7/23/2020 - 9/8/2020

<b>Interviewee</b>	<b>Interview Date</b>	<b>Hire Status</b>	<b>Hire Date</b>	<b>Recruitment Source Referred By</b>
Candidate	7/31/2020	No		Employee Referral
Candidate	7/29/2020	No		Non-Employee Referral
Candidate	7/29/2020	No		AllAccess.com 24955 Pacific Coast Highway Malibu, California Fax: 1---allaccess.com allaccess.com
Candidate	7/28/2020	No		AllAccess.com 24955 Pacific Coast Highway Malibu, California Fax: 1---allaccess.com allaccess.com
Candidate	7/27/2020	Yes	9/8/2020	<b>Employee Referral</b>
Candidate	7/27/2020	Yes	9/8/2020	<b>Employee Referral</b>
Candidate	7/25/2020	No		AllAccess.com 24955 Pacific Coast Highway Malibu, California Fax: 1---allaccess.com allaccess.com
Candidate	7/24/2020	No		Employee Referral
Candidate	7/24/2020	No		AllAccess.com 24955 Pacific Coast Highway Malibu, California Fax: 1---allaccess.com allaccess.com

Job ID: 84170

Job Title: Account Executive - Baltimore

Job Opening Period: 8/3/2020 - 11/1/2020

<b>Interviewee</b>	<b>Interview Date</b>	<b>Hire Status</b>	<b>Hire Date</b>	<b>Recruitment Source Referred By</b>
Candidate	11/19/2020	Yes	11/30/2020	<b>Employee Referral</b>
Candidate	10/27/2020	No		Linked In
Candidate	10/23/2020	No		Linked In
Candidate	10/23/2020	No		Employee Referral

**Interview Recruitment Source Report****Date:** 10/4/2022**From:** Baltimore,MD**Page:** 3/5**Interview Recruitment Source Report from 6/1/2020 - 5/31/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 84170

Job Title: Account Executive - Baltimore

Job Opening Period: 8/3/2020 - 11/1/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	10/21/2020	No		Job Board
Candidate	10/21/2020	No		Linked In
Candidate	10/6/2020	No		Linked In
Candidate	10/1/2020	No		Indeed.com
Candidate	9/10/2020	No		Non-Employee Referral
Candidate	8/17/2020	Yes	9/14/2020	<b>Employee Referral</b>

Job ID: 84513

Job Title: Administrative Assistant - Entercom Baltimore

Job Opening Period: 8/21/2020 - 11/19/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	9/15/2020	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	9/15/2020	No		Current Employee
Candidate	9/15/2020	No		Linked In
Candidate	9/15/2020	No		Indeed.com
Candidate	9/15/2020	No		Indeed.com
Candidate	9/15/2020	Yes	9/28/2020	<b>Employee Referral</b>

**Interview Recruitment Source Report****Date:** 10/4/2022**From:** Baltimore,MD**Page:** 4/5**Interview Recruitment Source Report from 6/1/2020 - 5/31/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 85741

Job Title: Digital Account Executive - Entercom Baltimore

Job Opening Period: 10/20/2020 - 1/18/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	1/11/2021	No		Linked In
Candidate	1/11/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	1/8/2021	No		Linked In
Candidate	1/8/2021	No		Linked In
Candidate	1/8/2021	No		Linked In
Candidate	1/4/2021	Yes	1/25/2021	<b>Employee Referral</b>
Candidate	1/4/2021	Yes	2/1/2021	<b>Linked In</b>

Job ID: 87164

Job Title: Account Executive - Baltimore

Job Opening Period: 10/28/2020 - 1/26/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	2/8/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	2/8/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	2/8/2021	No		Indeed.com
Candidate	1/20/2021	No		Linked In
Candidate	1/20/2021	No		Indeed.com
Candidate	1/20/2021	Yes	4/5/2021	<b>Linked In</b>
Candidate	1/20/2021	No		Linked In

**Interview Recruitment Source Report from 6/1/2020 - 5/31/2021**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 87164

Job Title: Account Executive - Baltimore

Job Opening Period: 10/28/2020 - 1/26/2021

<b>Interviewee</b>	<b>Interview Date</b>	<b>Hire Status</b>	<b>Hire Date</b>	<b>Recruitment Source Referred By</b>
Candidate	1/20/2021	No		Employee Referral
Candidate	1/20/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	12/15/2020	Yes	3/8/2021	<b>Employee Referral</b>

**EXHIBIT C**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2020 - May 31, 2021

**Job Notification details between 6/1/2020 to 5/31/2021****Account Executive - Baltimore (Broadcast1Source tracking number 87164)****No. of Agencies were used:** 27

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 10/28/2020**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** Account Executive - Baltimore**Experience:****Requirements:**

\* Experience in Sales, Sales Marketing, Account Management or Digital Marketing. \* Bachelor's Degree preferred. \* Basic understanding of advertising and marketing including digital, audio and interactive. \* A creative mind to put together unique campaigns focused on solving client needs. \* Proficiency in MS Office programs including Word, Outlook, Excel and PowerPoint. \* A positive attitude and desire to continuously grow your income. \* Detail oriented. \* Organized. \* Self-motivated with the ability to work independently and collaboratively. \* A valid drivers license, satisfactory completion of a motor vehicle record check and, if the position requires use of applicant's vehicle, proof of insurance is required.

**Description:**

**Job Notification details between 6/1/2020 to 5/31/2021**

Are you interested in a career path that would enable you to help businesses achieve their marketing objectives and revenue goals? Are you looking for a company that shares your values and will invest in your future? Entercom Baltimore is looking for Account Executives to join its Media Sales Team! Entercom Baltimore is the #1 entertainment and media company in Baltimore and we dominate the airwaves with our iconic brands: WJZ-FM/105.7 The Fan is the Flagship home to Baltimore Orioles Baseball and Maryland Terrapin Sports; Baltimore's favorite Hot AC, WWMX-FM/Mix 106.5; legendary AC, WLIF-FM/Today's 101.9; and home for National Sports News, 1300AM CBS Sports Radio. Add to this our diverse portfolio of digital assets and killer events, and you will become a vital piece of the puzzle for your client's marketing needs. As an Account Executive, you help companies solve their marketing objectives by providing integrated marketing solutions. In your role as a trusted media partner, you will assist businesses by educating and navigating them through a complex media marketing environment, helping them reach their target audiences and drive business to them. If this describes you, we want to hear from you! \* You are confident, persistent and know how to overcome objections. \* You are digitally savvy and interested in the media industry. \* You are articulate and have good presentation skills. \* You are a self-starter and have the ability to work independently. \* You are inherently curious, seeking out details. \* You are organized; prioritizing and setting plans to reach your goals is your strong suit. \* You know how to build and maintain strong relationships. \* You are a problem solver and creative thinker. \* Not only can you adapt, but you thrive in a fast paced, quota driven environment. Why you will want to join our team: \* We offer a personalized training plan working off of your core strengths. Our seasoned sales managers will guide and assess your progress via weekly meetings and in the training. \* Beyond quota attainment \* We give our sales team the resources and support they need to be successful and earn a great income. Responsibilities Include, but are not limited to: \* Build strong relationships with advertisers to ensure their success and repeat business. \* Proactively prospect and develop new business by using all of our advertising and marketing assets. \* Create marketing campaigns and strategically sell to local and regional decision makers. \* Close business and oversee the execution of the marketing campaign and exceed client expectations. \* Provide exceptional customer service. \* Achieve sales objectives and goals. \* Continuously build your knowledge of industry trends, opportunities and innovations.

**Additional Information:**

Entercom Communications Corp. (NYSE: ETM) is a leading audio and entertainment company engaging over 170 million consumers each month through its iconic broadcast brands, expansive digital platform, premium podcast network and live events and experiences. With presence in every major U.S. market, and accessible on every device, Entercom delivers the industry's most compelling live and on-demand content and experiences from voices and influencers its communities trust and love. The company's robust portfolio of assets and integrated solutions offer advertisers today's most engaged audiences through targeted reach, brand amplification and local activation—all at national scale. Entercom is the unrivaled leader in local radio sports and news and the #1 creator of live, original local audio content in the U.S. Learn more at [www.entercom.com](http://www.entercom.com), Facebook and Twitter (@Entercom).

**Contact:**

To apply and upload your resume, visit <https://entercom.com/careers>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
1/11/2021	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
1/11/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
1/11/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
1/11/2021	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
1/11/2021	Howard University	No	Handshake Handshake	1--	By User/Other System
1/11/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
1/11/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
1/11/2021	Internal Job Postings	No	Ann Peters	1--	By User/Other System
1/11/2021	Washington College	No	Job Listings	1--	By User/Other System
1/11/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
1/11/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
1/11/2021	Towson University	No	Job Listings	1--	By User/Other System
1/11/2021	Morgan State University	No	Job Listings	1--	By User/Other System
1/11/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
1/11/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
1/11/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
1/11/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
1/11/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
1/11/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
1/11/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
1/11/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
1/11/2021	Coppin State University	No	Job/ Listings	1--	By User/Other System
1/11/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
1/11/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
1/11/2021	Community College of Baltimore County	No	Job Listings	1--	By User/Other System
1/11/2021	Entercom Communications	No	Careers Page	1--	By User/Other System

**Job Notification Details Report****Date:** 8/25/2022**From:** Baltimore,MD**Page:** 4/22**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
1/11/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

**Job Notification details between 6/1/2020 to 5/31/2021****Digital Account Executive - Entercom Baltimore (Broadcast1Source tracking number 85741)****No. of Agencies were used:** 24

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 10/20/2020**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** Digital Account Executive - Entercom Baltimore**Experience:****Requirements:**

\* Minimum of 1 year Digital Sales or account management experience \* Proven track record of knowledge of online sales offerings \* Technically savvy and proficient with sophisticated digital advertising programs delivery methodologies \* The ability to sell a comprehensive marketing solution including multiple products \* Exceptional communication skills \* Ability to multi-task, meet deadlines, and thrive in a fast-paced, deadline oriented environment \* Ability to attend numerous client meetings across the Baltimore area \* A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance is required.

**Description:**

Entercom is looking for an individual who can help drive Digital revenue. This individual will work closely with the Entercom's Digital Sales Manager and Digital Sales Specialists to develop and close new business for our Local Digital Media network including local station websites, streaming service Radio.com, podcast network Play.it, event discovery business Eventful, mobile apps and social media outreach. Ideal candidates will have a proven track record in Digital sales and marketing and are able to aggressively pursue and close new business and revenue streams. Candidates are expected to collaborate closely with our Digital Sales Specialists in the field to develop and present custom solutions to acquire, manage and onboard new clients. Description: \* Identify ideal prospects and secure appointments for presentations \* Conduct face to face customer presentations \* Create custom proposals \* Coordinate all aspects of campaign from start to finish \* Upsell and cross-sell existing accounts

**Additional Information:**

Entercom Communications Corp. (NYSE: ETM) is a leading American media and entertainment company reaching and engaging over 100 million people each week through its premier collection of highly rated, award winning radio stations, digital platforms and live events. As one of the country's two largest radio broadcasters, Entercom offers integrated marketing solutions and delivers the power of local connection on a national scale with coverage of close to 90% of persons 12+ in the top 50 markets. Entercom is the #1 creator of live, original, local audio content and the nation's unrivaled leader in news and sports radio. Learn more about Philadelphia-based Entercom at [1] [www.entercom.com](http://www.entercom.com), Facebook and Twitter (@Entercom).ReferencesVisible links1. <http://www.entercom.com/>

**Job Notification details between 6/1/2020 to 5/31/2021****Contact:**

To apply and upload your resume, visit <https://entercom.com/careers>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

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<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
1/8/2021	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
1/8/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
1/8/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
1/8/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
1/8/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
1/8/2021	Howard University	No	Handshake Handshake	1--	By User/Other System
1/8/2021	Washington College	No	Job Listings	1--	By User/Other System
1/8/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
1/8/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
1/8/2021	Towson University	No	Job Listings	1--	By User/Other System
1/8/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
1/8/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
1/8/2021	Morgan State University	No	Job Listings	1--	By User/Other System
1/8/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
1/8/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
1/8/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
1/8/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
1/8/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
1/8/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
1/8/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org

**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
1/8/2021	Howard Community College	No	Tony Swain	1--	By User/Other System
1/8/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
1/8/2021	Entercom Communications	No	Careers Page	1--	By User/Other System
1/8/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

## **Job Notification details between 6/1/2020 to 5/31/2021**

### **Administrative Assistant - Entercom Baltimore (Broadcast1Source tracking number 84513)**

**No. of Agencies were used:** 23

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

#### **All recruiting agencies listed in the report below**

**Sent On:** 08/21/2020

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** ann.peters@audacy.com

**Title:** Administrative Assistant - Entercom Baltimore

#### **Experience:**

#### **Requirements:**

REQUIRED: \* Minimum of one year's experience as an Administrative Assistant or other relevant administrative support role. \* In-depth knowledge of Microsoft Office Suite, especially Microsoft Office, Powerpoint and Excel is required \* Trustworthy and able to maintain private and confidential information. \* Ability to organize and prioritize daily workload. \* Must be able to meet deadlines in a fast paced, quickly changing environment. \* Have a pro-active approach to problem-solving with strong decision making skills. \* Excellent verbal and written communication skills. \* Must have a valid driver's license and, if a personal vehicle is required, insurance.

#### **Description:**

Entercom Baltimore is looking for an energetic and detail oriented Administrative Assistant to support our executive and operations team. You will manage mostly business related tasks for the team such as creating reports, taking meeting minutes and other organizational tasks. The ideal candidate will have a detailed understanding of Microsoft Office Suite, must be able to work with private and confidential information and is a problem solver with a positive attitude. Responsibilities include, but are not limited to: \* EEO hiring process including posting positions on all outreach sites, completing internal paperwork and finalizing reports with our Operations Manager. \* Assisting with our market events including securing venues, coordination with our event management company on all details, developing revenue and pending reports for each event as all overseeing event P&L. \* Work with Program and Promotions Directors to ensure that all event/program elements are outlined in an organized timeline and manage timeline deliverables with sales staff and clients. \* Assist Local Account Executives with client proposal creation, management of campaign details, recap preparation and other day to day tasks. \* Front desk back-up including answering phones and prize distribution to listeners. \* Provide general administrative support. \* Other duties as assigned by management.

#### **Additional Information:**

Entercom Communications Corp. (NYSE: ETM) is a leading American media and entertainment company reaching and engaging over 170 million people each month through its premier collection of highly rated, award winning radio stations, digital platforms and live events. As one of the country's two largest radio broadcasters, Entercom offers integrated marketing solutions and delivers the power of local connection on a national scale with coverage of close to 90% of persons 12+ in the top 50 markets. Entercom is the #1 creator of live, original, local audio content and the

**Job Notification details between 6/1/2020 to 5/31/2021**

nation's unrivaled leader in news and sports radio. Learn more about Philadelphia-based Entercom at [1]  
[www.entercom.com](http://www.entercom.com), Facebook and Twitter (@Entercom).ReferencesVisible links1. <http://entercom.com/>

**Contact:**

To apply and upload your resume, visit <https://entercom.com/careers>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

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Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/27/2020	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
8/27/2020	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
8/27/2020	George Washington University	No	Handshake Handshake	1--	By User/Other System
8/27/2020	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
8/27/2020	Georgetown University	No	Handshake Handshake	1--	By User/Other System
8/27/2020	Howard University	No	Handshake Handshake	1--	By User/Other System
8/27/2020	Internal Job Postings	No	Ann Peters	1--	By User/Other System
8/27/2020	Washington College	No	Job Listings	1--	By User/Other System
8/27/2020	Towson University	No	Job Listings	1--	By User/Other System
8/27/2020	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
8/27/2020	Stevenson University	No	Matt Seiler	1--	By User/Other System
8/27/2020	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
8/27/2020	Morgan State University	No	Job Listings	1--	By User/Other System
8/27/2020	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
8/27/2020	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
8/27/2020	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
8/27/2020	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
8/27/2020	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
8/27/2020	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu

**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
8/27/2020	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
8/27/2020	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
8/27/2020	Entercom Communications	No	Careers Page	1--	By User/Other System
8/27/2020	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com



**Job Notification details between 6/1/2020 to 5/31/2021****Account Executive - Baltimore (Broadcast1Source tracking number 84170)****No. of Agencies were used:** 23

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/03/2020**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** Account Executive - Baltimore**Experience:****Requirements:**

\* Experience in Sales, Sales Marketing, Account Management or Digital Marketing. \* Bachelor's Degree preferred. \* Basic understanding of advertising and marketing including digital, audio and interactive. \* A creative mind to put together unique campaigns focused on solving client needs. \* Proficiency in MS Office programs including Word, Outlook, Excel and PowerPoint. \* A positive attitude and desire to continuously grow your income. \* Detail oriented. \* Organized. \* Self-motivated with the ability to work independently and collaboratively. \* A valid drivers license, insurance and a satisfactory completion of a motor vehicle record check is required.

**Description:**

**Job Notification details between 6/1/2020 to 5/31/2021**

Are you interested in a career path that would enable you to help businesses achieve their marketing objectives and revenue goals? Are you looking for a company that shares your values and will invest in your future? Entercom Baltimore is looking for Account Executives to join its Media Sales Team! Entercom Baltimore is the #1 entertainment and media company in Baltimore and we dominate the airwaves with our iconic brands: WJZ-FM/105.7 The Fan is the Flagship home to Baltimore Orioles Baseball and Maryland Terrapin Sports; Baltimore's favorite Hot AC, WWMX-FM/Mix 106.5; legendary AC, WLIF-FM/Today's 101.9; and home for National Sports News, 1300AM CBS Sports Radio. Add to this our diverse portfolio of digital assets and killer events, and you will become a vital piece of the puzzle for your client's marketing needs. As an Account Executive, you help companies solve their marketing objectives by providing integrated marketing solutions. In your role as a trusted media partner, you will assist businesses by educating and navigating them through a complex media marketing environment, helping them reach their target audiences and drive business to them. If this describes you, we want to hear from you! \* You are confident, persistent and know how to overcome objections. \* You are digitally savvy and interested in the media industry. \* You are articulate and have good presentation skills. \* You are a self-starter and have the ability to work independently. \* You are inherently curious, seeking out details. \* You are organized; prioritizing and setting plans to reach your goals is your strong suit. \* You know how to build and maintain strong relationships. \* You are a problem solver and creative thinker. \* Not only can you adapt, but you thrive in a fast paced, quota driven environment. Why you will want to join our team: \* We offer a personalized training plan working off of your core strengths. Our seasoned sales managers will guide and assess your progress via weekly meetings and in the training. \* Beyond quota attainment \* We give our sales team the resources and support they need to be successful and earn a great income. Responsibilities Include, but are not limited to: \* Build strong relationships with advertisers to ensure their success and repeat business. \* Proactively prospect and develop new business by using all of our advertising and marketing assets. \* Create marketing campaigns and strategically sell to local and regional decision makers. \* Close business and oversee the execution of the marketing campaign and exceed client expectations. \* Provide exceptional customer service. \* Achieve sales objectives and goals. \* Continuously build your knowledge of industry trends, opportunities and innovations.

**Additional Information:**

Entercom Communications Corp. (NYSE: ETM) is a leading American media and entertainment company reaching and engaging over 170 million people each month through its premier collection of highly rated, award winning radio stations, digital platforms and live events. As one of the country's two largest radio broadcasters, Entercom offers integrated marketing solutions and delivers the power of local connection on a national scale with coverage of close to 90% of persons 12+ in the top 50 markets. Entercom is the #1 creator of live, original, local audio content and the nation's unrivaled leader in news and sports radio. Learn more about Philadelphia-based Entercom at [1] [www.entercom.com](http://www.entercom.com), Facebook and Twitter (@Entercom).ReferencesVisible links1. <http://entercom.com/>

**Contact:**

To apply and upload your resume, visit <https://entercom.com/careers>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Ann Peters at [ann.peters@audacy.com](mailto:ann.peters@audacy.com)

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
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**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
8/10/2020	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
8/10/2020	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
8/10/2020	George Washington University	No	Handshake Handshake	1--	By User/Other System
8/10/2020	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
8/10/2020	Georgetown University	No	Handshake Handshake	1--	By User/Other System
8/10/2020	Howard University	No	Handshake Handshake	1--	By User/Other System
8/10/2020	Washington College	No	Job Listings	1--	By User/Other System
8/10/2020	Internal Job Postings	No	Ann Peters	1--	By User/Other System
8/10/2020	Towson University	No	Job Listings	1--	By User/Other System
8/10/2020	Stevenson University	No	Matt Seiler	1--	By User/Other System
8/10/2020	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
8/10/2020	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
8/10/2020	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
8/10/2020	Morgan State University	No	Job Listings	1--	By User/Other System
8/10/2020	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
8/10/2020	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
8/10/2020	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
8/10/2020	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
8/10/2020	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
8/10/2020	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
8/10/2020	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
8/10/2020	Entercom Communications	No	Careers Page	1--	By User/Other System
8/10/2020	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

**Job Notification details between 6/1/2020 to 5/31/2021****On-Air Talent/Entercom Baltimore (Broadcast1Source tracking number 83910)****No. of Agencies were used:** 26

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 07/23/2020**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** On-Air Talent/Entercom Baltimore**Experience:****Requirements:**

Required: Must have a valid driver's license and, if a personal vehicle is required, insurance." Preferred: 1+ years on-air broadcast experience preferred; Excellent communication and voice skills; Knowledge of Wide Orbit, Audition, VoxPro and PromoSuite preferred but not required. Programming and imaging skills a plus, but not necessary. Should possess strong knowledge of FCC policies. If considered, you will be prompted to submit your audio MP3 of 3MB or less. Must be available to work weekends, holidays, etc. on regular basis.

**Description:**

Entercom Baltimore is looking for exceptional on-air talent with great web content and social media skills. If you are creative, compelling, talented, professional, energetic and understand how to deliver great radio in a PPM environment we want to hear from you. On-air experience is a plus. Primary duties and responsibilities include: Providing creative, entertaining and engaging on-air content while executing the station format. Ensuring that promotions and contests are executed properly. Perform music and commercial log checks during shifts. A proven track record in being able to write, voice and do commercial production. Strong organizational and communication skills. Making personal appearances at station events and remote broadcasts.

**Additional Information:**

Entercom Communications Corp. (NYSE: ETM) is a leading American media and entertainment company reaching and engaging over 100 million people each week through its premier collection of highly rated, award winning radio stations, digital platforms and live events. As one of the country's two largest radio broadcasters, Entercom offers integrated marketing solutions and delivers the power of local connection on a national scale with coverage of close to 90% of persons 12+ in the top 50 markets. Entercom is the #1 creator of live, original, local audio content and the nation's unrivaled leader in news and sports radio. Learn more about Philadelphia-based Entercom at [1] [www.entercom.com](http://www.entercom.com), Facebook and Twitter (@Entercom).ReferencesVisible links1. <http://www.entercom.com>

**Contact:**To apply and upload your resume, visit <https://entercom.com/careers>**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

**Job Notification details between 6/1/2020 to 5/31/2021**

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<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
7/24/2020	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
7/24/2020	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
7/24/2020	George Washington University	No	Handshake Handshake	1--	By User/Other System
7/24/2020	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
7/24/2020	Georgetown University	No	Handshake Handshake	1--	By User/Other System
7/24/2020	Howard University	No	Handshake Handshake	1--	By User/Other System
7/24/2020	ramp247.com	No	Kevin Carter	1--	By User/Other System
7/24/2020	Internal Job Postings	No	Ann Peters	1--	By User/Other System
7/24/2020	Washington College	No	Job Listings	1--	By User/Other System
7/24/2020	University of Maryland	No	Job Listings	1--	By User/Other System
7/24/2020	Towson University	No	Job Listings	1--	By User/Other System
7/24/2020	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
7/24/2020	Stevenson University	No	Matt Seiler	1--	By User/Other System
7/24/2020	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
7/24/2020	Morgan State University	No	Job Listings	1--	By User/Other System
7/24/2020	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
7/24/2020	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
7/24/2020	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
7/24/2020	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
7/24/2020	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
7/24/2020	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
7/24/2020	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
7/24/2020	Coppin State University	No	Job/ Listings	1--	By User/Other System
7/24/2020	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
7/24/2020	Entercom Communications	No	Careers Page	1--	By User/Other System

**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
7/24/2020	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

**Job Notification details between 6/1/2020 to 5/31/2021****Senior Accountant (Baltimore) (Broadcast1Source tracking number 83677)****No. of Agencies were used:** 30

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 07/13/2020**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** Senior Accountant (Baltimore)**Experience:****Requirements:**

Specialized Knowledge/Skills/Abilities \* Accounting Experience including: Accounts Receivable, Accounts Payable, General Ledger \* Experience in Payroll management \* Ability to adhere to strict confidentiality requirements. \* Strong analytical skills. \* Demonstrated competency with all Microsoft Office software, including Microsoft Excel (formulas, pivot tables, etc.) \* Experience working with a unionized workforce highly desirable. \* Interpersonal Savvy- relates well with all people. \* Experience with Human Resources practices and processes. \* Builds rapport and effective relations, and uses diplomacy and tact. \* Approachability- is easy to approach and talk to; is a good listener. \* Action Oriented- enjoys working hard, and is action oriented. \* Problem solving & decision making- uses logic and methods to solve difficult problems, finds sources for input, makes good decisions based upon a mixture of analysis, wisdom, experience, and judgment. \* Planning/organizing- prioritizes and plans work activities, uses time efficiently and develops realistic action plans. \* Developing self & others- confident and assertive when providing coaching, guidance or direction. Education/Experience: Bachelor's degree preferred, plus 3-5 years in an Accounting/Finance capacity. Human Resources experience a plus. Training/Equipment: Proficient in Microsoft Office desktop applications; Excellent database & spreadsheet skills. Wide Orbit, Concur, Avature, Ultipro experience a plus. Work Environment/Mental/Physical Requirements: Fast paced, dynamic environment with deadline pressures. Position will require day-to-day multi-tasking, and well as managing multiple projects simultaneously with frequent change in direction and priority. Frequently handles sensitive and confidential material. Must demonstrate 100% confidentiality on all manners. NOTE: This job description contains the basic requirements for the position and is NOT intended to be a complete list of responsibilities; other duties may be assigned

**Description:**

**Job Notification details between 6/1/2020 to 5/31/2021**

The Senior Accountant will plan, direct, coordinate or liaise one or more administrative services of the business unit, supporting the Finance and HR departments, maintaining records and information management, reports and accounts payable, employee relations and other office support services. This is a new position and reports to the local Market Manager with a dotted line relationship to the Regional Controller. Principal Duties & Responsibilities Include: \* General Ledger/Monthly close, reconciliation and journal entries \* Management of Payroll \* Accounts Receivable/Payable \* Forecasts, Prepare and review operational reports \* Assist Regional Controller with annual Budget and monthly \* Interfaces with shared services, the governance team, HR and Corporate as needed. \* Assist management with basic employee relations matters. Partner closely with Region HR team to escalate more serious issues. \* Act as the primary point of contact for Human Resources matters for your location. Including but not limited to Employee Relations, on-boarding, terminations, record keeping, file maintenance. \* Maintain employee HR files and assist with open enrollment, benefits, and exception handling tasks. \* Administer employment processes: onboarding/orientation and management of payroll. \* Assist management with basic employee relations matters.

**Additional Information:**

Entercom Communications Corp. (NYSE: ETM) is a leading American media and entertainment company reaching and engaging over 170 million people each month through its premier collection of highly rated, award winning radio stations, digital platforms and live events. As one of the country's two largest radio broadcasters, Entercom offers integrated marketing solutions and delivers the power of local connection on a national scale with coverage of close to 90% of persons 12+ in the top 50 markets. Entercom is the #1 creator of live, original, local audio content and the nation's unrivaled leader in news and sports radio. Learn more about Philadelphia-based Entercom at [1] [www.entercom.com](http://www.entercom.com), Facebook and Twitter (@Entercom).ReferencesVisible links1. <http://www.entercom.com/>

**Contact:**

To apply and upload your resume, visit <https://entercom.com/careers>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/16/2020	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
7/16/2020	George Washington University	No	Handshake Handshake	1--	By User/Other System
7/16/2020	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
7/16/2020	Georgetown University	No	Handshake Handshake	1--	By User/Other System
7/16/2020	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
7/16/2020	Facebook Listings	No	Ana Hall-Defoor	1--	By User/Other System
7/16/2020	Howard University	No	Handshake Handshake	1--	By User/Other System
7/16/2020	Internal Job Postings	No	Ann Peters	1--	By User/Other System



**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
7/16/2020	Washington College	No	Job Listings	1--	By User/Other System
7/16/2020	University of Maryland Baltimore County	No	Job Listings	1--	By User/Other System
7/16/2020	Towson University	No	Job Listings	1--	By User/Other System
7/16/2020	University of Maryland	No	Job Listings	1--	By User/Other System
7/16/2020	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
7/16/2020	Stevenson University	No	Matt Seiler	1--	By User/Other System
7/16/2020	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
7/16/2020	Morgan State University	No	Job Listings	1--	By User/Other System
7/16/2020	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
7/16/2020	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
7/16/2020	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
7/16/2020	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
7/16/2020	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
7/16/2020	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
7/16/2020	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
7/16/2020	Howard Community College	No	Tony Swain	1--	By User/Other System
7/16/2020	Coppin State University	No	Job/ Listings	1--	By User/Other System
7/16/2020	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
7/16/2020	Community College of Baltimore County	No	Job Listings	1--	By User/Other System
7/16/2020	Entercom Communications	No	Careers Page	1--	By User/Other System
7/16/2020	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
7/16/2020	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

**Job Notification details between 6/1/2020 to 5/31/2021****Senior Accountant (Baltimore) (Broadcast1Source tracking number 82295)****No. of Agencies were used:** 28

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 04/07/2020**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** Senior Accountant (Baltimore)**Experience:****Requirements:**

Specialized Knowledge/Skills/Abilities \* Accounting Experience including: Accounts Receivable, Accounts Payable, General Ledger \* Experience in Payroll management \* Ability to adhere to strict confidentiality requirements. \* Strong analytical skills. \* Demonstrated competency with all Microsoft Office software, including Microsoft Excel (formulas, pivot tables, etc.) \* Experience working with a unionized workforce highly desirable. \* Interpersonal Savvy- relates well with all people. \* Experience with Human Resources practices and processes. \* Builds rapport and effective relations, and uses diplomacy and tact. \* Approachability- is easy to approach and talk to; is a good listener. \* Action Oriented- enjoys working hard, and is action oriented. \* Problem solving & decision making- uses logic and methods to solve difficult problems, finds sources for input, makes good decisions based upon a mixture of analysis, wisdom, experience, and judgment. \* Planning/organizing- prioritizes and plans work activities, uses time efficiently and develops realistic action plans. \* Developing self & others- confident and assertive when providing coaching, guidance or direction. Education/Experience: Bachelor's degree preferred, plus 3-5 years in an Accounting/Finance capacity. Human Resources experience a plus. Training/Equipment: Proficient in Microsoft Office desktop applications; Excellent database & spreadsheet skills. Wide Orbit, Concur, Avature, Ultipro experience a plus. Work Environment/Mental/Physical Requirements: Fast paced, dynamic environment with deadline pressures. Position will require day-to-day multi-tasking, and well as managing multiple projects simultaneously with frequent change in direction and priority. Frequently handles sensitive and confidential material. Must demonstrate 100% confidentiality on all manners. NOTE: This job description contains the basic requirements for the position and is NOT intended to be a complete list of responsibilities; other duties may be assigned

**Description:**

**Job Notification details between 6/1/2020 to 5/31/2021**

The Senior Accountant will plan, direct, coordinate or liaise one or more administrative services of the business unit, supporting the Finance and HR departments, maintaining records and information management, reports and accounts payable, employee relations and other office support services. This is a new position and reports to the local Market Manager with a dotted line relationship to the Regional Controller. Principal Duties & Responsibilities Include: \* General Ledger/Monthly close, reconciliation and journal entries \* Management of Payroll \* Accounts Receivable/Payable \* Forecasts, Prepare and review operational reports \* Assist Regional Controller with annual Budget and monthly \* Interfaces with shared services, the governance team, HR and Corporate as needed. \* Assist management with basic employee relations matters. Partner closely with Region HR team to escalate more serious issues. \* Act as the primary point of contact for Human Resources matters for your location. Including but not limited to Employee Relations, on-boarding, terminations, record keeping, file maintenance. \* Maintain employee HR files and assist with open enrollment, benefits, and exception handling tasks. \* Administer employment processes: onboarding/orientation and management of payroll. \* Assist management with basic employee relations matters.

**Additional Information:**

Entercom Communications Corp. (NYSE: ETM) is a leading American media and entertainment company reaching and engaging over 170 million people each month through its premier collection of highly rated, award winning radio stations, digital platforms and live events. As one of the country's two largest radio broadcasters, Entercom offers integrated marketing solutions and delivers the power of local connection on a national scale with coverage of close to 90% of persons 12+ in the top 50 markets. Entercom is the #1 creator of live, original, local audio content and the nation's unrivaled leader in news and sports radio. Learn more about Philadelphia-based Entercom at [1] [www.entercom.com](http://www.entercom.com), Facebook and Twitter (@Entercom).ReferencesVisible links1. <http://entercom.com/>

**Contact:**

To apply and upload your resume, visit <https://entercom.com/careers>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
4/8/2020	University of Maryland Baltimore County	No	Job Listings	1--	By User/Other System
4/8/2020	Towson University	No	Job Listings	1--	By User/Other System
4/8/2020	University of Maryland	No	Job Listings	1--	By User/Other System
4/8/2020	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
4/8/2020	Stevenson University	No	Matt Seiler	1--	By User/Other System
4/8/2020	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
4/8/2020	Morgan State University	No	Job Listings	1--	By User/Other System
4/8/2020	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu

**Job Notification details between 6/1/2020 to 5/31/2021**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
4/8/2020	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
4/8/2020	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
4/8/2020	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
4/8/2020	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
4/8/2020	Coppin State University	No	Job/ Listings	1--	By User/Other System
4/8/2020	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
4/8/2020	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
4/8/2020	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
4/8/2020	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com
4/8/2020	Entercom Communications	No	Careers Page	1--	By User/Other System
4/7/2020	Entercom On Air Announcements	No	Tom Cook	1--	By User/Other System
4/7/2020	Georgetown University	No	Handshake Handshake	1--	By User/Other System
4/7/2020	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
4/7/2020	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
4/7/2020	Howard University	No	Handshake Handshake	1--	By User/Other System
4/7/2020	George Washington University	No	Handshake Handshake	1--	By User/Other System
4/7/2020	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
4/7/2020	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
4/7/2020	Facebook Listings	No	Ana Hall-Defoor	1--	By User/Other System
4/7/2020	Internal Job Postings	No	Ann Peters	1--	By User/Other System

**EXHIBIT D**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2020 - May 31, 2021

**From:** Baltimore,MD

Page:1/4

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	Ongoing Event	Participation in other activities designed by the station employment unit	6	Ann Peters Linda Preston Tracy Brandys Kevin Friedman	No No Yes Yes	1.00
<b>Description:</b> Once a week, Audacy Baltimore airs recruitment advertisements on all stations seeking applicants across all departments. Advertisements inform the Baltimore area of Audacy's EOE policy and invites all organizations to be part of our recruitment process.						
<b>Scope of Participation:</b> All traffic personnel are required to make sure orders run as aired, under supervision of market manager and GSM						
2	Ongoing Event	Participation in other activities designed by the station employment unit	2	Ann Peters	No	1.00
<b>Description:</b> The websites for each of the stations in the Employment unit include a link to the Audacy Careers page which has information about all available careers in broadcasting.						
<b>Scope of Participation:</b> Link goes directly to Audacy Careers						
3	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	1	Ann Peters	No	1.00
<b>Description:</b> Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organization that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include 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.						
<b>Scope of Participation:</b> Job bank participation						
4	Ongoing Event	Participation in other activities designed by the station employment unit	1			1.00
<b>Description:</b>						

**From:** Baltimore,MD

Page2/4

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		Internal email publishing the current open positions listed on Audacy career sites, including position title, station and reference number. <b>Scope of Participation:</b> Internal emails alerting staff to openings				
5	09/25/2020	Provision of training to management	65	Tracy Brandys	No	1.00
		<b>Description:</b> All employees of Audacy were required to participate in an Anti-Harassment 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. <b>Scope of Participation:</b> All staff took training				
6	09/30/2020	Co Sponsoring Job Fair	4	Jennifer Valenti-Smith Melissa Cartwright-Swanzy Paul Diaz Carina De Santiago	Yes Yes No No	1.00
		<b>Description:</b> Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide. <b>Scope of Participation:</b> Entercom representatives shared information on careers in broadcasting in addition to recruiting for open positions within Entercom.				
7	Ongoing Event	Participation in other activities designed by the station employment unit	48	David Fields Rick Caffey Jennifer Valenti-Smith	Yes Yes No	1.00
		<b>Description:</b> Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual “Dinner and Learn” sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level,				

## Outreach Initiatives Details

From: Baltimore,MD

Date 8/25/2022

Page 3/4

### Outreach Initiatives Details between 6/1/2020 to 5/31/2021

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.				
		Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.				
		<b>Scope of Participation:</b>				
		Created partnerships with HBCUs (Historical Black Colleges and Universities) to provide curriculum and education to students and alumni on the radio industry.				
8	12/10/2020	Provision of training to management	66	Tracy Brandys	No	1.00
		<b>Description:</b>				
		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 discrimination in the workplace.				
		<b>Scope of Participation:</b>				
		All staff required to complete training				
9	04/15/2021	Participation in events sponsored by organizations representing the community	1	Sabrina Manno	Yes	.25
		<b>Description:</b>				
		Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.				
		<b>Scope of Participation:</b>				
		Sabrina was an attendee at this conference to become educated on best practices and strategy for attracting and hiring veterans in the workplace.				
10	04/28/2021	Participation in Job Fairs	1	Chuck Sapienza	Yes	.25
		<b>Description:</b>				
		Brand Manager participated in Towson University's Arts Career Expo which was held virtually. He spoke with students about careers in audio platforms and afterwards, spoke to event organizer about assisting students in the future. He also met with several students one on one after the event to speak more in depth about careers in broadcasting and offered advice on moving forward with their career path.				
		<b>Scope of Participation:</b>				



## Outreach Initiatives Details

From: Baltimore,MD

Date 8/25/2022

Page 4/4

### Outreach Initiatives Details between 6/1/2020 to 5/31/2021

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		Met with several students over multiple on-line sessions.				
11	05/20/2021	Hosting of Job Fair	2	Tom Cook Greg Carpenter	Yes Yes	1.00

#### Description:

Audacy Baltimore hosted a Virtual Career Fair. Participants were invited to sign up via on-air announcements and social media. Managers explained the various career opportunities currently available, including the skills needed and training opportunities that are available.

#### Scope of Participation:

Brand Managers hosted the virtual career fair to give insight to on-air, production, promotion and sales opportunities that are available.

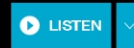
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Total Points: 9.50

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ON AIR KRAMER & JESS EVENTS CONTESTS NEWS CONNECT

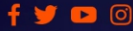


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**COPY FOR ON-AIR NOTIFICATION TO  
POTENTIAL EEO RECRUITMENT SOURCES  
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Station WWMX-FM, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local Community Organizations in referring qualified applicants to our station. Community organizations that wish to receive our vacancy information should contact Ann Peters at Station WWMX-FM by calling 410-825-1000. In addition, all listeners are encouraged to visit [www.entercom.com/careers](http://www.entercom.com/careers) for an online listing of job openings at all Entercom stations.

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# CONTRACT



**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> WMXF4901 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WMMX</b>		<u>Original Date / Revision</u> 02/15/18 / 02/05/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Estimate #</u>	
<u>Product</u> <b>EEO Recruitment</b>		
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Broadcast	<u>Cash/Trade</u> Cash
<u>Property</u> <b>WMMX-FM</b>	<u>Account Executive</u> Baltimore House	<u>Sales Office</u> Baltimore Local
<u>Special Handling</u> Station Promo Orders - DNM		
<u>Demographic</u> Women 18-49		
	<u>Order Type</u> GENERAL	
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u> 4056520		<u>Advertiser Ref</u> 1070204

And:

**WMMX**  
**1423 Clarkview Rd Ste 100**  
**Baltimore, MD 21209-2190**

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
N 1	WMMX	03/26/18	12/30/18	6:00 AM-12:00 XM	6:00 AM-12:00 XM		:30			NM	40	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		03/26/18	04/01/18	MTWTFSS				1	\$0.00			
Week:		04/02/18	04/08/18	MTWTFSS				1	\$0.00			
Week:		04/09/18	04/15/18	MTWTFSS				1	\$0.00			
Week:		04/16/18	04/22/18	MTWTFSS				1	\$0.00			
Week:		04/23/18	04/29/18	MTWTFSS				1	\$0.00			
Week:		04/30/18	05/06/18	MTWTFSS				1	\$0.00			
Week:		05/07/18	05/13/18	MTWTFSS				1	\$0.00			
Week:		05/14/18	05/20/18	MTWTFSS				1	\$0.00			
Week:		05/21/18	05/27/18	MTWTFSS				1	\$0.00			
Week:		05/28/18	06/03/18	MTWTFSS				1	\$0.00			
Week:		06/04/18	06/10/18	MTWTFSS				1	\$0.00			
Week:		06/11/18	06/17/18	MTWTFSS				1	\$0.00			
Week:		06/18/18	06/24/18	MTWTFSS				1	\$0.00			
Week:		06/25/18	07/01/18	MTWTFSS				1	\$0.00			
Week:		07/02/18	07/08/18	MTWTFSS				1	\$0.00			
Week:		07/09/18	07/15/18	MTWTFSS				1	\$0.00			
Week:		07/16/18	07/22/18	MTWTFSS				1	\$0.00			
Week:		07/23/18	07/29/18	MTWTFSS				1	\$0.00			
Week:		07/30/18	08/05/18	MTWTFSS				1	\$0.00			
Week:		08/06/18	08/12/18	MTWTFSS				1	\$0.00			
Week:		08/13/18	08/19/18	MTWTFSS				1	\$0.00			
Week:		08/20/18	08/26/18	MTWTFSS				1	\$0.00			
Week:		08/27/18	09/02/18	MTWTFSS				1	\$0.00			
Week:		09/03/18	09/09/18	MTWTFSS				1	\$0.00			
Week:		09/10/18	09/16/18	MTWTFSS				1	\$0.00			
Week:		09/17/18	09/23/18	MTWTFSS				1	\$0.00			
Week:		09/24/18	09/30/18	MTWTFSS				1	\$0.00			
Week:		10/01/18	10/07/18	MTWTFSS				1	\$0.00			
Week:		10/08/18	10/14/18	MTWTFSS				1	\$0.00			
Week:		10/15/18	10/21/18	MTWTFSS				1	\$0.00			
Week:		10/22/18	10/28/18	MTWTFSS				1	\$0.00			
Week:		10/29/18	11/04/18	MTWTFSS				1	\$0.00			
Week:		11/05/18	11/11/18	MTWTFSS				1	\$0.00			
Week:		11/12/18	11/18/18	MTWTFSS				1	\$0.00			

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.



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**(570) 846-2324**

<u>Contract / Revision</u> WMMX4901 /		<u>Alt Order #</u>
<u>Advertiser</u> WMMX		<u>Original Date / Revision</u> 02/15/18 / 02/05/20
<u>Contract Dates</u> 03/26/18 - 12/31/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.



**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> WMXF4901 /		<u>Alt Order #</u>
<u>Advertiser</u> WMMX		<u>Original Date / Revision</u> 02/15/18 / 02/05/20
<u>Contract Dates</u> 03/26/18 - 12/31/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> WMXF4901 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WMMX</b>		<u>Original Date / Revision</u> 02/15/18 / 02/05/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		12/07/20	12/13/20	MTWTFSS				1	\$0.00			
Week:		12/14/20	12/20/20	MTWTFSS				1	\$0.00			
Week:		12/21/20	12/27/20	MTWTFSS				1	\$0.00			
Week:		12/28/20	01/03/21	MTWTFSS				1	\$0.00			
Week:		01/04/21	01/10/21	MTWTFSS				1	\$0.00			
Week:		01/11/21	01/17/21	MTWTFSS				1	\$0.00			
Week:		01/18/21	01/24/21	MTWTFSS				1	\$0.00			
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Week:		02/01/21	02/07/21	MTWTFSS				1	\$0.00			
Week:		02/08/21	02/14/21	MTWTFSS				1	\$0.00			
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Week:		02/22/21	02/28/21	MTWTFSS				1	\$0.00			
Week:		03/01/21	03/07/21	MTWTFSS				1	\$0.00			
Week:		03/08/21	03/14/21	MTWTFSS				1	\$0.00			
Week:		03/15/21	03/21/21	MTWTFSS				1	\$0.00			
Week:		03/22/21	03/28/21	MTWTFSS				1	\$0.00			
Week:		03/29/21	04/04/21	MTWTFSS				1	\$0.00			
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Week:		04/12/21	04/18/21	MTWTFSS				1	\$0.00			
Week:		04/19/21	04/25/21	MTWTFSS				1	\$0.00			
Week:		04/26/21	05/02/21	MTWTFSS				1	\$0.00			
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Week:		05/31/21	06/06/21	MTWTFSS				1	\$0.00			
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Week:		07/05/21	07/11/21	MTWTFSS				1	\$0.00			
Week:		07/12/21	07/18/21	MTWTFSS				1	\$0.00			
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Week:		07/26/21	08/01/21	MTWTFSS				1	\$0.00			
Week:		08/02/21	08/08/21	MTWTFSS				1	\$0.00			
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Week:		10/04/21	10/10/21	MTWTFSS				1	\$0.00			
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Week:		11/01/21	11/07/21	MTWTFSS				1	\$0.00			
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Week:		12/13/21	12/19/21	MTWTFSS				1	\$0.00			
Week:		12/20/21	12/26/21	MTWTFSS				1	\$0.00			
Week:		12/27/21	01/02/22	MTWTFSS				1	\$0.00			
Week:		01/03/22	01/09/22	MTWTFSS				1	\$0.00			
Week:		01/10/22	01/16/22	MTWTFSS				1	\$0.00			
Week:		01/17/22	01/23/22	MTWTFSS				1	\$0.00			
Week:		01/24/22	01/30/22	MTWTFSS				1	\$0.00			
Week:		01/31/22	02/06/22	MTWTFSS				1	\$0.00			
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<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		12/19/22	12/25/22	MTWTFSS				1	\$0.00			
Week:		12/26/22	01/01/23	MTWTFS-				1	\$0.00			
Totals											244	\$0.00

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at [www.entercom.com](http://www.entercom.com).





**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> WMXF4901 /		<u>Alt Order #</u>
<u>Advertiser</u> WMMX		<u>Original Date / Revision</u> 02/15/18 / 02/05/20
<u>Contract Dates</u> 03/26/18 - 12/31/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

Time Period	# of Spots	Gross Amount	Net Amount
03/26/18 -04/29/18	5	\$0.00	\$0.00
04/30/18 -05/27/18	4	\$0.00	\$0.00
05/28/18 -06/24/18	4	\$0.00	\$0.00
06/25/18 -07/29/18	5	\$0.00	\$0.00
07/30/18 -08/26/18	4	\$0.00	\$0.00
08/27/18 -09/30/18	5	\$0.00	\$0.00
10/01/18 -10/28/18	4	\$0.00	\$0.00
10/29/18 -11/25/18	4	\$0.00	\$0.00
11/26/18 -12/30/18	5	\$0.00	\$0.00
12/31/18 -01/27/19	4	\$0.00	\$0.00
01/28/19 -02/24/19	4	\$0.00	\$0.00
02/25/19 -03/31/19	5	\$0.00	\$0.00
04/01/19 -04/28/19	4	\$0.00	\$0.00
04/29/19 -05/26/19	4	\$0.00	\$0.00
05/27/19 -06/30/19	5	\$0.00	\$0.00
07/01/19 -07/28/19	4	\$0.00	\$0.00
07/29/19 -08/25/19	4	\$0.00	\$0.00
08/26/19 -09/29/19	5	\$0.00	\$0.00
09/30/19 -10/27/19	4	\$0.00	\$0.00
10/28/19 -11/24/19	4	\$0.00	\$0.00
11/25/19 -12/29/19	5	\$0.00	\$0.00
01/27/20 -02/23/20	3	\$0.00	\$0.00
02/24/20 -03/29/20	5	\$0.00	\$0.00
03/30/20 -04/26/20	4	\$0.00	\$0.00
04/27/20 -05/31/20	5	\$0.00	\$0.00
06/01/20 -06/28/20	4	\$0.00	\$0.00
06/29/20 -07/26/20	4	\$0.00	\$0.00
07/27/20 -08/30/20	5	\$0.00	\$0.00
08/31/20 -09/27/20	4	\$0.00	\$0.00
09/28/20 -10/25/20	4	\$0.00	\$0.00
10/26/20 -11/29/20	5	\$0.00	\$0.00
11/30/20 -12/27/20	4	\$0.00	\$0.00
12/28/20 -01/31/21	5	\$0.00	\$0.00
02/01/21 -02/28/21	4	\$0.00	\$0.00
03/01/21 -03/28/21	4	\$0.00	\$0.00
03/29/21 -04/25/21	4	\$0.00	\$0.00
04/26/21 -05/30/21	5	\$0.00	\$0.00
05/31/21 -06/27/21	4	\$0.00	\$0.00
06/28/21 -07/25/21	4	\$0.00	\$0.00
07/26/21 -08/29/21	5	\$0.00	\$0.00
08/30/21 -09/26/21	4	\$0.00	\$0.00
09/27/21 -10/31/21	5	\$0.00	\$0.00
11/01/21 -11/28/21	4	\$0.00	\$0.00
11/29/21 -12/26/21	4	\$0.00	\$0.00
12/27/21 -01/30/22	5	\$0.00	\$0.00

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**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> WMXF4901 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WWMX</b>		<u>Original Date / Revision</u> 02/15/18 / 02/05/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

01/31/22 - 02/27/22	4	\$0.00	\$0.00
02/28/22 - 03/27/22	4	\$0.00	\$0.00
03/28/22 - 04/24/22	4	\$0.00	\$0.00
04/25/22 - 05/29/22	5	\$0.00	\$0.00
05/30/22 - 06/26/22	4	\$0.00	\$0.00
06/27/22 - 07/31/22	5	\$0.00	\$0.00
08/01/22 - 08/28/22	4	\$0.00	\$0.00
08/29/22 - 09/25/22	4	\$0.00	\$0.00
09/26/22 - 10/30/22	5	\$0.00	\$0.00
10/31/22 - 11/27/22	4	\$0.00	\$0.00
11/28/22 - 12/25/22	4	\$0.00	\$0.00
12/26/22 - 12/31/22	1	\$0.00	\$0.00
<b>Totals</b>	<b>244</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

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Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at [www.entercom.com](http://www.entercom.com).

## STANDARD ADVERTISING TERMS AND CONDITIONS

The organization contracting for the purchase of advertising covered by this contract (hereinafter called "AGENCY" or "ADVERTISER" as the case may be) and the station accepting this contract (hereinafter called "STATION") hereby agree that this contract shall be governed by the following conditions:

### 1. PAYMENT AND BILLING

- (a) STATION will bill AGENCY or ADVERTISER monthly, using the Final Sunday Fiscal Month, unless otherwise provided on the face of the contract.
- (b) Payment by AGENCY or ADVERTISER is due upon receipt of invoice. AGENCY or ADVERTISER waives any billing dispute if AGENCY or ADVERTISER does not notify STATION of such dispute in writing within thirty (30) days from date of the invoice containing such amount in dispute. In the event AGENCY or ADVERTISER timely notifies STATION of such dispute, AGENCY or ADVERTISER and STATION shall work diligently with each toward a resolution, but any amount not in dispute shall be promptly paid as described herein. Payments by established and recognized advertising agencies shall be subject to a 15% agency discount on cash payments only, except for non-commissionable amounts or as otherwise stated herein or in a governing master contract.
- (c) Invoices shall contain dates of advertising purchased on request, length of commercial announcement and cost.
- (d) Upon request STATION shall provide proof of performance specifying exact times when commercials were aired taken from the official log maintained by STATION as required by FCC regulations.
- (e) If this agreement is entered into by an AGENCY, then AGENCY agrees that ADVERTISER and AGENCY are jointly and severally purchasing the advertising hereunder and acknowledges that any credit that has been extended by STATION has been extended on the basis of the credit and promise to pay of both AGENCY and ADVERTISER. AGENCY represents and warrants that it is authorized to bind the ADVERTISER and agrees that AGENCY and ADVERTISER shall be jointly and severally liable for the payments to be made under this agreement. Sequential liability is not accepted under any circumstance unless in writing by STATION management.

### 2. TERMINATION

- (a) Commercial announcements or programs of less than 5 minutes duration may be cancelled by STATION, AGENCY or ADVERTISER upon fourteen (14) days prior written notice, but no such cancellation shall be effective until fourteen (14) days after initial start of broadcasting hereunder otherwise stated on face of confirmation.
- (b) Programs of 5 minutes or longer duration may be cancelled by STATION, AGENCY or ADVERTISER upon twenty-eight (28) days prior notice, but no such cancellation shall be effective until twenty-eight (28) days after initial start of broadcasting hereunder unless otherwise stated on face of confirmation.
- (c) If AGENCY or ADVERTISER cancels contract, earned rates will apply. If STATION cancels contract, AGENCY or ADVERTISER shall have the benefit of the same discounts which it would have earned had it been allowed to complete the contract.

### 3. EXTENSIONS AND RENEWALS

Any extensions or renewals of this contract shall be subject to prior approval by STATION and shall be at the rates in effect at the time of said extension or renewal as set forth on STATION's then published rate card.

### 4. EFFECT OF BREACH

- (a) STATION reserves the right to terminate this contract upon default by AGENCY or ADVERTISER in the payment of bills or other material breach of the terms hereof at any time upon one day's notice. Upon such termination all charges for advertising completed hereunder and not paid shall become immediately due and payable. If STATION terminates by reason of AGENCY's or ADVERTISER's material breach, AGENCY's or ADVERTISER's liability shall be to pay not only for advertising completed hereunder prior to termination by STATION but for advertising to be completed thereafter under the contract, less only the STATION's actual cost savings realized on account of termination (such as fees to live talent that are cancellable at the time of termination of the contract).
- (b) In the event of material breach by STATION in performing this contract, AGENCY or ADVERTISER reserves the right to terminate this contract at any time upon one (1) day's prior notice. In no event shall STATION be liable or responsible for any incidental, special, consequential or punitive damages (including without limitation, lost profits, promotional costs or costs of other media) relating to the performance or breach of this Agreement whether arising in contract, tort or otherwise. STATION's total liability to AGENCY and/or ADVERTISER for any breach of or failure to perform this Agreement shall be limited to a refund of any amounts paid to STATION under this Agreement regardless of whether such liability arises in contract, tort or otherwise.
- (c) In case suit or action is instituted by STATION for the collection of any money owing hereunder or for enforcement of any of STATION's rights hereunder, AGENCY or ADVERTISER agrees to pay all costs and disbursements of said suit or action together with reasonable attorney's fees.

### 5. FAILURE TO BROADCAST

If for any reason there is an interruption or omission of any advertising contracted to be broadcast hereunder, STATION may suggest a substitute time period for the broadcast of the interrupted or omitted advertising. If no such substitute time period is acceptable to AGENCY or ADVERTISER, STATION shall allow AGENCY or ADVERTISER (1) with respect to a program, a pro rata reduction in the time and/or program charges hereunder in the amount of money assigned to the time and/or program charges at time of purchase, and (2) with respect to a commercial announcement, a reduction in the time charges equal to the amount of money assigned to the commercial announcement at time of purchase. AGENCY or ADVERTISER shall have the benefit of the same discounts which would have been earned if there had been no interruption or omission in the advertising. The foregoing shall be STATION's sole liability for any failure to broadcast a commercial announcement hereunder. IN NO EVENT SHALL STATION BE LIABLE FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, SPECIAL OR PUNITIVE DAMAGES, WHETHER ARISING IN CONTRACT, TORT (INCLUDING NEGLIGENCE) OR OTHERWISE.

### 6. SUBSTITUTION OF PROGRAMS OF PUBLIC SIGNIFICANCE

- (a) STATION shall have the right to cancel any purchased advertising or portion thereof covered by this contract in order to broadcast any program which, in its absolute discretion, it deems to be of public significance. In any such case, STATION will notify AGENCY or ADVERTISER in advance if reasonably possible, but where such notice cannot reasonably be given STATION will notify AGENCY or ADVERTISER within one (1) business day after such scheduled broadcast has been cancelled.
- (b) If AGENCY or ADVERTISER and STATION cannot agree upon a satisfactory substitute day and time, the broadcast time so preempted shall be deemed cancelled without affecting the rates, discounts, or rights provided under this contract, except that AGENCY or ADVERTISER shall not have to pay the cancelled STATION charges.

### 7. RATE CLASS CODES AND OTHER TERMS

- (a) The Rate Class Codes are as follows: F = Fixed, will run within designated day and day part; M = Moveable within the overall time parameters indicated without promise as to the specific placement or distribution therein; P = Preemptible, scheduled to run within the overall time parameters indicated subject to preemption for other business at the discretion of the STATION.
- (b) Any additional written terms and conditions contained in STATION's proposal or quotation, which are not inconsistent herewith, are hereby incorporated by reference.

### 8. PROGRAM AND COMMERCIAL MATERIAL

- (a) Unless otherwise noted on the face of this contract, all program material and all commercial announcements shall be furnished by STATION, excluding advertising announcement material, which shall be furnished by AGENCY or ADVERTISER. All expenses connected with the delivery of commercial announcements to STATION, and with return therefrom, if return is directed, shall be paid by AGENCY or ADVERTISER. In the event STATION furnishes or produces the commercial announcement, STATION shall own all rights to such announcement and the copy contained therein, including without limitation all copyrights, the creative concept contained therein, and the actual recording.
- (b) STATION will attempt to advise AGENCY or ADVERTISER by telephone or email if AGENCY or ADVERTISER furnished program or commercial material and scheduling instructions do not arrive 72 hours in advance of advertising date. If material and instructions do not arrive at the STATION within twenty-four (24) hours after STATION has notified the AGENCY or ADVERTISER, STATION may bill AGENCY or ADVERTISER (as the case may be) for the time reserved. STATION will exert all reasonable effort to broadcast material received from AGENCY or ADVERTISER despite late receipt.
- (c) If, due to public emergency or necessity, force majeure, restrictions imposed by law, acts of God, labor disputes or for any other cause beyond AGENCY's or ADVERTISER'S control, AGENCY or ADVERTISER cannot provide commercial and/or program material prior to scheduled broadcast hereunder, AGENCY or ADVERTISER shall not be liable to STATION. In such event, STATION shall suggest a substitute day and time period for broadcast of said advertising and/or program material. If no such substitute day and time period is mutually agreed upon, STATION shall credit AGENCY or ADVERTISER for the time and/or program charges hereunder in the amount of money assigned to the time period and/or program at time of purchase. AGENCY or ADVERTISER shall have the benefit of the same discounts which would have been earned if the advertising announcement and/or program had been broadcast.
- (d) Advertising material provided by AGENCY and ADVERTISER is subject to approval and STATION may exercise a continuing right to reject such material, including a right to reject for unsatisfactory technical quality or content. In the event program material is unsatisfactory, STATION shall have the right to substitute its own program at no penalty to AGENCY or ADVERTISER. In the event the commercial material is unsatisfactory, STATION will attempt to notify AGENCY or ADVERTISER by phone or email and unless AGENCY or ADVERTISER furnishes satisfactory material twenty-four (24) hours prior to broadcast time this contract may be terminated by either party without penalty to the other.
- (e) In the event STATION provides copy and/or production services to ADVERTISER all rights to such copy, production and any recordings thereof shall be and remain the sole and exclusive property of STATION and ADVERTISER's permitted use thereof shall be limited to advertising on the STATION.

### 9. ADVERTISING LIABILITIES

STATION agrees to hold and save AGENCY and ADVERTISER harmless against all liability resulting from the broadcast of (1) program material except program material furnished by AGENCY or ADVERTISER and (2) musical compositions licensed for broadcasting by a music licensing organization of which STATION is a licensee. AGENCY and ADVERTISER agree to hold and save STATION harmless against all liability resulting from the advertising material or program material furnished by AGENCY or ADVERTISER except musical compositions licensed as stated above.

### 10. NON-DISCRIMINATION POLICY

NONDISCRIMINATION POLICY: Station does not discriminate in advertising contracts on the basis of race or ethnicity, and will not accept any advertising which is intended to discriminate on the basis of race or ethnicity. ADVERTISER and/or AGENCY represents and warrants that it is not purchasing advertising time from Station that is intended to discriminate on the basis of race or ethnicity.

### 11. GENERAL

- (a) STATION shall exercise normal precautions in handling of property and mail but assumes no liability for loss of or damage to program or advertising material and other property furnished by AGENCY or ADVERTISER in connection with broadcasts hereunder. STATION will not accept or process mail, correspondence or telephone calls in connection with broadcasts except after prior approval.
- (b) This contract, including the rights under it, may not be assigned or transferred without first obtaining the consent of STATION in writing, nor may STATION be required to broadcast hereunder for the benefit of any advertiser other than the one named on the face contract. Failure of STATION or of AGENCY or ADVERTISER to enforce any of the provisions herein shall not be construed as a general relinquishment or waiver as to that or any other provision.
- (c) STATION's obligations hereunder are subject to the terms and conditions of licenses held by it and to applicable federal, state and local laws and regulations.
- (d) This contract contains the entire agreement between the parties relating to the subject matter herein contained, and no change or modification of any of its terms and provisions shall be effective against any party unless the same is in writing signed by said party.
- (e) This agreement may be executed in counterparts, each of which shall be deemed an original, and which together shall constitute one and the same instrument.
- (f) Any sales, use, gross receipts or similar taxes imposed as a result of this order shall be the responsibility of AGENCY and ADVERTISER. STATION may collect such tax in addition to the price of advertising hereunder.

# CONTRACT



**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> LIF4896 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WLIF-FM</b>		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Estimate #</u>	
<u>Product</u> <b>EEO Recruitment</b>		
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Broadcast	<u>Cash/Trade</u> Cash
<u>Property</u> <b>WLIF-FM</b>	<u>Account Executive</u> Baltimore House	<u>Sales Office</u> Baltimore Local
<u>Special Handling</u> Station Promo Orders - DNM		
<u>Demographic</u> Women 25-54		
	<u>Order Type</u> GENERAL	
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u> 4055974	<u>Advertiser Ref</u> 1069537	

And:

**WLIF-FM**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209-2134**

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
N 1	WLIF	03/26/18	12/30/19	6:00 AM-12:00 XM	6:00 AM-12:00 XM		:30			NM	93	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		03/26/18	04/01/18	MTWTFSS				1	\$0.00			
Week:		04/02/18	04/08/18	MTWTFSS				1	\$0.00			
Week:		04/09/18	04/15/18	MTWTFSS				1	\$0.00			
Week:		04/16/18	04/22/18	MTWTFSS				1	\$0.00			
Week:		04/23/18	04/29/18	MTWTFSS				1	\$0.00			
Week:		04/30/18	05/06/18	MTWTFSS				1	\$0.00			
Week:		05/07/18	05/13/18	MTWTFSS				1	\$0.00			
Week:		05/14/18	05/20/18	MTWTFSS				1	\$0.00			
Week:		05/21/18	05/27/18	MTWTFSS				1	\$0.00			
Week:		05/28/18	06/03/18	MTWTFSS				1	\$0.00			
Week:		06/04/18	06/10/18	MTWTFSS				1	\$0.00			
Week:		06/11/18	06/17/18	MTWTFSS				1	\$0.00			
Week:		06/18/18	06/24/18	MTWTFSS				1	\$0.00			
Week:		06/25/18	07/01/18	MTWTFSS				1	\$0.00			
Week:		07/02/18	07/08/18	MTWTFSS				1	\$0.00			
Week:		07/09/18	07/15/18	MTWTFSS				1	\$0.00			
Week:		07/16/18	07/22/18	MTWTFSS				1	\$0.00			
Week:		07/23/18	07/29/18	MTWTFSS				1	\$0.00			
Week:		07/30/18	08/05/18	MTWTFSS				1	\$0.00			
Week:		08/06/18	08/12/18	MTWTFSS				1	\$0.00			
Week:		08/13/18	08/19/18	MTWTFSS				1	\$0.00			
Week:		08/20/18	08/26/18	MTWTFSS				1	\$0.00			
Week:		08/27/18	09/02/18	MTWTFSS				1	\$0.00			
Week:		09/03/18	09/09/18	MTWTFSS				1	\$0.00			
Week:		09/10/18	09/16/18	MTWTFSS				1	\$0.00			
Week:		09/17/18	09/23/18	MTWTFSS				1	\$0.00			
Week:		09/24/18	09/30/18	MTWTFSS				1	\$0.00			
Week:		10/01/18	10/07/18	MTWTFSS				1	\$0.00			
Week:		10/08/18	10/14/18	MTWTFSS				1	\$0.00			
Week:		10/15/18	10/21/18	MTWTFSS				1	\$0.00			
Week:		10/22/18	10/28/18	MTWTFSS				1	\$0.00			
Week:		10/29/18	11/04/18	MTWTFSS				1	\$0.00			
Week:		11/05/18	11/11/18	MTWTFSS				1	\$0.00			
Week:		11/12/18	11/18/18	MTWTFSS				1	\$0.00			

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Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.



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<u>Contract / Revision</u> LIF4896 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WLIF-FM</b>		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		11/19/18	11/25/18	MTWTFSS				1	\$0.00			
Week:		11/26/18	12/02/18	MTWTFSS				1	\$0.00			
Week:		12/03/18	12/09/18	MTWTFSS				1	\$0.00			
Week:		12/10/18	12/16/18	MTWTFSS				1	\$0.00			
Week:		12/17/18	12/23/18	MTWTFSS				1	\$0.00			
Week:		12/24/18	12/30/18	MTWTFSS				1	\$0.00			
Week:		12/31/18	01/06/19	MTWTFSS				1	\$0.00			
Week:		01/07/19	01/13/19	MTWTFSS				1	\$0.00			
Week:		01/14/19	01/20/19	MTWTFSS				1	\$0.00			
Week:		01/21/19	01/27/19	MTWTFSS				1	\$0.00			
Week:		01/28/19	02/03/19	MTWTFSS				1	\$0.00			
Week:		02/04/19	02/10/19	MTWTFSS				1	\$0.00			
Week:		02/11/19	02/17/19	MTWTFSS				1	\$0.00			
Week:		02/18/19	02/24/19	MTWTFSS				1	\$0.00			
Week:		02/25/19	03/03/19	MTWTFSS				1	\$0.00			
Week:		03/04/19	03/10/19	MTWTFSS				1	\$0.00			
Week:		03/11/19	03/17/19	MTWTFSS				1	\$0.00			
Week:		03/18/19	03/24/19	MTWTFSS				1	\$0.00			
Week:		03/25/19	03/31/19	MTWTFSS				1	\$0.00			
Week:		04/01/19	04/07/19	MTWTFSS				1	\$0.00			
Week:		04/08/19	04/14/19	MTWTFSS				1	\$0.00			
Week:		04/15/19	04/21/19	MTWTFSS				1	\$0.00			
Week:		04/22/19	04/28/19	MTWTFSS				1	\$0.00			
Week:		04/29/19	05/05/19	MTWTFSS				1	\$0.00			
Week:		05/06/19	05/12/19	MTWTFSS				1	\$0.00			
Week:		05/13/19	05/19/19	MTWTFSS				1	\$0.00			
Week:		05/20/19	05/26/19	MTWTFSS				1	\$0.00			
Week:		05/27/19	06/02/19	MTWTFSS				1	\$0.00			
Week:		06/03/19	06/09/19	MTWTFSS				1	\$0.00			
Week:		06/10/19	06/16/19	MTWTFSS				1	\$0.00			
Week:		06/17/19	06/23/19	MTWTFSS				1	\$0.00			
Week:		06/24/19	06/30/19	MTWTFSS				1	\$0.00			
Week:		07/01/19	07/07/19	MTWTFSS				1	\$0.00			
Week:		07/08/19	07/14/19	MTWTFSS				1	\$0.00			
Week:		07/15/19	07/21/19	MTWTFSS				1	\$0.00			
Week:		07/22/19	07/28/19	MTWTFSS				1	\$0.00			
Week:		07/29/19	08/04/19	MTWTFSS				1	\$0.00			
Week:		08/05/19	08/11/19	MTWTFSS				1	\$0.00			
Week:		08/12/19	08/18/19	MTWTFSS				1	\$0.00			
Week:		08/19/19	08/25/19	MTWTFSS				1	\$0.00			
Week:		08/26/19	09/01/19	MTWTFSS				1	\$0.00			
Week:		09/02/19	09/08/19	MTWTFSS				1	\$0.00			
Week:		09/09/19	09/15/19	MTWTFSS				1	\$0.00			
Week:		09/16/19	09/22/19	MTWTFSS				1	\$0.00			
Week:		09/23/19	09/29/19	MTWTFSS				1	\$0.00			
Week:		09/30/19	10/06/19	MTWTFSS				1	\$0.00			
Week:		10/07/19	10/13/19	MTWTFSS				1	\$0.00			
Week:		10/14/19	10/20/19	MTWTFSS				1	\$0.00			
Week:		10/21/19	10/27/19	MTWTFSS				1	\$0.00			
Week:		10/28/19	11/03/19	MTWTFSS				1	\$0.00			
Week:		11/04/19	11/10/19	MTWTFSS				1	\$0.00			
Week:		11/11/19	11/17/19	MTWTFSS				1	\$0.00			
Week:		11/18/19	11/24/19	MTWTFSS				1	\$0.00			

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.



**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> LIF4896 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WLIF-FM</b>		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> LIF4896 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WLIF-FM</b>		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		12/14/20	12/20/20	MTWTFSS				1	\$0.00			
Week:		12/21/20	12/27/20	MTWTFSS				1	\$0.00			
Week:		12/28/20	01/03/21	MTWTFSS				1	\$0.00			
Week:		01/04/21	01/10/21	MTWTFSS				1	\$0.00			
Week:		01/11/21	01/17/21	MTWTFSS				1	\$0.00			
Week:		01/18/21	01/24/21	MTWTFSS				1	\$0.00			
Week:		01/25/21	01/31/21	MTWTFSS				1	\$0.00			
Week:		02/01/21	02/07/21	MTWTFSS				1	\$0.00			
Week:		02/08/21	02/14/21	MTWTFSS				1	\$0.00			
Week:		02/15/21	02/21/21	MTWTFSS				1	\$0.00			
Week:		02/22/21	02/28/21	MTWTFSS				1	\$0.00			
Week:		03/01/21	03/07/21	MTWTFSS				1	\$0.00			
Week:		03/08/21	03/14/21	MTWTFSS				1	\$0.00			
Week:		03/15/21	03/21/21	MTWTFSS				1	\$0.00			
Week:		03/22/21	03/28/21	MTWTFSS				1	\$0.00			
Week:		03/29/21	04/04/21	MTWTFSS				1	\$0.00			
Week:		04/05/21	04/11/21	MTWTFSS				1	\$0.00			
Week:		04/12/21	04/18/21	MTWTFSS				1	\$0.00			
Week:		04/19/21	04/25/21	MTWTFSS				1	\$0.00			
Week:		04/26/21	05/02/21	MTWTFSS				1	\$0.00			
Week:		05/03/21	05/09/21	MTWTFSS				1	\$0.00			
Week:		05/10/21	05/16/21	MTWTFSS				1	\$0.00			
Week:		05/17/21	05/23/21	MTWTFSS				1	\$0.00			
Week:		05/24/21	05/30/21	MTWTFSS				1	\$0.00			
Week:		05/31/21	06/06/21	MTWTFSS				1	\$0.00			
Week:		06/07/21	06/13/21	MTWTFSS				1	\$0.00			
Week:		06/14/21	06/20/21	MTWTFSS				1	\$0.00			
Week:		06/21/21	06/27/21	MTWTFSS				1	\$0.00			
Week:		06/28/21	07/04/21	MTWTFSS				1	\$0.00			
Week:		07/05/21	07/11/21	MTWTFSS				1	\$0.00			
Week:		07/12/21	07/18/21	MTWTFSS				1	\$0.00			
Week:		07/19/21	07/25/21	MTWTFSS				1	\$0.00			
Week:		07/26/21	08/01/21	MTWTFSS				1	\$0.00			
Week:		08/02/21	08/08/21	MTWTFSS				1	\$0.00			
Week:		08/09/21	08/15/21	MTWTFSS				1	\$0.00			
Week:		08/16/21	08/22/21	MTWTFSS				1	\$0.00			
Week:		08/23/21	08/29/21	MTWTFSS				1	\$0.00			
Week:		08/30/21	09/05/21	MTWTFSS				1	\$0.00			
Week:		09/06/21	09/12/21	MTWTFSS				1	\$0.00			
Week:		09/13/21	09/19/21	MTWTFSS				1	\$0.00			
Week:		09/20/21	09/26/21	MTWTFSS				1	\$0.00			
Week:		09/27/21	10/03/21	MTWTFSS				1	\$0.00			
Week:		10/04/21	10/10/21	MTWTFSS				1	\$0.00			
Week:		10/11/21	10/17/21	MTWTFSS				1	\$0.00			
Week:		10/18/21	10/24/21	MTWTFSS				1	\$0.00			
Week:		10/25/21	10/31/21	MTWTFSS				1	\$0.00			
Week:		11/01/21	11/07/21	MTWTFSS				1	\$0.00			
Week:		11/08/21	11/14/21	MTWTFSS				1	\$0.00			
Week:		11/15/21	11/21/21	MTWTFSS				1	\$0.00			
Week:		11/22/21	11/28/21	MTWTFSS				1	\$0.00			
Week:		11/29/21	12/05/21	MTWTFSS				1	\$0.00			
Week:		12/06/21	12/12/21	MTWTFSS				1	\$0.00			
Week:		12/13/21	12/19/21	MTWTFSS				1	\$0.00			

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		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		12/20/21	12/26/21	MTWTFSS				1	\$0.00			
Week:		12/27/21	01/02/22	MTWTFSS				1	\$0.00			
Week:		01/03/22	01/09/22	MTWTFSS				1	\$0.00			
Week:		01/10/22	01/16/22	MTWTFSS				1	\$0.00			
Week:		01/17/22	01/23/22	MTWTFSS				1	\$0.00			
Week:		01/24/22	01/30/22	MTWTFSS				1	\$0.00			
Week:		01/31/22	02/06/22	MTWTFSS				1	\$0.00			
Week:		02/07/22	02/13/22	MTWTFSS				1	\$0.00			
Week:		02/14/22	02/20/22	MTWTFSS				1	\$0.00			
Week:		02/21/22	02/27/22	MTWTFSS				1	\$0.00			
Week:		02/28/22	03/06/22	MTWTFSS				1	\$0.00			
Week:		03/07/22	03/13/22	MTWTFSS				1	\$0.00			
Week:		03/14/22	03/20/22	MTWTFSS				1	\$0.00			
Week:		03/21/22	03/27/22	MTWTFSS				1	\$0.00			
Week:		03/28/22	04/03/22	MTWTFSS				1	\$0.00			
Week:		04/04/22	04/10/22	MTWTFSS				1	\$0.00			
Week:		04/11/22	04/17/22	MTWTFSS				1	\$0.00			
Week:		04/18/22	04/24/22	MTWTFSS				1	\$0.00			
Week:		04/25/22	05/01/22	MTWTFSS				1	\$0.00			
Week:		05/02/22	05/08/22	MTWTFSS				1	\$0.00			
Week:		05/09/22	05/15/22	MTWTFSS				1	\$0.00			
Week:		05/16/22	05/22/22	MTWTFSS				1	\$0.00			
Week:		05/23/22	05/29/22	MTWTFSS				1	\$0.00			
Week:		05/30/22	06/05/22	MTWTFSS				1	\$0.00			
Week:		06/06/22	06/12/22	MTWTFSS				1	\$0.00			
Week:		06/13/22	06/19/22	MTWTFSS				1	\$0.00			
Week:		06/20/22	06/26/22	MTWTFSS				1	\$0.00			
Week:		06/27/22	07/03/22	MTWTFSS				1	\$0.00			
Week:		07/04/22	07/10/22	MTWTFSS				1	\$0.00			
Week:		07/11/22	07/17/22	MTWTFSS				1	\$0.00			
Week:		07/18/22	07/24/22	MTWTFSS				1	\$0.00			
Week:		07/25/22	07/31/22	MTWTFSS				1	\$0.00			
Week:		08/01/22	08/07/22	MTWTFSS				1	\$0.00			
Week:		08/08/22	08/14/22	MTWTFSS				1	\$0.00			
Week:		08/15/22	08/21/22	MTWTFSS				1	\$0.00			
Week:		08/22/22	08/28/22	MTWTFSS				1	\$0.00			
Week:		08/29/22	09/04/22	MTWTFSS				1	\$0.00			
Week:		09/05/22	09/11/22	MTWTFSS				1	\$0.00			
Week:		09/12/22	09/18/22	MTWTFSS				1	\$0.00			
Week:		09/19/22	09/25/22	MTWTFSS				1	\$0.00			
Week:		09/26/22	10/02/22	MTWTFSS				1	\$0.00			
Week:		10/03/22	10/09/22	MTWTFSS				1	\$0.00			
Week:		10/10/22	10/16/22	MTWTFSS				1	\$0.00			
Week:		10/17/22	10/23/22	MTWTFSS				1	\$0.00			
Week:		10/24/22	10/30/22	MTWTFSS				1	\$0.00			
Week:		10/31/22	11/06/22	MTWTFSS				1	\$0.00			
Week:		11/07/22	11/13/22	MTWTFSS				1	\$0.00			
Week:		11/14/22	11/20/22	MTWTFSS				1	\$0.00			
Week:		11/21/22	11/27/22	MTWTFSS				1	\$0.00			
Week:		11/28/22	12/04/22	MTWTFSS				1	\$0.00			
Week:		12/05/22	12/11/22	MTWTFSS				1	\$0.00			
Week:		12/12/22	12/18/22	MTWTFSS				1	\$0.00			
Week:		12/19/22	12/25/22	MTWTFSS				1	\$0.00			

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		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		12/26/22	01/01/23	MTWTF--				1	\$0.00			
<b>Totals</b>											245	\$0.00

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**(570) 846-2324**

<u>Contract / Revision</u> LIF4896 /		<u>Alt Order #</u>
<u>Advertiser</u> WLIF-FM		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> 03/26/18 - 12/31/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

Time Period	# of Spots	Gross Amount	Net Amount
03/26/18 - 04/29/18	5	\$0.00	\$0.00
04/30/18 - 05/27/18	4	\$0.00	\$0.00
05/28/18 - 06/24/18	4	\$0.00	\$0.00
06/25/18 - 07/29/18	5	\$0.00	\$0.00
07/30/18 - 08/26/18	4	\$0.00	\$0.00
08/27/18 - 09/30/18	5	\$0.00	\$0.00
10/01/18 - 10/28/18	4	\$0.00	\$0.00
10/29/18 - 11/25/18	4	\$0.00	\$0.00
11/26/18 - 12/30/18	5	\$0.00	\$0.00
12/31/18 - 01/27/19	4	\$0.00	\$0.00
01/28/19 - 02/24/19	4	\$0.00	\$0.00
02/25/19 - 03/31/19	5	\$0.00	\$0.00
04/01/19 - 04/28/19	4	\$0.00	\$0.00
04/29/19 - 05/26/19	4	\$0.00	\$0.00
05/27/19 - 06/30/19	5	\$0.00	\$0.00
07/01/19 - 07/28/19	4	\$0.00	\$0.00
07/29/19 - 08/25/19	4	\$0.00	\$0.00
08/26/19 - 09/29/19	5	\$0.00	\$0.00
09/30/19 - 10/27/19	4	\$0.00	\$0.00
10/28/19 - 11/24/19	4	\$0.00	\$0.00
11/25/19 - 12/29/19	5	\$0.00	\$0.00
12/30/19 - 12/30/19	1	\$0.00	\$0.00
01/27/20 - 02/23/20	3	\$0.00	\$0.00
02/24/20 - 03/29/20	5	\$0.00	\$0.00
03/30/20 - 04/26/20	4	\$0.00	\$0.00
04/27/20 - 05/31/20	5	\$0.00	\$0.00
06/01/20 - 06/28/20	4	\$0.00	\$0.00
06/29/20 - 07/26/20	4	\$0.00	\$0.00
07/27/20 - 08/30/20	5	\$0.00	\$0.00
08/31/20 - 09/27/20	4	\$0.00	\$0.00
09/28/20 - 10/25/20	4	\$0.00	\$0.00
10/26/20 - 11/29/20	5	\$0.00	\$0.00
11/30/20 - 12/27/20	4	\$0.00	\$0.00
12/28/20 - 01/31/21	5	\$0.00	\$0.00
02/01/21 - 02/28/21	4	\$0.00	\$0.00
03/01/21 - 03/28/21	4	\$0.00	\$0.00
03/29/21 - 04/25/21	4	\$0.00	\$0.00
04/26/21 - 05/30/21	5	\$0.00	\$0.00
05/31/21 - 06/27/21	4	\$0.00	\$0.00
06/28/21 - 07/25/21	4	\$0.00	\$0.00
07/26/21 - 08/29/21	5	\$0.00	\$0.00
08/30/21 - 09/26/21	4	\$0.00	\$0.00
09/27/21 - 10/31/21	5	\$0.00	\$0.00
11/01/21 - 11/28/21	4	\$0.00	\$0.00
11/29/21 - 12/26/21	4	\$0.00	\$0.00

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at [www.entercom.com](http://www.entercom.com).



**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> LIF4896 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WLIF-FM</b>		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> <b>03/26/18 - 12/31/22</b>	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

12/27/21 - 01/30/22	5	\$0.00	\$0.00
01/31/22 - 02/27/22	4	\$0.00	\$0.00
02/28/22 - 03/27/22	4	\$0.00	\$0.00
03/28/22 - 04/24/22	4	\$0.00	\$0.00
04/25/22 - 05/29/22	5	\$0.00	\$0.00
05/30/22 - 06/26/22	4	\$0.00	\$0.00
06/27/22 - 07/31/22	5	\$0.00	\$0.00
08/01/22 - 08/28/22	4	\$0.00	\$0.00
08/29/22 - 09/25/22	4	\$0.00	\$0.00
09/26/22 - 10/30/22	5	\$0.00	\$0.00
10/31/22 - 11/27/22	4	\$0.00	\$0.00
11/28/22 - 12/25/22	4	\$0.00	\$0.00
12/26/22 - 12/30/22	1	\$0.00	\$0.00
<b>Totals</b>	<b>245</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

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Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at [www.entercom.com](http://www.entercom.com).

## STANDARD ADVERTISING TERMS AND CONDITIONS

The organization contracting for the purchase of advertising covered by this contract (hereinafter called "AGENCY" or "ADVERTISER" as the case may be) and the station accepting this contract (hereinafter called "STATION") hereby agree that this contract shall be governed by the following conditions:

### 1. PAYMENT AND BILLING

- (a) STATION will bill AGENCY or ADVERTISER monthly, using the Final Sunday Fiscal Month, unless otherwise provided on the face of the contract.
- (b) Payment by AGENCY or ADVERTISER is due upon receipt of invoice. AGENCY or ADVERTISER waives any billing dispute if AGENCY or ADVERTISER does not notify STATION of such dispute in writing within thirty (30) days from date of the invoice containing such amount in dispute. In the event AGENCY or ADVERTISER timely notifies STATION of such dispute, AGENCY or ADVERTISER and STATION shall work diligently with each toward a resolution, but any amount not in dispute shall be promptly paid as described herein. Payments by established and recognized advertising agencies shall be subject to a 15% agency discount on cash payments only, except for non-commissionable amounts or as otherwise stated herein or in a governing master contract.
- (c) Invoices shall contain dates of advertising purchased on request, length of commercial announcement and cost.
- (d) Upon request STATION shall provide proof of performance specifying exact times when commercials were aired taken from the official log maintained by STATION as required by FCC regulations.
- (e) If this agreement is entered into by an AGENCY, then AGENCY agrees that ADVERTISER and AGENCY are jointly and severally purchasing the advertising hereunder and acknowledges that any credit that has been extended by STATION has been extended on the basis of the credit and promise to pay of both AGENCY and ADVERTISER. AGENCY represents and warrants that it is authorized to bind the ADVERTISER and agrees that AGENCY and ADVERTISER shall be jointly and severally liable for the payments to be made under this agreement. Sequential liability is not accepted under any circumstance unless in writing by STATION management.

### 2. TERMINATION

- (a) Commercial announcements or programs of less than 5 minutes duration may be cancelled by STATION, AGENCY or ADVERTISER upon fourteen (14) days prior written notice, but no such cancellation shall be effective until fourteen (14) days after initial start of broadcasting hereunder otherwise stated on face of confirmation.
- (b) Programs of 5 minutes or longer duration may be cancelled by STATION, AGENCY or ADVERTISER upon twenty-eight (28) days prior notice, but no such cancellation shall be effective until twenty-eight (28) days after initial start of broadcasting hereunder unless otherwise stated on face of confirmation.
- (c) If AGENCY or ADVERTISER cancels contract, earned rates will apply. If STATION cancels contract, AGENCY or ADVERTISER shall have the benefit of the same discounts which it would have earned had it been allowed to complete the contract.

### 3. EXTENSIONS AND RENEWALS

Any extensions or renewals of this contract shall be subject to prior approval by STATION and shall be at the rates in effect at the time of said extension or renewal as set forth on STATION's then published rate card.

### 4. EFFECT OF BREACH

- (a) STATION reserves the right to terminate this contract upon default by AGENCY or ADVERTISER in the payment of bills or other material breach of the terms hereof at any time upon one day's notice. Upon such termination all charges for advertising completed hereunder and not paid shall become immediately due and payable. If STATION terminates by reason of AGENCY's or ADVERTISER's material breach, AGENCY's or ADVERTISER's liability shall be to pay not only for advertising completed hereunder prior to termination by STATION but for advertising to be completed thereafter under the contract, less only the STATION's actual cost savings realized on account of termination (such as fees to live talent that are cancellable at the time of termination of the contract).
- (b) In the event of material breach by STATION in performing this contract, AGENCY or ADVERTISER reserves the right to terminate this contract at any time upon one (1) day's prior notice. In no event shall STATION be liable or responsible for any incidental, special, consequential or punitive damages (including without limitation, lost profits, promotional costs or costs of other media) relating to the performance or breach of this Agreement whether arising in contract, tort or otherwise. STATION's total liability to AGENCY and/or ADVERTISER for any breach of or failure to perform this Agreement shall be limited to a refund of any amounts paid to STATION under this Agreement regardless of whether such liability arises in contract, tort or otherwise.
- (c) In case suit or action is instituted by STATION for the collection of any money owing hereunder or for enforcement of any of STATION's rights hereunder, AGENCY or ADVERTISER agrees to pay all costs and disbursements of said suit or action together with reasonable attorney's fees.

### 5. FAILURE TO BROADCAST

If for any reason there is an interruption or omission of any advertising contracted to be broadcast hereunder, STATION may suggest a substitute time period for the broadcast of the interrupted or omitted advertising. If no such substitute time period is acceptable to AGENCY or ADVERTISER, STATION shall allow AGENCY or ADVERTISER (1) with respect to a program, a pro rata reduction in the time and/or program charges hereunder in the amount of money assigned to the time and/or program charges at time of purchase, and (2) with respect to a commercial announcement, a reduction in the time charges equal to the amount of money assigned to the commercial announcement at time of purchase. AGENCY or ADVERTISER shall have the benefit of the same discounts which would have been earned if there had been no interruption or omission in the advertising. The foregoing shall be STATION's sole liability for any failure to broadcast a commercial announcement hereunder. IN NO EVENT SHALL STATION BE LIABLE FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, SPECIAL OR PUNITIVE DAMAGES, WHETHER ARISING IN CONTRACT, TORT (INCLUDING NEGLIGENCE) OR OTHERWISE.

### 6. SUBSTITUTION OF PROGRAMS OF PUBLIC SIGNIFICANCE

- (a) STATION shall have the right to cancel any purchased advertising or portion thereof covered by this contract in order to broadcast any program which, in its absolute discretion, it deems to be of public significance. In any such case, STATION will notify AGENCY or ADVERTISER in advance if reasonably possible, but where such notice cannot reasonably be given STATION will notify AGENCY or ADVERTISER within one (1) business day after such scheduled broadcast has been cancelled.
- (b) If AGENCY or ADVERTISER and STATION cannot agree upon a satisfactory substitute day and time, the broadcast time so preempted shall be deemed cancelled without affecting the rates, discounts, or rights provided under this contract, except that AGENCY or ADVERTISER shall not have to pay the cancelled STATION charges.

### 7. RATE CLASS CODES AND OTHER TERMS

- (a) The Rate Class Codes are as follows: F = Fixed, will run within designated day and day part; M = Moveable within the overall time parameters indicated without promise as to the specific placement or distribution therein; P = Preemptible, scheduled to run within the overall time parameters indicated subject to preemption for other business at the discretion of the STATION.
- (b) Any additional written terms and conditions contained in STATION's proposal or quotation, which are not inconsistent herewith, are hereby incorporated by reference.

### 8. PROGRAM AND COMMERCIAL MATERIAL

- (a) Unless otherwise noted on the face of this contract, all program material and all commercial announcements shall be furnished by STATION, excluding advertising announcement material, which shall be furnished by AGENCY or ADVERTISER. All expenses connected with the delivery of commercial announcements to STATION, and with return therefrom, if return is directed, shall be paid by AGENCY or ADVERTISER. In the event STATION furnishes or produces the commercial announcement, STATION shall own all rights to such announcement and the copy contained therein, including without limitation all copyrights, the creative concept contained therein, and the actual recording.
- (b) STATION will attempt to advise AGENCY or ADVERTISER by telephone or email if AGENCY or ADVERTISER furnished program or commercial material and scheduling instructions do not arrive 72 hours in advance of advertising date. If material and instructions do not arrive at the STATION within twenty-four (24) hours after STATION has notified the AGENCY or ADVERTISER, STATION may bill AGENCY or ADVERTISER (as the case may be) for the time reserved. STATION will exert all reasonable effort to broadcast material received from AGENCY or ADVERTISER despite late receipt.
- (c) If, due to public emergency or necessity, force majeure, restrictions imposed by law, acts of God, labor disputes or for any other cause beyond AGENCY's or ADVERTISER'S control, AGENCY or ADVERTISER cannot provide commercial and/or program material prior to scheduled broadcast hereunder, AGENCY or ADVERTISER shall not be liable to STATION. In such event, STATION shall suggest a substitute day and time period for broadcast of said advertising and/or program material. If no such substitute day and time period is mutually agreed upon, STATION shall credit AGENCY or ADVERTISER for the time and/or program charges hereunder in the amount of money assigned to the time period and/or program at time of purchase. AGENCY or ADVERTISER shall have the benefit of the same discounts which would have been earned if the advertising announcement and/or program had been broadcast.
- (d) Advertising material provided by AGENCY and ADVERTISER is subject to approval and STATION may exercise a continuing right to reject such material, including a right to reject for unsatisfactory technical quality or content. In the event program material is unsatisfactory, STATION shall have the right to substitute its own program at no penalty to AGENCY or ADVERTISER. In the event the commercial material is unsatisfactory, STATION will attempt to notify AGENCY or ADVERTISER by phone or email and unless AGENCY or ADVERTISER furnishes satisfactory material twenty-four (24) hours prior to broadcast time this contract may be terminated by either party without penalty to the other.
- (e) In the event STATION provides copy and/or production services to ADVERTISER all rights to such copy, production and any recordings thereof shall be and remain the sole and exclusive property of STATION and ADVERTISER's permitted use thereof shall be limited to advertising on the STATION.

### 9. ADVERTISING LIABILITIES

STATION agrees to hold and save AGENCY and ADVERTISER harmless against all liability resulting from the broadcast of (1) program material except program material furnished by AGENCY or ADVERTISER and (2) musical compositions licensed for broadcasting by a music licensing organization of which STATION is a licensee. AGENCY and ADVERTISER agree to hold and save STATION harmless against all liability resulting from the advertising material or program material furnished by AGENCY or ADVERTISER except musical compositions licensed as stated above.

### 10. NON-DISCRIMINATION POLICY

NONDISCRIMINATION POLICY: Station does not discriminate in advertising contracts on the basis of race or ethnicity, and will not accept any advertising which is intended to discriminate on the basis of race or ethnicity. ADVERTISER and/or AGENCY represents and warrants that it is not purchasing advertising time from Station that is intended to discriminate on the basis of race or ethnicity.

### 11. GENERAL

- (a) STATION shall exercise normal precautions in handling of property and mail but assumes no liability for loss of or damage to program or advertising material and other property furnished by AGENCY or ADVERTISER in connection with broadcasts hereunder. STATION will not accept or process mail, correspondence or telephone calls in connection with broadcasts except after prior approval.
- (b) This contract, including the rights under it, may not be assigned or transferred without first obtaining the consent of STATION in writing, nor may STATION be required to broadcast hereunder for the benefit of any advertiser other than the one named on the face contract. Failure of STATION or of AGENCY or ADVERTISER to enforce any of the provisions herein shall not be construed as a general relinquishment or waiver as to that or any other provision.
- (c) STATION's obligations hereunder are subject to the terms and conditions of licenses held by it and to applicable federal, state and local laws and regulations.
- (d) This contract contains the entire agreement between the parties relating to the subject matter herein contained, and no change or modification of any of its terms and provisions shall be effective against any party unless the same is in writing signed by said party.
- (e) This agreement may be executed in counterparts, each of which shall be deemed an original, and which together shall constitute one and the same instrument.
- (f) Any sales, use, gross receipts or similar taxes imposed as a result of this order shall be the responsibility of AGENCY and ADVERTISER. STATION may collect such tax in addition to the price of advertising hereunder.

# CONTRACT



**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> JZF4021 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WJZ-FM</b>		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> <b>03/26/18 - 01/02/22</b>	<u>Estimate #</u>	
<u>Product</u> <b>EEO Recruitment</b>		
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Broadcast	<u>Cash/Trade</u> Cash
<u>Property</u> <b>WJZ-FM</b>	<u>Account Executive</u> Baltimore House	<u>Sales Office</u> Baltimore Local
<u>Special Handling</u> Station Promo Orders - DNM		
<u>Demographic</u> Men 25-54		
	<u>Order Type</u> GENERAL	
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u> 4055953		<u>Advertiser Ref</u> 1069514

And:

**WJZ-FM**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209-2134**

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
N 1	WJZ-F	03/26/18	01/02/22	6:00 AM-12:00 XM	6:00 AM-12:00 XM		:30			NM	162	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		03/26/18	04/01/18	MTWTFSS				1	\$0.00			
Week:		04/02/18	04/08/18	MTWTFSS				1	\$0.00			
Week:		04/09/18	04/15/18	MTWTFSS				1	\$0.00			
Week:		04/16/18	04/22/18	MTWTFSS				1	\$0.00			
Week:		04/23/18	04/29/18	MTWTFSS				1	\$0.00			
Week:		04/30/18	05/06/18	MTWTFSS				1	\$0.00			
Week:		05/07/18	05/13/18	MTWTFSS				1	\$0.00			
Week:		05/14/18	05/20/18	MTWTFSS				1	\$0.00			
Week:		05/21/18	05/27/18	MTWTFSS				1	\$0.00			
Week:		05/28/18	06/03/18	MTWTFSS				1	\$0.00			
Week:		06/04/18	06/10/18	MTWTFSS				1	\$0.00			
Week:		06/11/18	06/17/18	MTWTFSS				1	\$0.00			
Week:		06/18/18	06/24/18	MTWTFSS				1	\$0.00			
Week:		06/25/18	07/01/18	MTWTFSS				1	\$0.00			
Week:		07/02/18	07/08/18	MTWTFSS				1	\$0.00			
Week:		07/09/18	07/15/18	MTWTFSS				1	\$0.00			
Week:		07/16/18	07/22/18	MTWTFSS				1	\$0.00			
Week:		07/23/18	07/29/18	MTWTFSS				1	\$0.00			
Week:		07/30/18	08/05/18	MTWTFSS				1	\$0.00			
Week:		08/06/18	08/12/18	MTWTFSS				1	\$0.00			
Week:		08/13/18	08/19/18	MTWTFSS				1	\$0.00			
Week:		08/20/18	08/26/18	MTWTFSS				1	\$0.00			
Week:		08/27/18	09/02/18	MTWTFSS				1	\$0.00			
Week:		09/03/18	09/09/18	MTWTFSS				1	\$0.00			
Week:		09/10/18	09/16/18	MTWTFSS				1	\$0.00			
Week:		09/17/18	09/23/18	MTWTFSS				1	\$0.00			
Week:		09/24/18	09/30/18	MTWTFSS				1	\$0.00			
Week:		10/01/18	10/07/18	MTWTFSS				1	\$0.00			
Week:		10/08/18	10/14/18	MTWTFSS				1	\$0.00			
Week:		10/15/18	10/21/18	MTWTFSS				1	\$0.00			
Week:		10/22/18	10/28/18	MTWTFSS				1	\$0.00			
Week:		10/29/18	11/04/18	MTWTFSS				1	\$0.00			
Week:		11/05/18	11/11/18	MTWTFSS				1	\$0.00			
Week:		11/12/18	11/18/18	MTWTFSS				1	\$0.00			

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.



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**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> JZF4021 /		<u>Alt Order #</u>
<u>Advertiser</u> WJZ-FM		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> 03/26/18 - 01/02/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		11/19/18	11/25/18	MTWTFSS				1	\$0.00			
Week:		11/26/18	12/02/18	MTWTFSS				1	\$0.00			
Week:		12/03/18	12/09/18	MTWTFSS				1	\$0.00			
Week:		12/10/18	12/16/18	MTWTFSS				1	\$0.00			
Week:		12/17/18	12/23/18	MTWTFSS				1	\$0.00			
Week:		12/24/18	12/30/18	MTWTFSS				1	\$0.00			
Week:		12/31/18	01/06/19	MTWTFSS				1	\$0.00			
Week:		01/07/19	01/13/19	MTWTFSS				1	\$0.00			
Week:		01/14/19	01/20/19	MTWTFSS				1	\$0.00			
Week:		01/21/19	01/27/19	MTWTFSS				1	\$0.00			
Week:		01/28/19	02/03/19	MTWTFSS				1	\$0.00			
Week:		02/04/19	02/10/19	MTWTFSS				1	\$0.00			
Week:		02/11/19	02/17/19	MTWTFSS				1	\$0.00			
Week:		02/18/19	02/24/19	MTWTFSS				1	\$0.00			
Week:		02/25/19	03/03/19	MTWTFSS				1	\$0.00			
Week:		03/04/19	03/10/19	MTWTFSS				1	\$0.00			
Week:		03/11/19	03/17/19	MTWTFSS				1	\$0.00			
Week:		03/18/19	03/24/19	MTWTFSS				1	\$0.00			
Week:		03/25/19	03/31/19	MTWTFSS				1	\$0.00			
Week:		04/01/19	04/07/19	MTWTFSS				1	\$0.00			
Week:		04/08/19	04/14/19	MTWTFSS				1	\$0.00			
Week:		04/15/19	04/21/19	MTWTFSS				1	\$0.00			
Week:		04/22/19	04/28/19	MTWTFSS				1	\$0.00			
Week:		04/29/19	05/05/19	MTWTFSS				1	\$0.00			
Week:		05/06/19	05/12/19	MTWTFSS				1	\$0.00			
Week:		05/13/19	05/19/19	MTWTFSS				1	\$0.00			
Week:		05/20/19	05/26/19	MTWTFSS				1	\$0.00			
Week:		05/27/19	06/02/19	MTWTFSS				1	\$0.00			
Week:		06/03/19	06/09/19	MTWTFSS				1	\$0.00			
Week:		06/10/19	06/16/19	MTWTFSS				1	\$0.00			
Week:		06/17/19	06/23/19	MTWTFSS				1	\$0.00			
Week:		06/24/19	06/30/19	MTWTFSS				1	\$0.00			
Week:		07/01/19	07/07/19	MTWTFSS				1	\$0.00			
Week:		07/08/19	07/14/19	MTWTFSS				1	\$0.00			
Week:		07/15/19	07/21/19	MTWTFSS				1	\$0.00			
Week:		07/22/19	07/28/19	MTWTFSS				1	\$0.00			
Week:		07/29/19	08/04/19	MTWTFSS				1	\$0.00			
Week:		08/05/19	08/11/19	MTWTFSS				1	\$0.00			
Week:		08/12/19	08/18/19	MTWTFSS				1	\$0.00			
Week:		08/19/19	08/25/19	MTWTFSS				1	\$0.00			
Week:		08/26/19	09/01/19	MTWTFSS				1	\$0.00			
Week:		09/02/19	09/08/19	MTWTFSS				1	\$0.00			
Week:		09/09/19	09/15/19	MTWTFSS				1	\$0.00			
Week:		09/16/19	09/22/19	MTWTFSS				1	\$0.00			
Week:		09/23/19	09/29/19	MTWTFSS				1	\$0.00			
Week:		09/30/19	10/06/19	MTWTFSS				1	\$0.00			
Week:		10/07/19	10/13/19	MTWTFSS				1	\$0.00			
Week:		10/14/19	10/20/19	MTWTFSS				1	\$0.00			
Week:		10/21/19	10/27/19	MTWTFSS				1	\$0.00			
Week:		10/28/19	11/03/19	MTWTFSS				1	\$0.00			
Week:		11/04/19	11/10/19	MTWTFSS				1	\$0.00			
Week:		11/11/19	11/17/19	MTWTFSS				1	\$0.00			
Week:		11/18/19	11/24/19	MTWTFSS				1	\$0.00			

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**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> JZF4021 /		<u>Alt Order #</u>
<u>Advertiser</u> WJZ-FM		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> 03/26/18 - 01/02/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		11/25/19	12/01/19	MTWTFSS				1	\$0.00			
Week:		12/02/19	12/08/19	MTWTFSS				1	\$0.00			
Week:		12/09/19	12/15/19	MTWTFSS				1	\$0.00			
Week:		12/16/19	12/22/19	MTWTFSS				1	\$0.00			
Week:		12/23/19	12/29/19	MTWTFSS				1	\$0.00			
Week:		12/30/19	01/05/20	MTWTFSS				1	\$0.00			
Week:		01/06/20	01/12/20	MTWTFSS				1	\$0.00			
Week:		01/13/20	01/19/20	MTWTFSS				1	\$0.00			
Week:		01/20/20	01/26/20	MTWTFSS				1	\$0.00			
Week:		01/27/20	02/02/20	MTWTFSS				1	\$0.00			
Week:		02/03/20	02/09/20	MTWTFSS				1	\$0.00			
Week:		02/10/20	02/16/20	MTWTFSS				1	\$0.00			
Week:		02/17/20	02/23/20	MTWTFSS				1	\$0.00			
Week:		02/24/20	03/01/20	MTWTFSS				1	\$0.00			
Week:		03/02/20	03/08/20	MTWTFSS				1	\$0.00			
Week:		03/09/20	03/15/20	MTWTFSS				1	\$0.00			
Week:		03/16/20	03/22/20	MTWTFSS				1	\$0.00			
Week:		03/23/20	03/29/20	MTWTFSS				1	\$0.00			
Week:		03/30/20	04/05/20	MTWTFSS				1	\$0.00			
Week:		04/06/20	04/12/20	MTWTFSS				1	\$0.00			
Week:		04/13/20	04/19/20	MTWTFSS				1	\$0.00			
Week:		04/20/20	04/26/20	MTWTFSS				1	\$0.00			
Week:		04/27/20	05/03/20	MTWTFSS				1	\$0.00			
Week:		05/04/20	05/10/20	MTWTFSS				1	\$0.00			
Week:		05/11/20	05/17/20	MTWTFSS				1	\$0.00			
Week:		05/18/20	05/24/20	MTWTFSS				1	\$0.00			
Week:		05/25/20	05/31/20	MTWTFSS				1	\$0.00			
Week:		06/01/20	06/07/20	MTWTFSS				1	\$0.00			
Week:		06/08/20	06/14/20	MTWTFSS				1	\$0.00			
Week:		06/15/20	06/21/20	MTWTFSS				1	\$0.00			
Week:		06/22/20	06/28/20	MTWTFSS				1	\$0.00			
Week:		06/29/20	07/05/20	MTWTFSS				1	\$0.00			
Week:		07/06/20	07/12/20	MTWTFSS				1	\$0.00			
Week:		07/13/20	07/19/20	MTWTFSS				1	\$0.00			
Week:		07/20/20	07/26/20	MTWTFSS				1	\$0.00			
Week:		07/27/20	08/02/20	MTWTFSS				1	\$0.00			
Week:		08/03/20	08/09/20	MTWTFSS				1	\$0.00			
Week:		08/10/20	08/16/20	MTWTFSS				1	\$0.00			
Week:		08/17/20	08/23/20	MTWTFSS				1	\$0.00			
Week:		08/24/20	08/30/20	MTWTFSS				1	\$0.00			
Week:		08/31/20	09/06/20	MTWTFSS				1	\$0.00			
Week:		09/07/20	09/13/20	MTWTFSS				1	\$0.00			
Week:		09/14/20	09/20/20	MTWTFSS				1	\$0.00			
Week:		09/21/20	09/27/20	MTWTFSS				1	\$0.00			
Week:		09/28/20	10/04/20	MTWTFSS				1	\$0.00			
Week:		10/05/20	10/11/20	MTWTFSS				1	\$0.00			
Week:		10/12/20	10/18/20	MTWTFSS				1	\$0.00			
Week:		10/19/20	10/25/20	MTWTFSS				1	\$0.00			
Week:		10/26/20	11/01/20	MTWTFSS				1	\$0.00			
Week:		11/02/20	11/08/20	MTWTFSS				1	\$0.00			
Week:		11/09/20	11/15/20	MTWTFSS				1	\$0.00			
Week:		11/16/20	11/22/20	MTWTFSS				1	\$0.00			
Week:		11/23/20	11/29/20	MTWTFSS				1	\$0.00			

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**1423 Clarkview Rd**  
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**(570) 846-2324**

<u>Contract / Revision</u> JZF4021 /		<u>Alt Order #</u>
<u>Advertiser</u> WJZ-FM		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> 03/26/18 - 01/02/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		11/30/20	12/06/20	MTWTFSS				1	\$0.00			
Week:		12/07/20	12/13/20	MTWTFSS				1	\$0.00			
Week:		12/14/20	12/20/20	MTWTFSS				1	\$0.00			
Week:		12/21/20	12/27/20	MTWTFSS				1	\$0.00			
Week:		12/28/20	01/03/21	MTWTFSS				1	\$0.00			
Week:		01/04/21	01/10/21	MTWTFSS				1	\$0.00			
Week:		01/11/21	01/17/21	MTWTFSS				1	\$0.00			
Week:		01/18/21	01/24/21	MTWTFSS				1	\$0.00			
Week:		01/25/21	01/31/21	MTWTFSS				1	\$0.00			
Week:		02/01/21	02/07/21	MTWTFSS				1	\$0.00			
Week:		02/08/21	02/14/21	MTWTFSS				1	\$0.00			
Week:		02/15/21	02/21/21	MTWTFSS				1	\$0.00			
Week:		02/22/21	02/28/21	MTWTFSS				1	\$0.00			
Week:		03/01/21	03/07/21	MTWTFSS				1	\$0.00			
Week:		03/08/21	03/14/21	MTWTFSS				1	\$0.00			
Week:		03/15/21	03/21/21	MTWTFSS				1	\$0.00			
Week:		03/22/21	03/28/21	MTWTFSS				1	\$0.00			
Week:		03/29/21	04/04/21	MTWTFSS				1	\$0.00			
Week:		04/05/21	04/11/21	MTWTFSS				1	\$0.00			
Week:		04/12/21	04/18/21	MTWTFSS				1	\$0.00			
Week:		04/19/21	04/25/21	MTWTFSS				1	\$0.00			
Week:		04/26/21	05/02/21	MTWTFSS				1	\$0.00			
Week:		05/03/21	05/09/21	MTWTFSS				1	\$0.00			
Week:		05/10/21	05/16/21	MTWTFSS				1	\$0.00			
Week:		05/17/21	05/23/21	MTWTFSS				1	\$0.00			
Week:		05/24/21	05/30/21	MTWTFSS				1	\$0.00			
Week:		05/31/21	06/06/21	MTWTFSS				1	\$0.00			
Week:		06/07/21	06/13/21	MTWTFSS				1	\$0.00			
Week:		06/14/21	06/20/21	MTWTFSS				1	\$0.00			
Week:		06/21/21	06/27/21	MTWTFSS				1	\$0.00			
Week:		06/28/21	07/04/21	MTWTFSS				1	\$0.00			
Week:		07/05/21	07/11/21	MTWTFSS				1	\$0.00			
Week:		07/12/21	07/18/21	MTWTFSS				1	\$0.00			
Week:		07/19/21	07/25/21	MTWTFSS				1	\$0.00			
Week:		07/26/21	08/01/21	MTWTFSS				1	\$0.00			
Week:		08/02/21	08/08/21	MTWTFSS				1	\$0.00			
Week:		08/09/21	08/15/21	MTWTFSS				1	\$0.00			
Week:		08/16/21	08/22/21	MTWTFSS				1	\$0.00			
Week:		08/23/21	08/29/21	MTWTFSS				1	\$0.00			
Week:		08/30/21	09/05/21	MTWTFSS				1	\$0.00			
Week:		09/06/21	09/12/21	MTWTFSS				1	\$0.00			
Week:		09/13/21	09/19/21	MTWTFSS				1	\$0.00			
Week:		09/20/21	09/26/21	MTWTFSS				1	\$0.00			
Week:		09/27/21	10/03/21	MTWTFSS				1	\$0.00			
Week:		10/04/21	10/10/21	MTWTFSS				1	\$0.00			
Week:		10/11/21	10/17/21	MTWTFSS				1	\$0.00			
Week:		10/18/21	10/24/21	MTWTFSS				1	\$0.00			
Week:		10/25/21	10/31/21	MTWTFSS				1	\$0.00			
Week:		11/01/21	11/07/21	MTWTFSS				1	\$0.00			
Week:		11/08/21	11/14/21	MTWTFSS				1	\$0.00			
Week:		11/15/21	11/21/21	MTWTFSS				1	\$0.00			
Week:		11/22/21	11/28/21	MTWTFSS				1	\$0.00			
Week:		11/29/21	12/05/21	MTWTFSS				1	\$0.00			

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**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(570) 846-2324**

<u>Contract / Revision</u> JZF4021 /		<u>Alt Order #</u>
<u>Advertiser</u> WJZ-FM		<u>Original Date / Revision</u> 02/15/18 / 02/03/20
<u>Contract Dates</u> 03/26/18 - 01/02/22	<u>Product</u> EEO Recruitment	<u>Estimate #</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
Week:		12/06/21	12/12/21	MTWTFSS				1	\$0.00			
Week:		12/13/21	12/19/21	MTWTFSS				1	\$0.00			
Week:		12/20/21	12/26/21	MTWTFSS				1	\$0.00			
Week:		12/27/21	01/02/22	MTWTFSS				1	\$0.00			
<b>Totals</b>											162	\$0.00

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Time Period	# of Spots	Gross Amount	Net Amount
03/26/18 - 04/29/18	0	\$0.00	\$0.00
04/30/18 - 05/27/18	0	\$0.00	\$0.00
05/28/18 - 06/24/18	1	\$0.00	\$0.00
06/25/18 - 07/29/18	0	\$0.00	\$0.00
07/30/18 - 08/26/18	1	\$0.00	\$0.00
08/27/18 - 09/30/18	1	\$0.00	\$0.00
10/01/18 - 10/28/18	3	\$0.00	\$0.00
10/29/18 - 11/25/18	1	\$0.00	\$0.00
11/26/18 - 12/30/18	3	\$0.00	\$0.00
12/31/18 - 01/27/19	4	\$0.00	\$0.00
01/28/19 - 02/24/19	3	\$0.00	\$0.00
02/25/19 - 03/31/19	5	\$0.00	\$0.00
04/01/19 - 04/28/19	3	\$0.00	\$0.00
04/29/19 - 05/26/19	3	\$0.00	\$0.00
05/27/19 - 06/30/19	4	\$0.00	\$0.00
07/01/19 - 07/28/19	4	\$0.00	\$0.00
07/29/19 - 08/25/19	4	\$0.00	\$0.00
08/26/19 - 09/29/19	4	\$0.00	\$0.00
09/30/19 - 10/27/19	4	\$0.00	\$0.00
10/28/19 - 11/24/19	4	\$0.00	\$0.00
11/25/19 - 12/29/19	5	\$0.00	\$0.00
12/30/19 - 01/26/20	4	\$0.00	\$0.00
01/27/20 - 02/23/20	4	\$0.00	\$0.00
02/24/20 - 03/29/20	5	\$0.00	\$0.00
03/30/20 - 04/26/20	4	\$0.00	\$0.00
04/27/20 - 05/31/20	5	\$0.00	\$0.00
06/01/20 - 06/28/20	4	\$0.00	\$0.00
06/29/20 - 07/26/20	4	\$0.00	\$0.00
07/27/20 - 08/30/20	5	\$0.00	\$0.00
08/31/20 - 09/27/20	4	\$0.00	\$0.00
09/28/20 - 10/25/20	4	\$0.00	\$0.00
10/26/20 - 11/29/20	5	\$0.00	\$0.00
11/30/20 - 12/27/20	4	\$0.00	\$0.00
12/28/20 - 01/31/21	5	\$0.00	\$0.00
02/01/21 - 02/28/21	4	\$0.00	\$0.00
03/01/21 - 03/28/21	4	\$0.00	\$0.00
03/29/21 - 04/25/21	4	\$0.00	\$0.00
04/26/21 - 05/30/21	5	\$0.00	\$0.00
05/31/21 - 06/27/21	4	\$0.00	\$0.00
06/28/21 - 07/25/21	4	\$0.00	\$0.00
07/26/21 - 08/29/21	5	\$0.00	\$0.00
08/30/21 - 09/26/21	4	\$0.00	\$0.00
09/27/21 - 10/31/21	5	\$0.00	\$0.00
11/01/21 - 11/28/21	4	\$0.00	\$0.00
11/29/21 - 12/26/21	4	\$0.00	\$0.00

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12/27/21 - 01/02/22	1	\$0.00	\$0.00
<b>Totals</b>	<b>162</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

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## STANDARD ADVERTISING TERMS AND CONDITIONS

The organization contracting for the purchase of advertising covered by this contract (hereinafter called "AGENCY" or "ADVERTISER" as the case may be) and the station accepting this contract (hereinafter called "STATION") hereby agree that this contract shall be governed by the following conditions:

### 1. PAYMENT AND BILLING

- (a) STATION will bill AGENCY or ADVERTISER monthly, using the Final Sunday Fiscal Month, unless otherwise provided on the face of the contract.
- (b) Payment by AGENCY or ADVERTISER is due upon receipt of invoice. AGENCY or ADVERTISER waives any billing dispute if AGENCY or ADVERTISER does not notify STATION of such dispute in writing within thirty (30) days from date of the invoice containing such amount in dispute. In the event AGENCY or ADVERTISER timely notifies STATION of such dispute, AGENCY or ADVERTISER and STATION shall work diligently with each toward a resolution, but any amount not in dispute shall be promptly paid as described herein. Payments by established and recognized advertising agencies shall be subject to a 15% agency discount on cash payments only, except for non-commissionable amounts or as otherwise stated herein or in a governing master contract.
- (c) Invoices shall contain dates of advertising purchased on request, length of commercial announcement and cost.
- (d) Upon request STATION shall provide proof of performance specifying exact times when commercials were aired taken from the official log maintained by STATION as required by FCC regulations.
- (e) If this agreement is entered into by an AGENCY, then AGENCY agrees that ADVERTISER and AGENCY are jointly and severally purchasing the advertising hereunder and acknowledges that any credit that has been extended by STATION has been extended on the basis of the credit and promise to pay of both AGENCY and ADVERTISER. AGENCY represents and warrants that it is authorized to bind the ADVERTISER and agrees that AGENCY and ADVERTISER shall be jointly and severally liable for the payments to be made under this agreement. Sequential liability is not accepted under any circumstance unless in writing by STATION management.

### 2. TERMINATION

- (a) Commercial announcements or programs of less than 5 minutes duration may be cancelled by STATION, AGENCY or ADVERTISER upon fourteen (14) days prior written notice, but no such cancellation shall be effective until fourteen (14) days after initial start of broadcasting hereunder otherwise stated on face of confirmation.
- (b) Programs of 5 minutes or longer duration may be cancelled by STATION, AGENCY or ADVERTISER upon twenty-eight (28) days prior notice, but no such cancellation shall be effective until twenty-eight (28) days after initial start of broadcasting hereunder unless otherwise stated on face of confirmation.
- (c) If AGENCY or ADVERTISER cancels contract, earned rates will apply. If STATION cancels contract, AGENCY or ADVERTISER shall have the benefit of the same discounts which it would have earned had it been allowed to complete the contract.

### 3. EXTENSIONS AND RENEWALS

Any extensions or renewals of this contract shall be subject to prior approval by STATION and shall be at the rates in effect at the time of said extension or renewal as set forth on STATION's then published rate card.

### 4. EFFECT OF BREACH

- (a) STATION reserves the right to terminate this contract upon default by AGENCY or ADVERTISER in the payment of bills or other material breach of the terms hereof at any time upon one day's notice. Upon such termination all charges for advertising completed hereunder and not paid shall become immediately due and payable. If STATION terminates by reason of AGENCY's or ADVERTISER's material breach, AGENCY's or ADVERTISER's liability shall be to pay not only for advertising completed hereunder prior to termination by STATION but for advertising to be completed thereafter under the contract, less only the STATION's actual cost savings realized on account of termination (such as fees to live talent that are cancellable at the time of termination of the contract).
- (b) In the event of material breach by STATION in performing this contract, AGENCY or ADVERTISER reserves the right to terminate this contract at any time upon one (1) day's prior notice. In no event shall STATION be liable or responsible for any incidental, special, consequential or punitive damages (including without limitation, lost profits, promotional costs or costs of other media) relating to the performance or breach of this Agreement whether arising in contract, tort or otherwise. STATION's total liability to AGENCY and/or ADVERTISER for any breach of or failure to perform this Agreement shall be limited to a refund of any amounts paid to STATION under this Agreement regardless of whether such liability arises in contract, tort or otherwise.
- (c) In case suit or action is instituted by STATION for the collection of any money owing hereunder or for enforcement of any of STATION's rights hereunder, AGENCY or ADVERTISER agrees to pay all costs and disbursements of said suit or action together with reasonable attorney's fees.

### 5. FAILURE TO BROADCAST

If for any reason there is an interruption or omission of any advertising contracted to be broadcast hereunder, STATION may suggest a substitute time period for the broadcast of the interrupted or omitted advertising. If no such substitute time period is acceptable to AGENCY or ADVERTISER, STATION shall allow AGENCY or ADVERTISER (1) with respect to a program, a pro rata reduction in the time and/or program charges hereunder in the amount of money assigned to the time and/or program charges at time of purchase, and (2) with respect to a commercial announcement, a reduction in the time charges equal to the amount of money assigned to the commercial announcement at time of purchase. AGENCY or ADVERTISER shall have the benefit of the same discounts which would have been earned if there had been no interruption or omission in the advertising. The foregoing shall be STATION's sole liability for any failure to broadcast a commercial announcement hereunder. IN NO EVENT SHALL STATION BE LIABLE FOR ANY CONSEQUENTIAL, INCIDENTAL, INDIRECT, SPECIAL OR PUNITIVE DAMAGES, WHETHER ARISING IN CONTRACT, TORT (INCLUDING NEGLIGENCE) OR OTHERWISE.

### 6. SUBSTITUTION OF PROGRAMS OF PUBLIC SIGNIFICANCE

- (a) STATION shall have the right to cancel any purchased advertising or portion thereof covered by this contract in order to broadcast any program which, in its absolute discretion, it deems to be of public significance. In any such case, STATION will notify AGENCY or ADVERTISER in advance if reasonably possible, but where such notice cannot reasonably be given STATION will notify AGENCY or ADVERTISER within one (1) business day after such scheduled broadcast has been cancelled.
- (b) If AGENCY or ADVERTISER and STATION cannot agree upon a satisfactory substitute day and time, the broadcast time so preempted shall be deemed cancelled without affecting the rates, discounts, or rights provided under this contract, except that AGENCY or ADVERTISER shall not have to pay the cancelled STATION charges.

### 7. RATE CLASS CODES AND OTHER TERMS

- (a) The Rate Class Codes are as follows: F = Fixed, will run within designated day and day part; M = Moveable within the overall time parameters indicated without promise as to the specific placement or distribution therein; P = Preemptible, scheduled to run within the overall time parameters indicated subject to preemption for other business at the discretion of the STATION.
- (b) Any additional written terms and conditions contained in STATION's proposal or quotation, which are not inconsistent herewith, are hereby incorporated by reference.

### 8. PROGRAM AND COMMERCIAL MATERIAL

- (a) Unless otherwise noted on the face of this contract, all program material and all commercial announcements shall be furnished by STATION, excluding advertising announcement material, which shall be furnished by AGENCY or ADVERTISER. All expenses connected with the delivery of commercial announcements to STATION, and with return therefrom, if return is directed, shall be paid by AGENCY or ADVERTISER. In the event STATION furnishes or produces the commercial announcement, STATION shall own all rights to such announcement and the copy contained therein, including without limitation all copyrights, the creative concept contained therein, and the actual recording.
- (b) STATION will attempt to advise AGENCY or ADVERTISER by telephone or email if AGENCY or ADVERTISER furnished program or commercial material and scheduling instructions do not arrive 72 hours in advance of advertising date. If material and instructions do not arrive at the STATION within twenty-four (24) hours after STATION has notified the AGENCY or ADVERTISER, STATION may bill AGENCY or ADVERTISER (as the case may be) for the time reserved. STATION will exert all reasonable effort to broadcast material received from AGENCY or ADVERTISER despite late receipt.
- (c) If, due to public emergency or necessity, force majeure, restrictions imposed by law, acts of God, labor disputes or for any other cause beyond AGENCY's or ADVERTISER'S control, AGENCY or ADVERTISER cannot provide commercial and/or program material prior to scheduled broadcast hereunder, AGENCY or ADVERTISER shall not be liable to STATION. In such event, STATION shall suggest a substitute day and time period for broadcast of said advertising and/or program material. If no such substitute day and time period is mutually agreed upon, STATION shall credit AGENCY or ADVERTISER for the time and/or program charges hereunder in the amount of money assigned to the time period and/or program at time of purchase. AGENCY or ADVERTISER shall have the benefit of the same discounts which would have been earned if the advertising announcement and/or program had been broadcast.
- (d) Advertising material provided by AGENCY and ADVERTISER is subject to approval and STATION may exercise a continuing right to reject such material, including a right to reject for unsatisfactory technical quality or content. In the event program material is unsatisfactory, STATION shall have the right to substitute its own program at no penalty to AGENCY or ADVERTISER. In the event the commercial material is unsatisfactory, STATION will attempt to notify AGENCY or ADVERTISER by phone or email and unless AGENCY or ADVERTISER furnishes satisfactory material twenty-four (24) hours prior to broadcast time this contract may be terminated by either party without penalty to the other.
- (e) In the event STATION provides copy and/or production services to ADVERTISER all rights to such copy, production and any recordings thereof shall be and remain the sole and exclusive property of STATION and ADVERTISER's permitted use thereof shall be limited to advertising on the STATION.

### 9. ADVERTISING LIABILITIES

STATION agrees to hold and save AGENCY and ADVERTISER harmless against all liability resulting from the broadcast of (1) program material except program material furnished by AGENCY or ADVERTISER and (2) musical compositions licensed for broadcasting by a music licensing organization of which STATION is a licensee. AGENCY and ADVERTISER agree to hold and save STATION harmless against all liability resulting from the advertising material or program material furnished by AGENCY or ADVERTISER except musical compositions licensed as stated above.

### 10. NON-DISCRIMINATION POLICY

NONDISCRIMINATION POLICY: Station does not discriminate in advertising contracts on the basis of race or ethnicity, and will not accept any advertising which is intended to discriminate on the basis of race or ethnicity. ADVERTISER and/or AGENCY represents and warrants that it is not purchasing advertising time from Station that is intended to discriminate on the basis of race or ethnicity.

### 11. GENERAL

- (a) STATION shall exercise normal precautions in handling of property and mail but assumes no liability for loss of or damage to program or advertising material and other property furnished by AGENCY or ADVERTISER in connection with broadcasts hereunder. STATION will not accept or process mail, correspondence or telephone calls in connection with broadcasts except after prior approval.
- (b) This contract, including the rights under it, may not be assigned or transferred without first obtaining the consent of STATION in writing, nor may STATION be required to broadcast hereunder for the benefit of any advertiser other than the one named on the face contract. Failure of STATION or of AGENCY or ADVERTISER to enforce any of the provisions herein shall not be construed as a general relinquishment or waiver as to that or any other provision.
- (c) STATION's obligations hereunder are subject to the terms and conditions of licenses held by it and to applicable federal, state and local laws and regulations.
- (d) This contract contains the entire agreement between the parties relating to the subject matter herein contained, and no change or modification of any of its terms and provisions shall be effective against any party unless the same is in writing signed by said party.
- (e) This agreement may be executed in counterparts, each of which shall be deemed an original, and which together shall constitute one and the same instrument.
- (f) Any sales, use, gross receipts or similar taxes imposed as a result of this order shall be the responsibility of AGENCY and ADVERTISER. STATION may collect such tax in addition to the price of advertising hereunder.

## Ann Peters

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**From:** Entercom Human Resources  
**Sent:** Thursday, September 24, 2020 3:26 PM  
**Subject:** Action Required - Anti-Harassment Training

Team,

Entercom is dedicated to making a positive, meaningful impact on our communities. A key priority for our company is diversity, equity and inclusion. We are committed to creating and maintaining an environment free from all forms of harassment. All employees play an important role in upholding this commitment.

Towards these goals, we are launching two very important training courses for all employees.

First, Entercom will launch a **mandatory** comprehensive online Anti-Harassment Training program across the Company beginning **September 25, 2020**.

Shortly after the Anti-Harassment Training, Entercom will conduct an Unconscious Bias training program for all employees.

*(Note: Some Entercom Markets have already completed Anti-Harassment Training. If you are receiving this email and you completed the course in 2020, you may disregard the requirement at this time)*

### DELIVERABLES AND DUE DATES:

You will automatically be asked to complete the Anti-Harassment Training via email from [EntercomComplianceTraining@entercom.com](mailto:EntercomComplianceTraining@entercom.com). The email will be sent out **September 25, 2020**. The deadline for you to complete this training is **October 25, 2020**.

### ADDITIONAL INFORMATION:

- This training is **required** for all active full time and part time employees and MUST be completed no later than **October 25, 2020**.
- This training may be accessed through your smartphone or tablet, as well as desktop or laptop computer.
- It will take time to complete the training so please plan accordingly. The length of training depends on your work location, whether you have supervisory responsibilities, and, if so, the jurisdiction(s) in which your employees are located. When prompted, please be sure to select all locations that apply. In some locations, it may take up to 2 hours. In most locations and for most positions, it will likely take roughly 45 minutes.

### FOLLOW UP:

- Please email [EntercomComplianceTraining@entercom.com](mailto:EntercomComplianceTraining@entercom.com) with questions, or submit a ticket on MySupport (Human Resources > HR Compliance Training).

Thank you for your continued support and collaboration in maintaining a harassment-free workplace.

Entercom Human Resources

**Ann Peters**

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**From:** Entercom Human Resources  
**Sent:** Wednesday, December 09, 2020 4:30 PM  
**To:** ENTERCOM TEAM  
**Subject:** \*ACTION REQUIRED\* Diversity: Unconscious Bias Training

**Entercom**

## **ACTION REQUIRED: Human Resources**

Dec

dedicated to making a positive, meaningful impact in the communities we serve. We are striving to build a more diverse organization, to strengthen inclusion and respect and will not tolerate racism, bigotry, or discrimination within the organization.

We are conducting training regarding **unconscious bias**. This module is designed to provide tools to promote positive interactions and foster a productive work environment. You will learn how to recognize unconscious bias, how it may appear in the workplace, and how to address it.

Please see an email with instructions on how to complete the **Diversity: Unconscious Bias Training** from [EntercomComplianceTraining@entercom.com](mailto:EntercomComplianceTraining@entercom.com) sent out **tomorrow morning (December 10, 2020)**. The deadline to complete this training is **January 9, 2021**.

**Everyone is required to complete this training.**

**Thank you for your time in completing this training!**

For any questions or feedback, please email [humanresources@entercom.com](mailto:humanresources@entercom.com).

The contents of this email message and any attachments are intended solely for Entercom's internal purposes and may contain confidential and/or proprietary information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been delivered to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

## Ann Peters

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**From:** Pink, Sidney H. <spink@towson.edu>  
**Sent:** Wednesday, April 28, 2021 12:18 PM  
**To:** Pink, Sidney H.  
**Cc:** Lightfoot, Marcy E.; Chuck Sapienza; Ann Peters; Sam Sessa; Downs, Jocquelyn (BOPA); Diane Ducharme; Lindsay Reisman; Anthony DiMenna; charles@stagesmusicarts.com; rsanchez@artbma.org; Genna Styles; Chuck Sapienza; Aran Keating; Lauren Blackwell; Lauren Erazo; Maryland Dance Education Association  
**Subject:** TODAY! - Arts Expo at Towson University

**CAUTION:** This email originated from a source outside Audacy. Do not click or open attachments unless you recognize the sender and know the content is safe.

Good Afternoon,

Today is the Towson University Arts Career Expo! We have students from 7 departments and over 15 arts and media related majors registered. They are excited to meet with you. Below is the full schedule for your reference.

Please, start and end your mini-info sessions on time. Please respect the schedule so students can visit with multiple organizations and businesses. Sessions are at 4:10, 4:30, 4:50, and 5:10. Additional tips and reminders are at the bottom of this email.

An optional networking event for organizations will be at 5:35pm. The link is below. We hope to see you there.

Let us know if you have any questions. And thank you for supporting our students!

Sidney Pink  
410-598-7282 (text or call anytime today)

### **Arts Career Expo - Schedule**

Wednesday April 28, 2021

- 4:00-4:10pm - Welcome for Students  
<https://towson-edu.zoom.us/j/97375208154?pwd=SG5SL1JuYmxYVWVlWDlkQlNyNUVvUT09>
- 4:10-5:30pm - Sessions with Organizations  
Join your own Organization's zoom space/link (or other platform) you provided. Organizations will host a mini-info session for each of the scheduled times. Different students will join each time to learn about your organization. Note, students will move between spaces, while organization representatives will stay in one zoom space during the event.
  - 4:10 - Session 1
  - 4:30 - Session 2
  - 4:50 - Session 3
  - 5:10 - Session 4
- 5:30 - Closing Remarks (same link as above)

- 5:35-6:00pm - Networking for Organizations/Businesses (Optional)

<https://towson-edu.zoom.us/j/92917838679?pwd=WE5MUhJOSGNxcURqNjNLOEJuNEdrdz09>

- Meeting ID: 929 1783 8679
- Passcode: 26940710

## **Reminder & Tips**

1. Be in your Zoom space (or other platform) by at least 4:05pm to welcome students.
2. **Please start and end your mini-info sessions on time.** Please respect the schedule so students can visit with multiple organizations and businesses. Sessions are at 4:10, 4:30, 4:50, and 5:10.
  - Note, students will move between spaces/links, while organization representatives will stay in one zoom space during the event. It will be up to each employer/representative to end on time and invite students to their next session.
3. Different students will join each time to learn about your organization. Please provide the same information for each group. You may want to end with a clear next step for those that are interested, such as connecting on LinkedIn, sharing your email, link to an application, or other call-to-action.
4. If you have any problems the day of the event, such as running late, tech issues, etc., please text or call **Sidney Pink at 410-598-7282**. You may also send him an email: [spink@towson.edu](mailto:spink@towson.edu).
  - We will also be in the main event space to answer questions between 4:10-5:30pm:  
<https://towson-edu.zoom.us/j/97375208154?pwd=SG5SL1JuYmxYVWVlWDlkQlNlNUVvUT09>

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Sidney Pink (he/him)  
*External Outreach Coordinator*  
Media, Arts, & Communication (MAC) Career Community  
Career Center

*"I connect students and alumni with career planning experiences and resources in areas of Media, Arts, and Communication."*

d (410) 704-6093  
c (410) 598-7282  
[spink@towson.edu](mailto:spink@towson.edu)  
[www.towson.edu/careercenter/](http://www.towson.edu/careercenter/)





8000 York Road, Towson, MD 21252

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## Ann Peters

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**From:** Pink, Sidney H. <spink@towson.edu>  
**Sent:** Wednesday, April 28, 2021 6:07 PM  
**Cc:** Lightfoot, Marcy E.; Chuck Sapienza; Ann Peters; Sam Sessa; Downs, Jocquelyn (BOPA); Diane Ducharme; Lindsay Reisman; Anthony DiMenna; charles@stagesmusicarts.com; rsanchez@artbma.org; Genna Styles; Aran Keating; Lauren Blackwell; Lauren Erazo; Maryland Dance Education Association  
**Subject:** Thank you! - Arts Expo at Towson University

**CAUTION:** This email originated from a source outside Audacy. Do not click or open attachments unless you recognize the sender and know the content is safe.

Thank you so much for your time today and supporting our Towson University students! Several students at the end experienced excitement and gratitude for the experience.

Please take a few minutes to complete this short event survey. Your feedback is greatly appreciated for planning future events.

<https://form.jotform.com/211176846580157>

Please let us know, if you would like to schedule a meeting with Marcy Lightfoot and myself to discuss other ways we can support your business and work. We are always happy to talk and dream about future programing.

Have a nice rest of your week.

Best,  
Sidney & Marcy

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Sidney Pink (he/him)  
External Outreach Coordinator  
Media, Arts, & Communication (MAC) Career Community  
Career Center

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spink@towson.edu  
[www.towson.edu/careercenter/](http://www.towson.edu/careercenter/)



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**From:** Pink, Sidney H. <spink@towson.edu>

**Sent:** Wednesday, April 28, 2021 12:17 PM

**To:** Pink, Sidney H. <spink@towson.edu>

**Cc:** Lightfoot, Marcy E. <MLightfoot@towson.edu>; Chuck Sapienza <Chuck.Sapienza@audacy.com>; ann.peters@audacy.com <ann.peters@audacy.com>; Sam Sessa <ssessa@wtmd.org>; Downs, Jocquelyn (BOPA) <JDowns@Promotionandarts.org>; Diane Ducharme <Diane@lvstek.com>; Lindsay Reisman <lindsay@creatively.life>; Anthony DiMenna <anthony@stagesmusicarts.com>; charles@stagesmusicarts.com <charles@stagesmusicarts.com>; rsanchez@artbma.org <RSanchez@artbma.org>; Genna Styles <gstyles@everymantheatre.org>; Chuck Sapienza <Chuck.Sapienza@audacy.com>; Aran Keating <aran@baltimorerockopera.org>; Lauren Blackwell <Lauren.Blackwell@ltyc.net>; Lauren Erazo <laurene.dab@gmail.com>; Maryland Dance Education Association <info@mddanceed.org>

**Subject:** TODAY! - Arts Expo at Towson University

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Let us know if you have any questions. And thank you for supporting our students!

Sidney Pink

410-598-7282 (text or call anytime today)

## **Arts Career Expo - Schedule**

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Join your own Organization's zoom space/link (or other platform) you provided. Organizations will host a mini-info session for each of the scheduled times. Different students will join each time to learn about your organization. Note, students will move between spaces, while organization representatives will stay in one zoom space during the event.
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  - 4:30 - Session 2

- 4:50 - Session 3
- 5:10 - Session 4
- 5:30 - Closing Remarks (same link as above)
- 5:35-6:00pm - Networking for Organizations/Businesses (Optional)

<https://towson-edu.zoom.us/j/92917838679?pwd=WE5MUnJOSGNXcURqNjNLOEJuNEdrdz09>

- Meeting ID: 929 1783 8679
- Passcode: 26940710

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Sidney Pink (he/him)  
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8000 York Road, Towson, MD 21252

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# CONTRACT



**Entercom Communications Corp.**  
**WJZ-AM**  
 1423 Clarkview Rd  
 Baltimore, MD 21209  
 (410) 846-2024

<u>Contract / Revision</u> 1786460 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WJZ-AM</b>		<u>Original Date / Revision</u> 05/14/21 / 05/14/21
<u>Contract Dates</u> <b>05/15/21 - 05/19/21</b>	<u>Estimate #</u>	
<u>Product</u> <b>Virtual Career Fair</b>		
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Broadcast	<u>Cash/Trade</u> Cash
<u>Property</u> <b>WJZ-AM</b>	<u>Account Executive</u> Baltimore House	<u>Sales Office</u> Baltimore Local
<u>Special Handling</u> Station Promo Orders - DNM		
<u>Demographic</u> Men 25-54		
	<u>Order Type</u> GENERAL	
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u> 4055952		<u>Advertiser Ref</u> 1069513

And:

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
N 1	WJZ-A	05/15/21	05/19/21	6:00 AM-8:00 PM	6:00 AM-8:00 PM		:30			NM	10	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
	Week:	05/10/21	05/16/21	-----55				10	\$0.00			
	Week:	05/17/21	05/23/21	-----				0	\$0.00			
<b>Totals</b>											10	\$0.00

Time Period	# of Spots	Gross Amount	Net Amount
04/26/21 - 05/16/21	10	\$0.00	\$0.00
<b>Totals</b>	10	\$0.00	\$0.00

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.

**CONTRACT**

**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(410) 846-2024**

<u>Contract / Revision</u> 1786442 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WJZ-FM</b>		<u>Original Date / Revision</u> 05/14/21 / 05/14/21
<u>Contract Dates</u> <b>05/15/21 - 05/19/21</b>	<u>Estimate #</u>	
<u>Product</u> <b>Virtual Career Fair</b>		
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Broadcast	<u>Cash/Trade</u> Cash
<u>Property</u> <b>WJZ-FM</b>	<u>Account Executive</u> Baltimore House	<u>Sales Office</u> Baltimore Local
<u>Special Handling</u> Station Promo Orders - DNM		
<u>Demographic</u> Men 25-54		
	<u>Order Type</u> GENERAL	
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u> 4055953		<u>Advertiser Ref</u> 1069514

And:

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
N 1	WJZ-F	05/15/21	05/19/21	5:00 AM-8:00 PM	5:00 AM-8:00 PM		:30			NM	25	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
	Week:	05/10/21	05/16/21	-----55				10	\$0.00			
	Week:	05/17/21	05/23/21	555----				15	\$0.00			
<b>Totals</b>											<b>25</b>	<b>\$0.00</b>

Time Period	# of Spots	Gross Amount	Net Amount
04/26/21 - 05/19/21	25	\$0.00	\$0.00
<b>Totals</b>	<b>25</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.

**CONTRACT**

**Entercom Communications Corp.**  
**1423 Clarkview Rd**  
**Baltimore, MD 21209**  
**(410) 846-2024**  
**Baltimore, MD 21204**

<u>Contract / Revision</u> 1786465 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WLIF-FM</b>		<u>Original Date / Revision</u> 05/14/21 / 05/14/21
<u>Contract Dates</u> <b>05/15/21 - 05/19/21</b>	<u>Estimate #</u>	
<u>Product</u> <b>Virtual Career Fair</b>		
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Broadcast	<u>Cash/Trade</u> Cash
<u>Property</u> <b>WLIF-FM</b>	<u>Account Executive</u> Baltimore House	<u>Sales Office</u> Baltimore Local
<u>Special Handling</u> Station Promo Orders - DNM		
<u>Demographic</u> Women 25-54		
	<u>Order Type</u> GENERAL	
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u> 4055974	<u>Advertiser Ref</u> 1069537	

And:

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
N 1	WLIF	05/15/21	05/19/21	5:00 AM-8:00 PM	5:00 AM-8:00 PM		:30			NM	25	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
	Week:	05/10/21	05/16/21	-----55				10	\$0.00			
	Week:	05/17/21	05/23/21	555----				15	\$0.00			
<b>Totals</b>											<b>25</b>	<b>\$0.00</b>

Time Period	# of Spots	Gross Amount	Net Amount
04/26/21 - 05/19/21	25	\$0.00	\$0.00
<b>Totals</b>	<b>25</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.



**CONTRACT**

**Entercom Communications Corp.**  
**WMMX** 1423 Clarkview Rd  
 1423 Clarkview Rd Ste 100  
 Baltimore, MD 21209  
 (570) 846-2024

<u>Contract / Revision</u> 1786472 /		<u>Alt Order #</u>
<u>Advertiser</u> <b>WMMX</b>		<u>Original Date / Revision</u> 05/14/21 / 05/14/21
<u>Contract Dates</u> <b>05/15/21 - 05/19/21</b>	<u>Estimate #</u>	
<u>Product</u> <b>Virtual Career Fair</b>		
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Broadcast	<u>Cash/Trade</u> Cash
<u>Property</u> <b>WMMX-FM</b>	<u>Account Executive</u> Baltimore House	<u>Sales Office</u> Baltimore Local
<u>Special Handling</u> Station Promo Orders - DNM		
<u>Demographic</u> Women 18-49		
	<u>Order Type</u> GENERAL	
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u> 4056520		<u>Advertiser Ref</u> 1070204

And:

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Type	Spots	Amount
N 1	WMMX	05/15/21	05/19/21	5:00 AM-8:00 PM	5:00 AM-8:00 PM		:30			NM	25	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>			
	Week:	05/10/21	05/16/21	-----55				10	\$0.00			
	Week:	05/17/21	05/23/21	555----				15	\$0.00			
<b>Totals</b>											<b>25</b>	<b>\$0.00</b>

Time Period	# of Spots	Gross Amount	Net Amount
04/26/21 - 05/19/21	25	\$0.00	\$0.00
<b>Totals</b>	<b>25</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

(\* Line Transactions: N = New, E = Edited, D = Deleted)

Agency and Advertiser agree and acknowledge that Station's Advertising Terms and Conditions govern this contract. Station's Advertising Terms and Conditions are available at www.entercom.com.



Today's 101.9

May 12 at 12:18 PM ·

Audacy is hiring! Join us for a virtual career fair, Thursday, May 20th, to launch your career in the broadcasting industry!

To reserve your spot, please email Ann Peters at [Ann.Peters@audacy.com](mailto:Ann.Peters@audacy.com).



105.7 The Fan

May 12 at 12:18 PM ·

Audacy is hiring! Join us for a virtual career fair, Thursday, May 20th, to launch your career in the broadcasting industry!

To reserve your spot, please email Ann Peters at [Ann.Peters@audacy.com](mailto:Ann.Peters@audacy.com).



Mix 106.5

Published by Sprout Social · May 12 at 12:18 PM ·

Audacy is hiring! Join us for a virtual career fair, Thursday, May 20th, to launch your career in the broadcasting industry!

To reserve your spot, please email Ann Peters at [Ann.Peters@audacy.com](mailto:Ann.Peters@audacy.com).





## DirectEmployers Association Job Syndication Alliances

Revised February 14, 2020

**Please Note:** DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to "third party" alliance websites. Any and all alteration performed to said job feed by a "third party" alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company's job feed by a "third party" alliance website.

### DIVERSITY SITES

African American	<a href="https://africanamerican.dejobs.org/">https://africanamerican.dejobs.org/</a>
AfricanAmericanJobsite.com	<a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a> (DE Member Jobs Only)
AsianAmericanJobsite.com	<a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a> (DE Member Jobs Only)
Asian American	<a href="https://asianamerican.dejobs.org/">https://asianamerican.dejobs.org/</a>
The Black Perspective	<a href="https://blackperspective.com/career-search-engine/">https://blackperspective.com/career-search-engine/</a>
Campus Pride	<a href="http://campuspride.jobs">http://campuspride.jobs</a>
DirectEmployers Diversity	<a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>
Diversityjobs.ca	<a href="http://www.diversityjobs.ca/">http://www.diversityjobs.ca/</a> (DE Member Jobs Only)
DiversityJobsite.com	<a href="http://www.diversityjobsite.com/">http://www.diversityjobsite.com/</a> (DE Member Jobs Only)
Diversityworkers.com	<a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a> (DE Member Jobs Only)





## DirectEmployers Association Job Syndication Alliances

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### DIVERSITY SITES

African American	<a href="https://africanamerican.dejobs.org/">https://africanamerican.dejobs.org/</a>
AfricanAmericanJobsite.com	<a href="http://www.africanamericanjobsite.com/">http://www.africanamericanjobsite.com/</a> (DE Member Jobs Only)
AsianAmericanJobsite.com	<a href="http://www.asianamericanjobsite.com/">http://www.asianamericanjobsite.com/</a> (DE Member Jobs Only)
Asian American	<a href="https://asianamerican.dejobs.org/">https://asianamerican.dejobs.org/</a>
The Black Perspective	<a href="https://blackperspective.com/career-search-engine/">https://blackperspective.com/career-search-engine/</a>
Campus Pride	<a href="http://campuspride.jobs">http://campuspride.jobs</a>
DirectEmployers Diversity	<a href="https://diversity.dejobs.org">https://diversity.dejobs.org</a>
Diversityjobs.ca	<a href="http://www.diversityjobs.ca/">http://www.diversityjobs.ca/</a> (DE Member Jobs Only)
DiversityJobsite.com	<a href="http://www.diversityjobsite.com/">http://www.diversityjobsite.com/</a> (DE Member Jobs Only)
Diversityworkers.com	<a href="http://www.diversityworkers.com/">http://www.diversityworkers.com/</a> (DE Member Jobs Only)



Father and Families Center	<a href="https://fatherresource.dejobs.org/">https://fatherresource.dejobs.org/</a> (DE Member Jobs & Indiana Locations Only)
Hispanic American	<a href="https://hispanicamerican.dejobs.org/">https://hispanicamerican.dejobs.org/</a>
HispanicJobsite.com	<a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a> (DE Member Jobs Only)
Hispanic Today	<a href="https://hispanic-today.com/career-search-engine/">https://hispanic-today.com/career-search-engine/</a>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
Latino American	<a href="https://latinoamerican.dejobs.org/">https://latinoamerican.dejobs.org/</a>
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a> (DE Member Jobs Only)
LGBTQ	<a href="https://lgbtq.dejobs.org/">https://lgbtq.dejobs.org/</a>
Minority	<a href="https://minority.dejobs.org/">https://minority.dejobs.org/</a>
Native American	<a href="https://nativeamerican.dejobs.org/">https://nativeamerican.dejobs.org/</a>
RetiredStars.com	<a href="http://www.retiredstars.com/">http://www.retiredstars.com/</a> (DE Member Jobs Only)
SeniorJobsNetwork.com	<a href="http://www.seniorjobsnetwork.com/">http://www.seniorjobsnetwork.com/</a> (DE Member Jobs Only)
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women	<a href="https://women.dejobs.org/">https://women.dejobs.org/</a>
Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>
Women in Business and Industry	<a href="https://wib-i.com/career-search-engine/">https://wib-i.com/career-search-engine/</a>



DISABILITY SITES	
Allsup Employment Services	<a href="https://disability.dejobs.org/allsup-disability-partner/">https://disability.dejobs.org/allsup-disability-partner/</a>
Blind Inc.	<a href="https://blindinc.works/">https://blindinc.works/</a> (Minnesota Located Jobs Only)
Bosma Enterprises	<a href="https://bosma.dejobs.org">https://bosma.dejobs.org</a> (Indiana Located Jobs Only)
DirectEmployers Disability	<a href="https://disability.dejobs.org">https://disability.dejobs.org</a>
Disabled Veterans	<a href="https://disabledveterans.dejobs.org/">https://disabledveterans.dejobs.org/</a>
Easter Seals	<a href="https://easterseals.dejobs.org">https://easterseals.dejobs.org</a>
Enable America	<a href="https://enableamerica.dejobs.org">https://enableamerica.dejobs.org</a>
Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="https://mdworks.dejobs.org">https://mdworks.dejobs.org</a> (Maryland Located Jobs Only)
National Multiple Sclerosis Society	<a href="https://nationalmssociety.dejobs.org">https://nationalmssociety.dejobs.org</a> (DE Member Jobs Only)
Options Unlimited Inc.	<a href="https://optionsunlimitedinc.dejobs.org/">https://optionsunlimitedinc.dejobs.org/</a> (Louisville, KY Located Jobs Only)
Our Ability	<a href="http://www.ourability.com/">http://www.ourability.com/</a>
Quest	<a href="https://questinc.dejobs.org/">https://questinc.dejobs.org/</a> (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	<a href="http://thecareerindex.com">http://thecareerindex.com</a>
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a> (Iowa Located Jobs Only)



## MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)
CASY/National Guard Employment Program	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
DirectEmployers Veterans	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>
MarineGigs.com	<a href="http://www.marinegigs.com/">http://www.marinegigs.com/</a> (DE Member Jobs Only)
MarineJobsite.com	<a href="http://www.marinesjobsite.com/">http://www.marinesjobsite.com/</a> (DE Member Jobs Only)
MilitaryGigs.com	<a href="http://www.militarygigs.com/">http://www.militarygigs.com/</a> (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	<a href="https://myseco.militaryonesource.mil/portal/msep/jobsearch">https://myseco.militaryonesource.mil/portal/msep/jobsearch</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	<a href="https://militaryspouse.dejobs.org/">https://militaryspouse.dejobs.org/</a>
Military Spouse Connections	<a href="https://militaryspouseconnection.dejobs.org/">https://militaryspouseconnection.dejobs.org/</a>
Military Spouse Corporate Career Network (MSCCN)	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
My Next Move for Veterans – U.S. DOL/ETA	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Save Our Veterans	<a href="http://board.jobcentral.com/saveourveterans">http://board.jobcentral.com/saveourveterans</a>
Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>
The HER Foundation Inc.	<a href="https://honorher.works/">https://honorher.works/</a>
USA Cares	<a href="https://careers.usacares.org/">https://careers.usacares.org/</a>
US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on <a href="https://veterans.usnlx.com">https://veterans.usnlx.com</a>
Veteran's Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>
Veterans Job Bank	<a href="https://www.vets.gov/employment/job-seekers/search-jobs">https://www.vets.gov/employment/job-seekers/search-jobs</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)
VetJobs	<a href="https://jobs.vetjobs.org/">https://jobs.vetjobs.org/</a>



State Workforce Agency Disability/Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
California Employment Development Dept. (EDD)	<a href="http://ca-veterans.jobs/">http://ca-veterans.jobs/</a>
Connecting Colorado (Colorado State Workforce)	<a href="http://coworkforce-veterans.jobs">http://coworkforce-veterans.jobs</a>
IndianaCareerConnect (Indiana State Workforce)	<a href="https://indianacareerconnect-disability.jobs/">https://indianacareerconnect-disability.jobs/</a>
IndianaCareerConnect (Indiana State Workforce)	<a href="http://indianacareerconnect-veterans.jobs/">http://indianacareerconnect-veterans.jobs/</a>
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>
MO Veterans (Missouri State Workforce)	<a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a>
Nevada Veterans (Nevada State Workforce)	<a href="http://employnevadavets.jobs/">http://employnevadavets.jobs/</a>
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
SCWorks (South Carolina State Workforce)	<a href="http://SCWorks-veterans.jobs/">http://SCWorks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
WorkInIllinois Veterans (Illinois State Workforce)	<a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a>
WorkInIowa Veterans (Iowa State Workforce)	<a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a>
WorkInMichigan (Michigan State Workforce)	<a href="http://workinmichigan-veterans.jobs/">http://workinmichigan-veterans.jobs/</a>
MontanaWorks (Montana State Workforce)	<a href="http://workinmontana-veterans.jobs/">http://workinmontana-veterans.jobs/</a>
WorkInOregon Veterans (Oregon State Workforce)	<a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a>





WorkInTexas Veterans (Texas State Workforce)	<a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a>
WorkInVirginia Veterans (Virginia State Workforce)	<a href="http://workinvirginia.jobs/">http://workinvirginia.jobs/</a>
WorkInWashington Veterans (WA State Workforce)	<a href="http://workinwashington-veterans.jobs/">http://workinwashington-veterans.jobs/</a>

## FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>
CareerOneStop (USDOL/ETA)	<a href="http://www.careeronestop.org/JobSearch/JobSearch.aspx">http://www.careeronestop.org/JobSearch/JobSearch.aspx</a>
My Next Move (USDOL/ETA)	<a href="http://www.mynextmove.org">http://www.mynextmove.org</a> Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	<a href="http://www.myskillsmyfuture.org">http://www.myskillsmyfuture.org</a>
Virtual Career Network Healthcare (USDOL/ETA)	<a href="https://www.vcn.org/healthcare/findwork">https://www.vcn.org/healthcare/findwork</a>



## STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="https://usnlx.com">https://usnlx.com</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your <a href="#">Member Desktop</a> Jobs also appear on VetCentral <a href="http://vetcentral.usnlx.com/vet_index.asp?type=moc">http://vetcentral.usnlx.com/vet_index.asp?type=moc</a> <a href="http://veterans.usnlx.com">http://veterans.usnlx.com</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the <a href="#">Member Desktop</a> for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.
State of Alabama	<a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a>
State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ada/r/">https://www.azjobconnection.gov/ada/r/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="https://www.caljobs.ca.gov/vosnet/Default.aspx">https://www.caljobs.ca.gov/vosnet/Default.aspx</a>
State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://employgeorgia.com/">http://employgeorgia.com/</a>



Guam Job Bank	<a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Idaho	<a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>
State of Illinois	<a href="https://illinoisjoblink.illinois.gov/ada/r/">https://illinoisjoblink.illinois.gov/ada/r/</a>
State of Indiana	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>
State of Iowa	<a href="https://www.iowaworks.gov/vosnet/Default.aspx">https://www.iowaworks.gov/vosnet/Default.aspx</a>
State of Kansas	<a href="https://www.kansasworks.com/ada/r/">https://www.kansasworks.com/ada/r/</a>
State of Kentucky	<a href="http://kcc.ky.gov/">http://kcc.ky.gov/</a>
State of Louisiana	<a href="https://www.louisianaworks.net/hire/vosnet/Default.aspx/">https://www.louisianaworks.net/hire/vosnet/Default.aspx/</a>
State of Maine	<a href="https://joblink.maine.gov/ada/r/">https://joblink.maine.gov/ada/r/</a>
State of Maryland	<a href="https://mwejobs.maryland.gov/vosnet/Default.aspx">https://mwejobs.maryland.gov/vosnet/Default.aspx</a>
State of Massachusetts	<a href="https://jobquest.detma.org/JobQuest/Default.aspx">https://jobquest.detma.org/JobQuest/Default.aspx</a>
State of Michigan	<a href="http://www.mitalent.org/">http://www.mitalent.org/</a>
State of Minnesota	<a href="https://www.minnesotaworks.net/">https://www.minnesotaworks.net/</a>
State Of Mississippi	<a href="https://wings.mdes.ms.gov/wings/welcome.jsp">https://wings.mdes.ms.gov/wings/welcome.jsp</a>
State of Missouri	<a href="http://jobs.mo.gov/">http://jobs.mo.gov/</a>
State of Montana	<a href="https://montanaworks.gov/">https://montanaworks.gov/</a>
State of Nebraska	<a href="https://newworks.nebraska.gov/vosnet/Default.aspx">https://newworks.nebraska.gov/vosnet/Default.aspx</a>
State of Nevada	<a href="https://www.employnv.gov/vosnet/Default.aspx">https://www.employnv.gov/vosnet/Default.aspx</a>
State of New Hampshire	<a href="https://nhworksjobmatch.nhes.nh.gov/">https://nhworksjobmatch.nhes.nh.gov/</a>
State of New Jersey	<a href="https://newjersey.usnlx.com/">https://newjersey.usnlx.com/</a>
State of New Mexico	<a href="https://www.jobs.state.nm.us/vosnet/Default.aspx">https://www.jobs.state.nm.us/vosnet/Default.aspx</a>
State of New York	<a href="https://newyork.usnlx.com/">https://newyork.usnlx.com/</a>
State of North Carolina	<a href="https://www.ncworks.gov/vosnet/Default.aspx">https://www.ncworks.gov/vosnet/Default.aspx</a>
State of North Dakota	<a href="http://www.jobsnd.com/">http://www.jobsnd.com/</a>
State of Ohio	<a href="https://jobseeker.ohiomeansjobs.monster.com/">https://jobseeker.ohiomeansjobs.monster.com/</a>
State of Oklahoma	<a href="https://okjobmatch.com/ada/">https://okjobmatch.com/ada/</a>
State of Oregon	<a href="http://www.oregon.gov/employ/pages/default.aspx">http://www.oregon.gov/employ/pages/default.aspx</a>



State of Pennsylvania	<a href="https://www.cwds.pa.gov/">https://www.cwds.pa.gov/</a>
Puerto Rico Job Bank	<a href="https://puertorico.usnlx.com/">https://puertorico.usnlx.com/</a>
State of Rhode Island	<a href="https://www.employri.org/vosnet/Default.aspx">https://www.employri.org/vosnet/Default.aspx</a>
State of South Carolina	<a href="https://jobs.scworks.org/vosnet/Default.aspx">https://jobs.scworks.org/vosnet/Default.aspx</a>
State of South Dakota	<a href="http://dlr.sd.gov/">http://dlr.sd.gov/</a>
State of Tennessee	<a href="https://www.jobs4tn.gov/vosnet/Default.aspx">https://www.jobs4tn.gov/vosnet/Default.aspx</a>
State of Texas	<a href="https://www.workintexas.com/vosnet/Default.aspx">https://www.workintexas.com/vosnet/Default.aspx</a>
State of Utah	<a href="https://jobs.utah.gov/">https://jobs.utah.gov/</a>
State of Vermont	<a href="https://www.vermontjoblink.com/ada/">https://www.vermontjoblink.com/ada/</a>
State of Virginia	<a href="https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E">https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E</a>
State of Washington	<a href="https://www.worksourcewa.com/">https://www.worksourcewa.com/</a>
State of West Virginia	<a href="https://workforcewv.org/">https://workforcewv.org/</a>
State of Wisconsin	<a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a>
State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>

## OTHER SITES

Adzuna	<a href="https://www.adzuna.com/">https://www.adzuna.com/</a> (UK and Canada located jobs only)
Nexxt	<a href="http://www.nexxt.com/">http://www.nexxt.com/</a> (DE Member Jobs Only)
Flexjobs	<a href="https://www.flexjobs.com">https://www.flexjobs.com</a> (only remote positions)
Internships	<a href="https://internships.dejobs.org/">https://internships.dejobs.org/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>
LinkedIn	<a href="https://www.linkedin.com/">https://www.linkedin.com/</a>
Nevada Career Explorer	<a href="https://nv.headed2.com/">https://nv.headed2.com/</a> (Nevada located jobs only)
Zippia.com	<a href="https://www.zippia.com">https://www.zippia.com</a>
Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>



## GLOBAL SITES

<a href="http://Jobrapido.com.ar">Jobrapido.com.ar</a> – Argentina	<a href="http://Jobrapido.se">Jobrapido.se</a> – Sweden
<a href="http://Jobrapido.at">Jobrapido.at</a> – Austria	<a href="http://Jobrapido.ch">Jobrapido.ch</a> – Switzerland
<a href="http://Jobrapido.com.au">Jobrapido.com.au</a> – Australia	<a href="http://Jobrapido.co.uk">Jobrapido.co.uk</a> – UK
<a href="http://Jobrapido.br">Jobrapido.br</a> – Brazil	<a href="http://Jobrapido.com">Jobrapido.com</a> – USA
<a href="http://Jobrapido.cl">Jobrapido.cl</a> – Chile	<a href="http://Wowjobs.ca">Wowjobs.ca</a> – Jobs in Canada and Australia Only
<a href="http://Jobrapido.fr">Jobrapido.fr</a> – France	
<a href="http://Jobrapido.de">Jobrapido.de</a> – Germany	
<a href="http://Jobrapido.nl">Jobrapido.nl</a> – Holland	
<a href="http://Jobrapido.ie">Jobrapido.ie</a> – Ireland	
<a href="http://Jobrapido.it">Jobrapido.it</a> – Italy	
<a href="http://Jobrapido.mx">Jobrapido.mx</a> – Mexico	
<a href="http://nz.jobrapido.com">nz.jobrapido.com</a> – New Zealand	
<a href="http://Jobrapido.pl">Jobrapido.pl</a> – Poland	
<a href="http://Jobrapido.es">Jobrapido.es</a> – Spain	



## METRO AREAS ON USNLX.COM

STATES	METRO AREAS				
<b>Alabama:</b>	Birmingham	Huntsville	Mobile	Montgomery	
<b>Alaska:</b>	Anchorage	Fairbanks	Juneau		
<b>Arizona:</b>	Flagstaff	Phoenix	Tucson		
<b>Arkansas:</b>	Fayetteville	Little Rock			
<b>California:</b>	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
<b>Colorado:</b>	Colorado Springs	Denver	Fort Collins	Pueblo	
<b>Connecticut:</b>	Bridgeport	Hartford	New Haven	Stamford	Waterbury
<b>Delaware:</b>	Dover	Wilmington			
<b>District of Columbia:</b>	Washington				
<b>Florida:</b>	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
<b>Georgia:</b>	Athens	Atlanta	Augusta	Columbus	Savannah
<b>Hawaii:</b>	Hilo	Honolulu			
<b>Idaho:</b>	Boise	Pocatello			
<b>Illinois:</b>	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
<b>Indiana:</b>	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
<b>Iowa:</b>	Cedar Rapids	Des Moines			
<b>Kansas:</b>	Kansas City	Topeka	Wichita		
<b>Kentucky:</b>	Frankfort	Lexington	Louisville		
<b>Louisiana:</b>	Baton Rouge	Lafayette	New Orleans	Shreveport	
<b>Maine:</b>	Augusta	Portland			
<b>Maryland:</b>	Annapolis	Baltimore			
<b>Massachusetts:</b>	Boston	Springfield	Worcester		



<b>Michigan:</b>	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
<b>Minnesota:</b>	Minneapolis	St. Paul			
<b>Mississippi:</b>	Gulfport	Jackson			
<b>Missouri:</b>	Independence	Jefferson City	Kansas City	Springfield	St. Louis
<b>Montana:</b>	Billings	Helena			
<b>Nebraska:</b>	Lincoln	Omaha			
<b>Nevada:</b>	Carson City	Las Vegas	Reno		
<b>New Hampshire:</b>	Concord	Manchester			
<b>New Jersey:</b>	Elizabeth	Jersey City	Newark	Patterson	Trenton
<b>New Mexico:</b>	Albuquerque	Santa Fe			
<b>New York:</b>	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
<b>North Carolina:</b>	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
<b>North Dakota:</b>	Bismarck	Fargo			
<b>Ohio:</b>	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
<b>Oklahoma:</b>	Oklahoma City	Tulsa			
<b>Oregon:</b>	Eugene	Portland	Salem		
<b>Pennsylvania:</b>	Allentown	Erie	Philadelphia	Pittsburgh	
<b>Rhode Island:</b>	Providence				
<b>South Carolina:</b>	Charleston	Columbia			
<b>South Dakota:</b>	Pierre	Sioux Falls			
<b>Tennessee:</b>	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
<b>Texas:</b>	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			



<b>Utah:</b>	Provo	Salt Lake City			
<b>Vermont:</b>	Burlington	Montpelier			
<b>Virginia:</b>	Alexandria	Norfolk	Richmond	Virginia Beach	
<b>Washington:</b>	Olympia	Seattle	Spokane	Tacoma	
<b>West Virginia:</b>	Charleston	Huntington			
<b>Wisconsin:</b>	Green Bay	Madison	Milwaukee		
<b>Wyoming:</b>	Casper	Cheyenne			

## COLLEGE NETWORK

Academy of Art University  
 ADA University  
 Ain Shams University  
 Albany Law School  
 Alfred State, SUNY College of Technology  
 American College of Greece  
 American University of Sharjah  
 American University of Sharjah, School of Business Administration  
 American University, School of Professional & Extended Studies (SPEXS)  
 Amridge University  
 Augusta Technical College  
 Ave Maria School of Law  
 Ball State University  
 Baylor Law School  
 Bellevue College (WA)  
 Blackburn College  
 Bloomfield College  
 Bob Jones University  
 Boston Architectural College  
 Boston College  
 Boston University, School of Law  
 Brooklyn Law School  
 Bucknell University  
 Bucks County Community College





Cabrillo College  
Cairn University  
Calhoun Community College  
California Lutheran University  
California State University Channel Islands  
California State University Fullerton  
California State University Long Beach  
California State University Monterey Bay  
California State University Sacramento  
California Western School of Law  
Campbell University, Wiggins School of Law  
Capital University Law School  
Capitol Technology University  
Carleton College  
Carnegie Mellon University, Tepper School of Business  
Case Western Reserve University, School of Law  
Catholic University of America, Columbus School of Law  
Catholic University of Portugal  
Catholic University of Portugal, School of Business  
Central Arizona College  
Central New Mexico Community College  
Central Washington University  
Chaffey College  
Chapman University, Dale E. Fowler School of Law  
Charleston School of Law  
Chattahoochee Technical College  
Chattanooga State Community College  
Chicago-Kent College of Law  
China Europe International Business School (CEIBS)  
Christian Brothers University  
Cincinnati State Technical and Community College  
City Colleges of Chicago  
Clark University  
Clayton State University  
Clemson University  
Clemson University, Alumni Association  
Coastline Community College  
College of Coastal Georgia  
College of Idaho  
College of Southern Nevada  
Collin College



Columbia Law School, Columbia University  
Columbia University, The Earth Institute  
Columbus College of Art & Design  
Concordia College (NY)  
Concordia University at Irvine  
Concordia University, School of Law  
Connecticut College  
Cornell University Law School  
Creighton University School of Law  
Cuesta College  
Cumberland University  
CUNY Baruch College  
CUNY Baruch College, School of Public and International Affairs  
CUNY Baruch College, Weissman School of Arts & Sciences  
CUNY Baruch College, Zicklin School of Business  
CUNY Borough of Manhattan Community College  
CUNY Bronx Community College  
CUNY Brooklyn College  
CUNY College of Staten Island  
CUNY Graduate School of Journalism  
CUNY Hostos Community College  
CUNY Hunter College  
CUNY John Jay College of Criminal Justice  
CUNY Kingsborough Community College  
CUNY Lehman College  
CUNY Macaulay Honors College  
CUNY Medgar Evers College  
CUNY New York City College of Technology  
CUNY Queens College  
CUNY School of Law  
CUNY The City College of New York  
CUNY York College  
Dallas County Community College District  
Dean College  
Delaware Valley University  
Delta State University  
DePaul University College of Law  
DeSales University  
Dominican College  
Drexel University, School of Public Health  
Drexel University, Thomas R. Kline School of Law



Duke University, Sanford School of Public Policy  
Duke University, School of Law  
Dunwoody College of Technology  
East Georgia State College  
East Stroudsburg University of Pennsylvania (PASSHE)  
Eastern Connecticut State University  
Eastern Illinois University  
Eckerd College  
Elizabeth City State University  
Elon University School of Law  
Emily Griffith Technical College  
Emmanuel College  
Emory University, School of Law  
Fairleigh Dickinson University  
Fairmont State University  
Fashion Institute of Design & Merchandising (FIDM)  
Faulkner University, Jones School of Law  
Florida A&M University, School of Business and Industry  
Florida Gulf Coast University  
Florida International University, College of Law  
Florida State College at Jacksonville  
Florida State University, College of Law  
Fordham University, Gabelli School of Business (Graduate Programs)  
Fordham University, Gabelli School of Business (Undergrad Programs)  
Fordham University, School of Law  
Fort Valley State University  
Full Sail University  
Fullerton College  
Fundacion Empresa, Universidad de Navarra  
Gallaudet University  
Gateway Community College  
George Mason University, School of Law  
Georgetown College  
Georgetown University, Edmund A. Walsh School of Foreign Service  
Georgetown University, McCourt School of Public Policy  
Georgia State University, College of Law  
Georgia Tech  
Georgia Tech, Scheller College of Business  
Golden Gate University  
Golden Gate University School of Law  
Goucher College



Governors State University  
Grand Canyon University  
Hamline University  
Hampshire College  
Harper College  
Harvard University  
Harvard University, Graduate School of Design  
Harvard University, Graduate School of Education & Harvard Divinity School  
Harvard University, Kennedy School of Government  
Harvard University, Law School  
Harvard University, T.H. Chan School of Public Health  
Hendrix College  
Henry Ford College  
Hofstra University, School of Law  
Hong Kong Polytechnic University  
Howard University, School of Law  
IE Business School  
IESE Business School, University of Navarra  
Illinois State University  
IMD Business School  
iNav (Metro Atlanta Chamber)  
Indiana University Bloomington, College of Arts & Sciences  
Indiana University Bloomington, Jacobs School of Music  
Indiana University Bloomington, Kelley School of Business-MBA  
Indiana University Bloomington, Kelley School of Business-Undergraduate  
Indiana University Bloomington, Maurer School of Law  
Indiana University Bloomington, School of Education  
Indiana University Bloomington, School of Informatics, Computing, and Engineering  
Indiana University Bloomington, School of Public & Environmental Affairs  
Indiana University Bloomington, School of Public Health  
Indiana University East  
Indiana University Northwest  
Indiana University School of Optometry  
Indiana University South Bend  
Indiana University Southeast  
Indiana University, Kokomo  
Indiana University-Purdue University, Columbus  
INSEAD  
Iowa Central Community College  
Iowa College Recruiting Network (ICoRN)  
IST Tecnico Lisboa



IUPUI, Herron School of Art and Design  
IUPUI, Kelley School of Business  
IUPUI, Lilly Family School of Philanthropy  
IUPUI, Office of Student Employment  
IUPUI, Richard M. Fairbanks School of Public Health  
IUPUI, Robert H. McKinney School of Law  
IUPUI, School of Education  
IUPUI, School of Engineering and Technology  
IUPUI, School of Informatics and Computing  
IUPUI, School of Liberal Arts  
IUPUI, School of Public and Environmental Affairs  
IUPUI, School of Science  
IUPUI, School of Social Work  
IUPUI, Talent  
Ivy Tech Community Colleges  
Jackson State University  
Jacksonville State University  
John Marshall Law School  
Johnson University  
Kansas City Kansas Community College  
Kenyon College  
King Abdullah University of Science and Technology (KAUST)  
Koc University  
Lafayette College  
Lake Superior State University  
Laney College  
Langara College  
Lansing Community College  
Lehigh Carbon Community College  
Les Roches International School of Hotel Management, Switzerland  
Liberty University, School of Law  
LIM College (Laboratory Institute of Merchandising)  
Lincoln Memorial University, Duncan School of Law  
Linfield College  
Lingnan College, Sun Yat-sen University  
Los Angeles Film School  
Lower Columbia College  
Loyola Law School, Los Angeles  
Loyola University New Orleans, College of Law  
Luther College  
Lycoming College



Lynchburg College  
Marist College  
Marquette University Law School  
Marshall University  
Marymount California University  
Marymount Manhattan College  
Maryville University of St. Louis  
Massasoit Community College  
Memphis College of Art  
MetroLink Consortium  
Metropolitan Community College of Kansas City  
Mississippi College  
Mississippi College, School of Law  
Mississippi State University  
Mitchell Hamline School of Law  
Montgomery College  
Moore College of Art & Design  
Morehead State University  
Morgan State University  
Mount St. Mary's University (CA)  
Mt. San Antonio College  
National Park Community College  
Nazarbayev University  
Nebraska College Recruiting Consortium  
New Horizons Computer Learning Center  
New York Law School  
New York University, School of Law  
New York University, Stern School of Business  
North Carolina A&T State University  
North Carolina Central University, School of Law  
North Carolina State University  
North Central University  
North Park University  
Northeastern University, School of Law  
Northern Alberta Institute of Technology  
Northern Essex Community College  
Northern Illinois University  
Northern Kentucky University, Chase College of Law  
Northern State University  
Northshore Technical Community College  
Northwest Missouri State University



Norwalk Community College  
Notre Dame de Namur University  
Nova Southeastern University, Shepard Broad Law Center  
Ohio Northern University  
Ohio Northern University, Pettit College of Law  
Ohio State University, Moritz College of Law  
Oklahoma City University School of Law  
Oral Roberts University  
Orange Coast College  
Ozyegin University  
Pace University, School of Law  
Pasadena City College  
Peking University, School of Transnational Law  
Pennsylvania College of Technology  
Pensacola State College  
Pepperdine University School of Law  
Philadelphia University  
Piedmont Virginia Community College  
Pikes Peak Community College  
Pima Community College  
Pittsburgh Technical College  
Pratt Institute  
Purdue University  
Queen's University, Faculty Of Law  
Quinnipiac University  
Quinnipiac University, School of Law  
Ranken Technical College  
Rasmussen College  
Regent University, School of Law  
Regis College  
Rensselaer Polytechnic Institute  
Renton Technical College  
Resurrection University, College of Nursing and Allied Health  
Rockhurst University  
Rocky Mountain College  
Rocky Mountain College of Art and Design  
Roger Williams University School of Law  
Roosevelt University  
Rowan College at Burlington County  
Rowan College at Gloucester County  
Rowan University



Royal Roads University  
Russell Sage College  
Rutgers University New Brunswick, Undergraduate Business  
Rutgers University Newark, Executive MBA  
Rutgers University Newark, Graduate Business School  
Rutgers University Newark, Quantitative Finance (MQF)  
Rutgers University Newark, School of Law  
Saddleback College  
Saginaw Valley State University  
Salus University  
San Diego State University  
San Juan College  
Santa Barbara City College  
Santa Clara University, School of Law  
Santa Fe Community College  
Savannah College of Art and Design  
Savannah Technical College  
SDA Bocconi School of Management  
Seattle University, School of Law  
Service Academy Career Central (SACCentral)  
Seton Hall University  
Seton Hall University, School of Law  
Shippensburg University of Pennsylvania (PASSHE)  
Siena College  
Singapore Management University  
Singapore Management University, Centre for Social Responsibility  
Singapore Management University, Dato Kho Hui Postgraduate  
SIT Graduate Institute  
Slippery Rock University of Pennsylvania (PASSHE)  
South Central College  
South Texas College of Law Houston  
Southeast Missouri State University  
Southeast Technical Institute  
Southeastern Baptist Theological Seminary  
Southeastern Louisiana University  
Southeastern Technical College  
Southern Connecticut State University  
Southern Crescent Technical College  
Southern Methodist University, Dedman School of Law  
Southern Union State Community College  
Southern University Law Center





Southwestern Law School  
Southwestern University  
Spokane Community College  
St. Ambrose University  
St. Francis College  
St. John's University, School of Law  
St. Louis University, School of Law  
St. Mary's College of Maryland  
St. Thomas Aquinas College  
St. Thomas University, School of Law  
Stanford University, Graduate School of Education  
Stanford University, Law School  
Stetson University, College of Law  
Stratford University  
Suffolk University Law School  
SUNY College at Oneonta  
SUNY College of Optometry  
SUNY Farmingdale State College  
SUNY Hudson Valley Community College  
SUNY Jefferson Community College  
SUNY New Paltz  
SUNY Purchase College  
SUNY University at Buffalo, School of Management  
Swiss Education Group  
Syracuse University, College of Law  
Tallahassee Community College  
Temple University, School of Media and Communication  
Temple University, School of Tourism and Hospitality Management  
Texas A&M University, Bush School of Government & Public Service  
Texas A&M University, College Station  
Texas Southern University, Thurgood Marshall School of Law  
Texas Tech University, School of Law  
Texas Wesleyan University  
The American University in Cairo  
The Brown School at Washington University in St. Louis  
The College of New Rochelle  
The College of William & Mary  
The College of William & Mary, Law School  
The College of William & Mary, Mason School of Business  
The National Society of Leadership and Success  
The Southern Baptist Theological Seminary



The Universities at Shady Grove  
The University of the Arts  
Thomas Jefferson School of Law  
Thompson Rivers University  
Tidewater Community College  
Touro College  
Touro College, Jacob D. Fuchsberg Law Center  
Trident Technical College  
Trinity Washington University  
Trinity Western University  
Truckee Meadows Community College  
Tufts University, Office of Public Health  
Tufts University, School of Dental Medicine  
Tulane University, Law School  
UCAN, University Career Action Network  
UCLA LLM Interview Program  
UCLA, School of Law  
Union University  
United States International University, Africa  
Universidad de Monterrey  
Universidad del Sagrado Corazon  
University of Akron, School of Law  
University of Alabama School of Law  
University of Arizona, Lundgren Center for Retailing  
University of Baltimore  
University of Baltimore, School of Law  
University of British Columbia Vancouver  
University of California Berkeley, Goldman School of Public Policy  
University of California Berkeley, School of Law  
University of California Berkeley, School of Public Health  
University of California Davis, School of Law  
University of California San Diego, School of Global Policy and Strategy  
University of California, Hastings College of the Law  
University of Chicago, Financial Mathematics  
University of Chicago, Graduate Schools and Divisions  
University of Chicago, Harris School of Public Policy  
University of Chicago, Law School  
University of Cincinnati College of Law  
University of Colorado at Boulder, School of Law  
University of Connecticut, School of Law  
University of Denver, Sturm College of Law



University of Florida  
University of Florida, Levin College of Law  
University of Georgia, School of Law  
University of Hawaii at Manoa, Shidler College of Business  
University of Houston  
University of Houston, Bauer College of Business  
University of Houston, College of Technology  
University of Houston, Conrad Hilton College  
University of Houston, Cullen College of Engineering  
University of Houston, Health and Human Performances  
University of Houston, Law Center  
University of Idaho, College of Law  
University of Illinois at Chicago  
University of Illinois at Springfield  
University of Illinois at Urbana-Champaign, College of Law  
University of Iowa, College of Law  
University of Johannesburg  
University of Kansas  
University of Kansas, School of Law  
University of Kentucky, College of Law  
University of Louisville, Brandeis School of Law  
University of Louisville, College of Business  
University of Louisville, Speed School of Engineering  
University of Maine  
University of Maine at Augusta  
University of Maine, School of Law  
University of Manitoba, Asper School of Business  
University of Maryland Baltimore County  
University of Maryland Baltimore, Francis King Carey School of Law  
University of Maryland College Park  
University of Maryland College Park, Clark School of Engineering  
University of Maryland College Park, School of Public Policy  
University of Massachusetts Dartmouth, School of Law  
University of Memphis, Cecil C. Humphreys School of Law  
University of Miami, School of Law  
University of Miami, Ziff School of Business  
University of Michigan Ann Arbor, College of Engineering  
University of Michigan Ann Arbor, College of Literature, Science & the Arts  
University of Michigan Ann Arbor, Law School  
University of Michigan Ann Arbor, School of Education  
University of Michigan Ann Arbor, School of Information



University of Michigan Ann Arbor, School of Natural Resources & Environment  
University of Michigan Ann Arbor, School of Public Health  
University of Michigan Dearborn  
University of Michigan, Gerald R. Ford School of Public Policy  
University of Michigan-Flint  
University of Minnesota at Minneapolis, School of Law  
University of Nevada Las Vegas  
University of Nevada Las Vegas, William S. Boyd School of Law  
University of North Alabama  
University of North Carolina at Chapel Hill, School of Law  
University of North Carolina at Charlotte  
University of North Texas at Dallas, College of Law  
University of Northern Iowa  
University of Notre Dame  
University of Notre Dame, Law School  
University of Oklahoma College of Law  
University of Oregon, School of Law  
University of Ottawa's Common Law  
University of Pennsylvania, School of Law  
University of Pittsburgh at Bradford  
University of Pittsburgh, Graduate School of Public and International Affairs  
University of Pittsburgh, Katz Graduate School of Business  
University of Puget Sound  
University of Richmond  
University of Richmond, School of Law  
University of Rochester, Simon Graduate School of Business  
University of San Francisco, School of Law  
University of South Carolina Upstate  
University of South Carolina, School of Law  
University of Southern California  
University of Southern California, Gould School of Law  
University of Southern California, Marshall School of Business-Undergraduate  
University of Southern California, Price School of Public Policy  
University of Southern California, School of Cinematic Arts  
University of Southern California, Viterbi School of Engineering  
University of Southern California. Annenberg School for Communication & Journalism  
University of Southern Indiana  
University of Southern Maine  
University of St. Joseph  
University of St. Thomas  
University of St. Thomas, Opus College of Business



University of St. Thomas, School of Law  
University of Tennessee at Knoxville, College of Law  
University of Texas at Austin, Jackson School of Geosciences  
University of Texas at Austin, School of Architecture  
University of Texas at Austin, School of Information  
University of Texas at Austin, School of Law  
University of the District of Columbia, David A. Clarke School of Law  
University of the Fraser Valley  
University of the Pacific  
University of the Pacific, McGeorge School of Law  
University of Toronto at Scarborough  
University of Virginia, Alumni Association  
University of Virginia, School of Law  
University of Waikato  
University of Washington, Evans School of Public Policy & Governance  
University of Washington, Information School  
University of Windsor, Faculty of Law  
University of Wisconsin at Madison, Law School  
Valparaiso University Law School  
Vanderbilt University  
Vanderbilt University, Law School  
Vanderbilt University, Owen Graduate School of Management  
Vermont Law School  
Villanova University, School of Law  
Vincennes University  
Virginia International University  
Virginia State University  
Wade College  
Wagner College  
Wake Forest University School of Law  
Walsh College of Accountancy and Business  
Wartburg College  
Washburn University School of Law  
Washington University in St. Louis  
Washington University in St. Louis, Olin Undergrad Business School  
Washington University in St. Louis, School of Law  
Washtenaw Community College  
West Georgia Technical College  
West Virginia State University  
West Virginia University  
West Virginia University, College of Law



Western Illinois University  
Western Michigan University Cooley Law School  
Western New England University School of Law  
Western Washington University  
Whittier Law School  
Widener University, Delaware Law School  
William James College  
William Jewell College  
Wilmington College  
Winthrop University  
Yale University  
Yale University, Law School  
Yale-NUS College  
Yeshiva University  
Yeshiva University, Benjamin N. Cardozo School of Law  
York College of Pennsylvania  
York Technical College



Father and Families Center	<a href="https://fatherresource.dejobs.org/">https://fatherresource.dejobs.org/</a> (DE Member Jobs & Indiana Locations Only)
Hispanic American	<a href="https://hispanicamerican.dejobs.org/">https://hispanicamerican.dejobs.org/</a>
HispanicJobsite.com	<a href="http://www.hispanicjobsite.com/">http://www.hispanicjobsite.com/</a> (DE Member Jobs Only)
Hispanic Today	<a href="https://hispanic-today.com/career-search-engine/">https://hispanic-today.com/career-search-engine/</a>
Jobs4Women.net	<a href="http://www.jobs4women.net/">http://www.jobs4women.net/</a> (DE Member Jobs Only)
Latino American	<a href="https://latinoamerican.dejobs.org/">https://latinoamerican.dejobs.org/</a>
Lgbtjobsite.com	<a href="http://www.lgbtjobsite.com">http://www.lgbtjobsite.com</a> (DE Member Jobs Only)
LGBTQ	<a href="https://lgbtq.dejobs.org/">https://lgbtq.dejobs.org/</a>
Minority	<a href="https://minority.dejobs.org/">https://minority.dejobs.org/</a>
Native American	<a href="https://nativeamerican.dejobs.org/">https://nativeamerican.dejobs.org/</a>
RetiredStars.com	<a href="http://www.retiredstars.com/">http://www.retiredstars.com/</a> (DE Member Jobs Only)
SeniorJobsNetwork.com	<a href="http://www.seniorjobsnetwork.com/">http://www.seniorjobsnetwork.com/</a> (DE Member Jobs Only)
Way Finders Careers	<a href="http://wayfinderscareers.com/">http://wayfinderscareers.com/</a>
Women	<a href="https://women.dejobs.org/">https://women.dejobs.org/</a>
Women For Hire	<a href="http://jobs.womenforhire.com/">http://jobs.womenforhire.com/</a>
Women in Business and Industry	<a href="https://wib-i.com/career-search-engine/">https://wib-i.com/career-search-engine/</a>



DISABILITY SITES	
Allsup Employment Services	<a href="https://disability.dejobs.org/allsup-disability-partner/">https://disability.dejobs.org/allsup-disability-partner/</a>
Blind Inc.	<a href="https://blindinc.works/">https://blindinc.works/</a> (Minnesota Located Jobs Only)
Bosma Enterprises	<a href="https://bosma.dejobs.org">https://bosma.dejobs.org</a> (Indiana Located Jobs Only)
DirectEmployers Disability	<a href="https://disability.dejobs.org">https://disability.dejobs.org</a>
Disabled Veterans	<a href="https://disabledveterans.dejobs.org/">https://disabledveterans.dejobs.org/</a>
Easter Seals	<a href="https://easterseals.dejobs.org">https://easterseals.dejobs.org</a>
Enable America	<a href="https://enableamerica.dejobs.org">https://enableamerica.dejobs.org</a>
Land A Job	<a href="http://jobs.landajob.org/">http://jobs.landajob.org/</a>
Maryland Works, Inc	<a href="https://mdworks.dejobs.org">https://mdworks.dejobs.org</a> (Maryland Located Jobs Only)
National Multiple Sclerosis Society	<a href="https://nationalmssociety.dejobs.org">https://nationalmssociety.dejobs.org</a> (DE Member Jobs Only)
Options Unlimited Inc.	<a href="https://optionsunlimitedinc.dejobs.org/">https://optionsunlimitedinc.dejobs.org/</a> (Louisville, KY Located Jobs Only)
Our Ability	<a href="http://www.ourability.com/">http://www.ourability.com/</a>
Quest	<a href="https://questinc.dejobs.org/">https://questinc.dejobs.org/</a> (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	<a href="http://thecareerindex.com">http://thecareerindex.com</a>
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop.
Work In Iowa Disability (Iowa State Workforce)	<a href="http://workiniowa-disability.jobs/">http://workiniowa-disability.jobs/</a> (Iowa Located Jobs Only)





## MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	<a href="http://www.armedservicesjobs.com/">http://www.armedservicesjobs.com/</a> (DE Member Jobs Only)
CASY/National Guard Employment Program	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
DirectEmployers Veterans	<a href="https://veterans.dejobs.org">https://veterans.dejobs.org</a>
MarineGigs.com	<a href="http://www.marinegigs.com/">http://www.marinegigs.com/</a> (DE Member Jobs Only)
MarineJobsite.com	<a href="http://www.marinesjobsite.com/">http://www.marinesjobsite.com/</a> (DE Member Jobs Only)
MilitaryGigs.com	<a href="http://www.militarygigs.com/">http://www.militarygigs.com/</a> (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	<a href="https://myseco.militaryonesource.mil/portal/msep/jobsearch">https://myseco.militaryonesource.mil/portal/msep/jobsearch</a> (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	<a href="https://militaryspouse.dejobs.org/">https://militaryspouse.dejobs.org/</a>
Military Spouse Connections	<a href="https://militaryspouseconnection.dejobs.org/">https://militaryspouseconnection.dejobs.org/</a>
Military Spouse Corporate Career Network (MSCCN)	<a href="https://jobs.msccn.org/usa/jobs/">https://jobs.msccn.org/usa/jobs/</a>
My Next Move for Veterans – U.S. DOL/ETA	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Save Our Veterans	<a href="http://board.jobcentral.com/saveourveterans">http://board.jobcentral.com/saveourveterans</a>
Student Veterans Of America	<a href="http://studentveteransofamerica.jobs">http://studentveteransofamerica.jobs</a>
The HER Foundation Inc.	<a href="https://honorher.works/">https://honorher.works/</a>
USA Cares	<a href="https://careers.usacares.org/">https://careers.usacares.org/</a>
US Military Pipeline	<a href="https://usmilitarypipeline.com/">https://usmilitarypipeline.com/</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on <a href="https://veterans.usnlx.com">https://veterans.usnlx.com</a>
Veteran's Enterprise	<a href="https://veteransenterprise.com/career-search-engine/">https://veteransenterprise.com/career-search-engine/</a>
Veterans Job Bank	<a href="https://www.vets.gov/employment/job-seekers/search-jobs">https://www.vets.gov/employment/job-seekers/search-jobs</a>
VeteranJobSite.com	<a href="http://www.veteranjobsite.com/">http://www.veteranjobsite.com/</a> (DE Member Jobs Only)
VetJobs	<a href="https://jobs.vetjobs.org/">https://jobs.vetjobs.org/</a>



State Workforce Agency Disability/Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	<a href="http://workinaz-veterans.jobs/">http://workinaz-veterans.jobs/</a>
California Employment Development Dept. (EDD)	<a href="http://ca-veterans.jobs/">http://ca-veterans.jobs/</a>
Connecting Colorado (Colorado State Workforce)	<a href="http://coworkforce-veterans.jobs">http://coworkforce-veterans.jobs</a>
IndianaCareerConnect (Indiana State Workforce)	<a href="https://indianacareerconnect-disability.jobs/">https://indianacareerconnect-disability.jobs/</a>
IndianaCareerConnect (Indiana State Workforce)	<a href="http://indianacareerconnect-veterans.jobs/">http://indianacareerconnect-veterans.jobs/</a>
KansasWorks Veterans (Kansas State Workforce)	<a href="http://kansasworks-veterans.jobs/">http://kansasworks-veterans.jobs/</a>
Mass Veterans (Massachusetts State Workforce)	<a href="http://mass-veterans.jobs/">http://mass-veterans.jobs/</a>
MO Veterans (Missouri State Workforce)	<a href="http://mo-veterans.jobs/">http://mo-veterans.jobs/</a>
Nevada Veterans (Nevada State Workforce)	<a href="http://employnevadavets.jobs/">http://employnevadavets.jobs/</a>
NYWorks Veterans (New York State Workforce)	<a href="http://nyworks-veterans.jobs/">http://nyworks-veterans.jobs/</a>
SCWorks (South Carolina State Workforce)	<a href="http://SCWorks-veterans.jobs/">http://SCWorks-veterans.jobs/</a>
SDWorks Veterans (South Dakota State Workforce)	<a href="http://sdworks-veterans.jobs/">http://sdworks-veterans.jobs/</a>
WorkInIllinois Veterans (Illinois State Workforce)	<a href="http://workinillinois-veterans.jobs/">http://workinillinois-veterans.jobs/</a>
WorkInIowa Veterans (Iowa State Workforce)	<a href="http://workiniowa-veterans.jobs/">http://workiniowa-veterans.jobs/</a>
WorkInMichigan (Michigan State Workforce)	<a href="http://workinmichigan-veterans.jobs/">http://workinmichigan-veterans.jobs/</a>
MontanaWorks (Montana State Workforce)	<a href="http://workinmontana-veterans.jobs/">http://workinmontana-veterans.jobs/</a>
WorkInOregon Veterans (Oregon State Workforce)	<a href="http://workinoregon-veterans.jobs/">http://workinoregon-veterans.jobs/</a>



WorkInTexas Veterans (Texas State Workforce)	<a href="http://workintexas-veterans.jobs/">http://workintexas-veterans.jobs/</a>
WorkinVirginia Veterans (Virginia State Workforce)	<a href="http://workinvirginia.jobs/">http://workinvirginia.jobs/</a>
WorkInWashington Veterans (WA State Workforce)	<a href="http://workinwashington-veterans.jobs/">http://workinwashington-veterans.jobs/</a>

## FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	<a href="https://www.careeronestop.org/JobSearch/job-search.aspx">https://www.careeronestop.org/JobSearch/job-search.aspx</a>
CareerOneStop (USDOL/ETA)	<a href="http://www.careeronestop.org/JobSearch/JobSearch.aspx">http://www.careeronestop.org/JobSearch/JobSearch.aspx</a>
My Next Move (USDOL/ETA)	<a href="http://www.mynextmove.org">http://www.mynextmove.org</a> Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	<a href="http://www.mynextmove.org/vets/find/browse?c=0">http://www.mynextmove.org/vets/find/browse?c=0</a> Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	<a href="http://www.myskillsmyfuture.org">http://www.myskillsmyfuture.org</a>
Virtual Career Network Healthcare (USDOL/ETA)	<a href="https://www.vcn.org/healthcare/findwork">https://www.vcn.org/healthcare/findwork</a>



## STATE GOVERNMENT SITES

The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	<a href="https://usnlx.com">https://usnlx.com</a>
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your <a href="#">Member Desktop</a> Jobs also appear on VetCentral <a href="http://vetcentral.usnlx.com/vet_index.asp?type=moc">http://vetcentral.usnlx.com/vet_index.asp?type=moc</a> <a href="http://veterans.usnlx.com">http://veterans.usnlx.com</a>
Pennsylvania Career Connect – Pittsburgh/Alleghany County, PA	<a href="https://3rivers.rescaretalentmarket.com/">https://3rivers.rescaretalentmarket.com/</a>
Rescare Workforce Services - Indiana	<a href="https://indiana.rescaretalentmarket.com/">https://indiana.rescaretalentmarket.com/</a>
State & US Territory Workforce Agency Job Distribution	All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the <a href="#">Member Desktop</a> for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.
State of Alabama	<a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a>
State of Alaska	<a href="http://www.jobs.state.ak.us/jobseeker.htm">http://www.jobs.state.ak.us/jobseeker.htm</a>
State of Arizona	<a href="https://www.azjobconnection.gov/ada/r/">https://www.azjobconnection.gov/ada/r/</a>
State of Arkansas	<a href="https://www.arjoblink.arkansas.gov/ada/">https://www.arjoblink.arkansas.gov/ada/</a>
State of California	<a href="https://www.caljobs.ca.gov/vosnet/Default.aspx">https://www.caljobs.ca.gov/vosnet/Default.aspx</a>
State of Colorado	<a href="http://www.connectingcolorado.com/">http://www.connectingcolorado.com/</a>
State of Connecticut	<a href="https://www.cthires.com/vosnet/Default.aspx">https://www.cthires.com/vosnet/Default.aspx</a>
State of Delaware	<a href="https://joblink.delaware.gov/ada/">https://joblink.delaware.gov/ada/</a>
District of Columbia	<a href="https://www.dcnetworks.org/vosnet/Default.aspx">https://www.dcnetworks.org/vosnet/Default.aspx</a>
State of Florida	<a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>
State of Georgia	<a href="http://employgeorgia.com/">http://employgeorgia.com/</a>



Guam Job Bank	<a href="https://www.hireguam.com/vosnet/Default.aspx">https://www.hireguam.com/vosnet/Default.aspx</a>
State of Hawaii	<a href="https://www.hirenethawaii.com/vosnet/Default.aspx">https://www.hirenethawaii.com/vosnet/Default.aspx</a>
State of Idaho	<a href="http://labor.idaho.gov/">http://labor.idaho.gov/</a>
State of Illinois	<a href="https://illinoisjoblink.illinois.gov/ada/r/">https://illinoisjoblink.illinois.gov/ada/r/</a>
State of Indiana	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>
State of Iowa	<a href="https://www.iowaworks.gov/vosnet/Default.aspx">https://www.iowaworks.gov/vosnet/Default.aspx</a>
State of Kansas	<a href="https://www.kansasworks.com/ada/r/">https://www.kansasworks.com/ada/r/</a>
State of Kentucky	<a href="http://kcc.ky.gov/">http://kcc.ky.gov/</a>
State of Louisiana	<a href="https://www.louisianaworks.net/hire/vosnet/Default.aspx/">https://www.louisianaworks.net/hire/vosnet/Default.aspx/</a>
State of Maine	<a href="https://joblink.maine.gov/ada/r/">https://joblink.maine.gov/ada/r/</a>
State of Maryland	<a href="https://mwejobs.maryland.gov/vosnet/Default.aspx">https://mwejobs.maryland.gov/vosnet/Default.aspx</a>
State of Massachusetts	<a href="https://jobquest.detma.org/JobQuest/Default.aspx">https://jobquest.detma.org/JobQuest/Default.aspx</a>
State of Michigan	<a href="http://www.mitalent.org/">http://www.mitalent.org/</a>
State of Minnesota	<a href="https://www.minnesotaworks.net/">https://www.minnesotaworks.net/</a>
State Of Mississippi	<a href="https://wings.mdes.ms.gov/wings/welcome.jsp">https://wings.mdes.ms.gov/wings/welcome.jsp</a>
State of Missouri	<a href="http://jobs.mo.gov/">http://jobs.mo.gov/</a>
State of Montana	<a href="https://montanaworks.gov/">https://montanaworks.gov/</a>
State of Nebraska	<a href="https://newworks.nebraska.gov/vosnet/Default.aspx">https://newworks.nebraska.gov/vosnet/Default.aspx</a>
State of Nevada	<a href="https://www.employnv.gov/vosnet/Default.aspx">https://www.employnv.gov/vosnet/Default.aspx</a>
State of New Hampshire	<a href="https://nhworksjobmatch.nhes.nh.gov/">https://nhworksjobmatch.nhes.nh.gov/</a>
State of New Jersey	<a href="https://newjersey.usnlx.com/">https://newjersey.usnlx.com/</a>
State of New Mexico	<a href="https://www.jobs.state.nm.us/vosnet/Default.aspx">https://www.jobs.state.nm.us/vosnet/Default.aspx</a>
State of New York	<a href="https://newyork.usnlx.com/">https://newyork.usnlx.com/</a>
State of North Carolina	<a href="https://www.ncworks.gov/vosnet/Default.aspx">https://www.ncworks.gov/vosnet/Default.aspx</a>
State of North Dakota	<a href="http://www.jobsnd.com/">http://www.jobsnd.com/</a>
State of Ohio	<a href="https://jobseeker.ohiomeansjobs.monster.com/">https://jobseeker.ohiomeansjobs.monster.com/</a>
State of Oklahoma	<a href="https://okjobmatch.com/ada/">https://okjobmatch.com/ada/</a>
State of Oregon	<a href="http://www.oregon.gov/employ/pages/default.aspx">http://www.oregon.gov/employ/pages/default.aspx</a>



State of Pennsylvania	<a href="https://www.cwds.pa.gov/">https://www.cwds.pa.gov/</a>
Puerto Rico Job Bank	<a href="https://puertorico.usnlx.com/">https://puertorico.usnlx.com/</a>
State of Rhode Island	<a href="https://www.employri.org/vosnet/Default.aspx">https://www.employri.org/vosnet/Default.aspx</a>
State of South Carolina	<a href="https://jobs.scworks.org/vosnet/Default.aspx">https://jobs.scworks.org/vosnet/Default.aspx</a>
State of South Dakota	<a href="http://dlr.sd.gov/">http://dlr.sd.gov/</a>
State of Tennessee	<a href="https://www.jobs4tn.gov/vosnet/Default.aspx">https://www.jobs4tn.gov/vosnet/Default.aspx</a>
State of Texas	<a href="https://www.workintexas.com/vosnet/Default.aspx">https://www.workintexas.com/vosnet/Default.aspx</a>
State of Utah	<a href="https://jobs.utah.gov/">https://jobs.utah.gov/</a>
State of Vermont	<a href="https://www.vermontjoblink.com/ada/">https://www.vermontjoblink.com/ada/</a>
State of Virginia	<a href="https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E">https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E</a>
State of Washington	<a href="https://www.worksourcewa.com/">https://www.worksourcewa.com/</a>
State of West Virginia	<a href="https://workforcewv.org/">https://workforcewv.org/</a>
State of Wisconsin	<a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a>
State of Wyoming	<a href="https://www.wyomingatwork.com/vosnet/Default.aspx">https://www.wyomingatwork.com/vosnet/Default.aspx</a>

## OTHER SITES

Adzuna	<a href="https://www.adzuna.com/">https://www.adzuna.com/</a> (UK and Canada located jobs only)
Nexxt	<a href="http://www.nexxt.com/">http://www.nexxt.com/</a> (DE Member Jobs Only)
Flexjobs	<a href="https://www.flexjobs.com">https://www.flexjobs.com</a> (only remote positions)
Internships	<a href="https://internships.dejobs.org/">https://internships.dejobs.org/</a>
Juju	<a href="http://www.job-search-engine.com/">http://www.job-search-engine.com/</a>
The Ladders	<a href="http://TheLadders.com/">http://TheLadders.com/</a>
LinkedIn	<a href="https://www.linkedin.com/">https://www.linkedin.com/</a>
Nevada Career Explorer	<a href="https://nv.headed2.com/">https://nv.headed2.com/</a> (Nevada located jobs only)
Zipia.com	<a href="https://www.zipia.com">https://www.zipia.com</a>
Ziprecruiter.com	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>



## GLOBAL SITES

<a href="http://Jobrapido.com.ar">Jobrapido.com.ar</a> – Argentina	<a href="http://Jobrapido.se">Jobrapido.se</a> – Sweden
<a href="http://Jobrapido.at">Jobrapido.at</a> – Austria	<a href="http://Jobrapido.ch">Jobrapido.ch</a> – Switzerland
<a href="http://Jobrapido.com.au">Jobrapido.com.au</a> – Australia	<a href="http://Jobrapido.co.uk">Jobrapido.co.uk</a> – UK
<a href="http://Jobrapido.br">Jobrapido.br</a> – Brazil	<a href="http://Jobrapido.com">Jobrapido.com</a> – USA
<a href="http://Jobrapido.cl">Jobrapido.cl</a> – Chile	<a href="http://Wowjobs.ca">Wowjobs.ca</a> – Jobs in Canada and Australia Only
<a href="http://Jobrapido.fr">Jobrapido.fr</a> – France	
<a href="http://Jobrapido.de">Jobrapido.de</a> – Germany	
<a href="http://Jobrapido.nl">Jobrapido.nl</a> – Holland	
<a href="http://Jobrapido.ie">Jobrapido.ie</a> – Ireland	
<a href="http://Jobrapido.it">Jobrapido.it</a> – Italy	
<a href="http://Jobrapido.mx">Jobrapido.mx</a> – Mexico	
<a href="http://nz.jobrapido.com">nz.jobrapido.com</a> – New Zealand	
<a href="http://Jobrapido.pl">Jobrapido.pl</a> – Poland	
<a href="http://Jobrapido.es">Jobrapido.es</a> – Spain	



## METRO AREAS ON USNLX.COM

STATES	METRO AREAS				
<b>Alabama:</b>	Birmingham	Huntsville	Mobile	Montgomery	
<b>Alaska:</b>	Anchorage	Fairbanks	Juneau		
<b>Arizona:</b>	Flagstaff	Phoenix	Tucson		
<b>Arkansas:</b>	Fayetteville	Little Rock			
<b>California:</b>	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellojo
<b>Colorado:</b>	Colorado Springs	Denver	Fort Collins	Pueblo	
<b>Connecticut:</b>	Bridgeport	Hartford	New Haven	Stamford	Waterbury
<b>Delaware:</b>	Dover	Wilmington			
<b>District of Columbia:</b>	Washington				
<b>Florida:</b>	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
<b>Georgia:</b>	Athens	Atlanta	Augusta	Columbus	Savannah
<b>Hawaii:</b>	Hilo	Honolulu			
<b>Idaho:</b>	Boise	Pocatello			
<b>Illinois:</b>	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
<b>Indiana:</b>	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
<b>Iowa:</b>	Cedar Rapids	Des Moines			
<b>Kansas:</b>	Kansas City	Topeka	Wichita		
<b>Kentucky:</b>	Frankfort	Lexington	Louisville		
<b>Louisiana:</b>	Baton Rouge	Lafayette	New Orleans	Shreveport	
<b>Maine:</b>	Augusta	Portland			
<b>Maryland:</b>	Annapolis	Baltimore			
<b>Massachusetts:</b>	Boston	Springfield	Worcester		





<b>Michigan:</b>	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
<b>Minnesota:</b>	Minneapolis	St. Paul			
<b>Mississippi:</b>	Gulfport	Jackson			
<b>Missouri:</b>	Independence	Jefferson City	Kansas City	Springfield	St. Louis
<b>Montana:</b>	Billings	Helena			
<b>Nebraska:</b>	Lincoln	Omaha			
<b>Nevada:</b>	Carson City	Las Vegas	Reno		
<b>New Hampshire:</b>	Concord	Manchester			
<b>New Jersey:</b>	Elizabeth	Jersey City	Newark	Patterson	Trenton
<b>New Mexico:</b>	Albuquerque	Santa Fe			
<b>New York:</b>	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				
<b>North Carolina:</b>	Asheville	Charlotte	Fayettesville	Greensboro	Raleigh
	Durham	Winston-Salem			
<b>North Dakota:</b>	Bismarck	Fargo			
<b>Ohio:</b>	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
<b>Oklahoma:</b>	Oklahoma City	Tulsa			
<b>Oregon:</b>	Eugene	Portland	Salem		
<b>Pennsylvania:</b>	Allentown	Erie	Philadelphia	Pittsburgh	
<b>Rhode Island:</b>	Providence				
<b>South Carolina:</b>	Charleston	Columbia			
<b>South Dakota:</b>	Pierre	Sioux Falls			
<b>Tennessee:</b>	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
<b>Texas:</b>	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			



<b>Utah:</b>	Provo	Salt Lake City			
<b>Vermont:</b>	Burlington	Montpelier			
<b>Virginia:</b>	Alexandria	Norfolk	Richmond	Virginia Beach	
<b>Washington:</b>	Olympia	Seattle	Spokane	Tacoma	
<b>West Virginia:</b>	Charleston	Huntington			
<b>Wisconsin:</b>	Green Bay	Madison	Milwaukee		
<b>Wyoming:</b>	Casper	Cheyenne			

## COLLEGE NETWORK

Academy of Art University  
 ADA University  
 Ain Shams University  
 Albany Law School  
 Alfred State, SUNY College of Technology  
 American College of Greece  
 American University of Sharjah  
 American University of Sharjah, School of Business Administration  
 American University, School of Professional & Extended Studies (SPEXS)  
 Amridge University  
 Augusta Technical College  
 Ave Maria School of Law  
 Ball State University  
 Baylor Law School  
 Bellevue College (WA)  
 Blackburn College  
 Bloomfield College  
 Bob Jones University  
 Boston Architectural College  
 Boston College  
 Boston University, School of Law  
 Brooklyn Law School  
 Bucknell University  
 Bucks County Community College



Cabrillo College  
Cairn University  
Calhoun Community College  
California Lutheran University  
California State University Channel Islands  
California State University Fullerton  
California State University Long Beach  
California State University Monterey Bay  
California State University Sacramento  
California Western School of Law  
Campbell University, Wiggins School of Law  
Capital University Law School  
Capitol Technology University  
Carleton College  
Carnegie Mellon University, Tepper School of Business  
Case Western Reserve University, School of Law  
Catholic University of America, Columbus School of Law  
Catholic University of Portugal  
Catholic University of Portugal, School of Business  
Central Arizona College  
Central New Mexico Community College  
Central Washington University  
Chaffey College  
Chapman University, Dale E. Fowler School of Law  
Charleston School of Law  
Chattahoochee Technical College  
Chattanooga State Community College  
Chicago-Kent College of Law  
China Europe International Business School (CEIBS)  
Christian Brothers University  
Cincinnati State Technical and Community College  
City Colleges of Chicago  
Clark University  
Clayton State University  
Clemson University  
Clemson University, Alumni Association  
Coastline Community College  
College of Coastal Georgia  
College of Idaho  
College of Southern Nevada  
Collin College



Columbia Law School, Columbia University  
Columbia University, The Earth Institute  
Columbus College of Art & Design  
Concordia College (NY)  
Concordia University at Irvine  
Concordia University, School of Law  
Connecticut College  
Cornell University Law School  
Creighton University School of Law  
Cuesta College  
Cumberland University  
CUNY Baruch College  
CUNY Baruch College, School of Public and International Affairs  
CUNY Baruch College, Weissman School of Arts & Sciences  
CUNY Baruch College, Zicklin School of Business  
CUNY Borough of Manhattan Community College  
CUNY Bronx Community College  
CUNY Brooklyn College  
CUNY College of Staten Island  
CUNY Graduate School of Journalism  
CUNY Hostos Community College  
CUNY Hunter College  
CUNY John Jay College of Criminal Justice  
CUNY Kingsborough Community College  
CUNY Lehman College  
CUNY Macaulay Honors College  
CUNY Medgar Evers College  
CUNY New York City College of Technology  
CUNY Queens College  
CUNY School of Law  
CUNY The City College of New York  
CUNY York College  
Dallas County Community College District  
Dean College  
Delaware Valley University  
Delta State University  
DePaul University College of Law  
DeSales University  
Dominican College  
Drexel University, School of Public Health  
Drexel University, Thomas R. Kline School of Law



Duke University, Sanford School of Public Policy  
Duke University, School of Law  
Dunwoody College of Technology  
East Georgia State College  
East Stroudsburg University of Pennsylvania (PASSHE)  
Eastern Connecticut State University  
Eastern Illinois University  
Eckerd College  
Elizabeth City State University  
Elon University School of Law  
Emily Griffith Technical College  
Emmanuel College  
Emory University, School of Law  
Fairleigh Dickinson University  
Fairmont State University  
Fashion Institute of Design & Merchandising (FIDM)  
Faulkner University, Jones School of Law  
Florida A&M University, School of Business and Industry  
Florida Gulf Coast University  
Florida International University, College of Law  
Florida State College at Jacksonville  
Florida State University, College of Law  
Fordham University, Gabelli School of Business (Graduate Programs)  
Fordham University, Gabelli School of Business (Undergrad Programs)  
Fordham University, School of Law  
Fort Valley State University  
Full Sail University  
Fullerton College  
Fundacion Empresa, Universidad de Navarra  
Gallaudet University  
Gateway Community College  
George Mason University, School of Law  
Georgetown College  
Georgetown University, Edmund A. Walsh School of Foreign Service  
Georgetown University, McCourt School of Public Policy  
Georgia State University, College of Law  
Georgia Tech  
Georgia Tech, Scheller College of Business  
Golden Gate University  
Golden Gate University School of Law  
Goucher College



Governors State University  
Grand Canyon University  
Hamline University  
Hampshire College  
Harper College  
Harvard University  
Harvard University, Graduate School of Design  
Harvard University, Graduate School of Education & Harvard Divinity School  
Harvard University, Kennedy School of Government  
Harvard University, Law School  
Harvard University, T.H. Chan School of Public Health  
Hendrix College  
Henry Ford College  
Hofstra University, School of Law  
Hong Kong Polytechnic University  
Howard University, School of Law  
IE Business School  
IESE Business School, University of Navarra  
Illinois State University  
IMD Business School  
iNav (Metro Atlanta Chamber)  
Indiana University Bloomington, College of Arts & Sciences  
Indiana University Bloomington, Jacobs School of Music  
Indiana University Bloomington, Kelley School of Business-MBA  
Indiana University Bloomington, Kelley School of Business-Undergraduate  
Indiana University Bloomington, Maurer School of Law  
Indiana University Bloomington, School of Education  
Indiana University Bloomington, School of Informatics, Computing, and Engineering  
Indiana University Bloomington, School of Public & Environmental Affairs  
Indiana University Bloomington, School of Public Health  
Indiana University East  
Indiana University Northwest  
Indiana University School of Optometry  
Indiana University South Bend  
Indiana University Southeast  
Indiana University, Kokomo  
Indiana University-Purdue University, Columbus  
INSEAD  
Iowa Central Community College  
Iowa College Recruiting Network (ICoRN)  
IST Tecnico Lisboa



IUPUI, Herron School of Art and Design  
IUPUI, Kelley School of Business  
IUPUI, Lilly Family School of Philanthropy  
IUPUI, Office of Student Employment  
IUPUI, Richard M. Fairbanks School of Public Health  
IUPUI, Robert H. McKinney School of Law  
IUPUI, School of Education  
IUPUI, School of Engineering and Technology  
IUPUI, School of Informatics and Computing  
IUPUI, School of Liberal Arts  
IUPUI, School of Public and Environmental Affairs  
IUPUI, School of Science  
IUPUI, School of Social Work  
IUPUI, Talent  
Ivy Tech Community Colleges  
Jackson State University  
Jacksonville State University  
John Marshall Law School  
Johnson University  
Kansas City Kansas Community College  
Kenyon College  
King Abdullah University of Science and Technology (KAUST)  
Koc University  
Lafayette College  
Lake Superior State University  
Laney College  
Langara College  
Lansing Community College  
Lehigh Carbon Community College  
Les Roches International School of Hotel Management, Switzerland  
Liberty University, School of Law  
LIM College (Laboratory Institute of Merchandising)  
Lincoln Memorial University, Duncan School of Law  
Linfield College  
Lingnan College, Sun Yat-sen University  
Los Angeles Film School  
Lower Columbia College  
Loyola Law School, Los Angeles  
Loyola University New Orleans, College of Law  
Luther College  
Lycoming College



Lynchburg College  
Marist College  
Marquette University Law School  
Marshall University  
Marymount California University  
Marymount Manhattan College  
Maryville University of St. Louis  
Massasoit Community College  
Memphis College of Art  
MetroLink Consortium  
Metropolitan Community College of Kansas City  
Mississippi College  
Mississippi College, School of Law  
Mississippi State University  
Mitchell Hamline School of Law  
Montgomery College  
Moore College of Art & Design  
Morehead State University  
Morgan State University  
Mount St. Mary's University (CA)  
Mt. San Antonio College  
National Park Community College  
Nazarbayev University  
Nebraska College Recruiting Consortium  
New Horizons Computer Learning Center  
New York Law School  
New York University, School of Law  
New York University, Stern School of Business  
North Carolina A&T State University  
North Carolina Central University, School of Law  
North Carolina State University  
North Central University  
North Park University  
Northeastern University, School of Law  
Northern Alberta Institute of Technology  
Northern Essex Community College  
Northern Illinois University  
Northern Kentucky University, Chase College of Law  
Northern State University  
Northshore Technical Community College  
Northwest Missouri State University





Norwalk Community College  
Notre Dame de Namur University  
Nova Southeastern University, Shepard Broad Law Center  
Ohio Northern University  
Ohio Northern University, Pettit College of Law  
Ohio State University, Moritz College of Law  
Oklahoma City University School of Law  
Oral Roberts University  
Orange Coast College  
Ozyegin University  
Pace University, School of Law  
Pasadena City College  
Peking University, School of Transnational Law  
Pennsylvania College of Technology  
Pensacola State College  
Pepperdine University School of Law  
Philadelphia University  
Piedmont Virginia Community College  
Pikes Peak Community College  
Pima Community College  
Pittsburgh Technical College  
Pratt Institute  
Purdue University  
Queen's University, Faculty Of Law  
Quinnipiac University  
Quinnipiac University, School of Law  
Ranken Technical College  
Rasmussen College  
Regent University, School of Law  
Regis College  
Rensselaer Polytechnic Institute  
Renton Technical College  
Resurrection University, College of Nursing and Allied Health  
Rockhurst University  
Rocky Mountain College  
Rocky Mountain College of Art and Design  
Roger Williams University School of Law  
Roosevelt University  
Rowan College at Burlington County  
Rowan College at Gloucester County  
Rowan University



Royal Roads University  
Russell Sage College  
Rutgers University New Brunswick, Undergraduate Business  
Rutgers University Newark, Executive MBA  
Rutgers University Newark, Graduate Business School  
Rutgers University Newark, Quantitative Finance (MQF)  
Rutgers University Newark, School of Law  
Saddleback College  
Saginaw Valley State University  
Salus University  
San Diego State University  
San Juan College  
Santa Barbara City College  
Santa Clara University, School of Law  
Santa Fe Community College  
Savannah College of Art and Design  
Savannah Technical College  
SDA Bocconi School of Management  
Seattle University, School of Law  
Service Academy Career Central (SACCentral)  
Seton Hall University  
Seton Hall University, School of Law  
Shippensburg University of Pennsylvania (PASSHE)  
Siena College  
Singapore Management University  
Singapore Management University, Centre for Social Responsibility  
Singapore Management University, Dato Kho Hui Postgraduate  
SIT Graduate Institute  
Slippery Rock University of Pennsylvania (PASSHE)  
South Central College  
South Texas College of Law Houston  
Southeast Missouri State University  
Southeast Technical Institute  
Southeastern Baptist Theological Seminary  
Southeastern Louisiana University  
Southeastern Technical College  
Southern Connecticut State University  
Southern Crescent Technical College  
Southern Methodist University, Dedman School of Law  
Southern Union State Community College  
Southern University Law Center



Southwestern Law School  
Southwestern University  
Spokane Community College  
St. Ambrose University  
St. Francis College  
St. John's University, School of Law  
St. Louis University, School of Law  
St. Mary's College of Maryland  
St. Thomas Aquinas College  
St. Thomas University, School of Law  
Stanford University, Graduate School of Education  
Stanford University, Law School  
Stetson University, College of Law  
Stratford University  
Suffolk University Law School  
SUNY College at Oneonta  
SUNY College of Optometry  
SUNY Farmingdale State College  
SUNY Hudson Valley Community College  
SUNY Jefferson Community College  
SUNY New Paltz  
SUNY Purchase College  
SUNY University at Buffalo, School of Management  
Swiss Education Group  
Syracuse University, College of Law  
Tallahassee Community College  
Temple University, School of Media and Communication  
Temple University, School of Tourism and Hospitality Management  
Texas A&M University, Bush School of Government & Public Service  
Texas A&M University, College Station  
Texas Southern University, Thurgood Marshall School of Law  
Texas Tech University, School of Law  
Texas Wesleyan University  
The American University in Cairo  
The Brown School at Washington University in St. Louis  
The College of New Rochelle  
The College of William & Mary  
The College of William & Mary, Law School  
The College of William & Mary, Mason School of Business  
The National Society of Leadership and Success  
The Southern Baptist Theological Seminary



The Universities at Shady Grove  
The University of the Arts  
Thomas Jefferson School of Law  
Thompson Rivers University  
Tidewater Community College  
Touro College  
Touro College, Jacob D. Fuchsberg Law Center  
Trident Technical College  
Trinity Washington University  
Trinity Western University  
Truckee Meadows Community College  
Tufts University, Office of Public Health  
Tufts University, School of Dental Medicine  
Tulane University, Law School  
UCAN, University Career Action Network  
UCLA LLM Interview Program  
UCLA, School of Law  
Union University  
United States International University, Africa  
Universidad de Monterrey  
Universidad del Sagrado Corazon  
University of Akron, School of Law  
University of Alabama School of Law  
University of Arizona, Lundgren Center for Retailing  
University of Baltimore  
University of Baltimore, School of Law  
University of British Columbia Vancouver  
University of California Berkeley, Goldman School of Public Policy  
University of California Berkeley, School of Law  
University of California Berkeley, School of Public Health  
University of California Davis, School of Law  
University of California San Diego, School of Global Policy and Strategy  
University of California, Hastings College of the Law  
University of Chicago, Financial Mathematics  
University of Chicago, Graduate Schools and Divisions  
University of Chicago, Harris School of Public Policy  
University of Chicago, Law School  
University of Cincinnati College of Law  
University of Colorado at Boulder, School of Law  
University of Connecticut, School of Law  
University of Denver, Sturm College of Law



University of Florida  
University of Florida, Levin College of Law  
University of Georgia, School of Law  
University of Hawaii at Manoa, Shidler College of Business  
University of Houston  
University of Houston, Bauer College of Business  
University of Houston, College of Technology  
University of Houston, Conrad Hilton College  
University of Houston, Cullen College of Engineering  
University of Houston, Health and Human Performances  
University of Houston, Law Center  
University of Idaho, College of Law  
University of Illinois at Chicago  
University of Illinois at Springfield  
University of Illinois at Urbana-Champaign, College of Law  
University of Iowa, College of Law  
University of Johannesburg  
University of Kansas  
University of Kansas, School of Law  
University of Kentucky, College of Law  
University of Louisville, Brandeis School of Law  
University of Louisville, College of Business  
University of Louisville, Speed School of Engineering  
University of Maine  
University of Maine at Augusta  
University of Maine, School of Law  
University of Manitoba, Asper School of Business  
University of Maryland Baltimore County  
University of Maryland Baltimore, Francis King Carey School of Law  
University of Maryland College Park  
University of Maryland College Park, Clark School of Engineering  
University of Maryland College Park, School of Public Policy  
University of Massachusetts Dartmouth, School of Law  
University of Memphis, Cecil C. Humphreys School of Law  
University of Miami, School of Law  
University of Miami, Ziff School of Business  
University of Michigan Ann Arbor, College of Engineering  
University of Michigan Ann Arbor, College of Literature, Science & the Arts  
University of Michigan Ann Arbor, Law School  
University of Michigan Ann Arbor, School of Education  
University of Michigan Ann Arbor, School of Information



University of Michigan Ann Arbor, School of Natural Resources & Environment  
University of Michigan Ann Arbor, School of Public Health  
University of Michigan Dearborn  
University of Michigan, Gerald R. Ford School of Public Policy  
University of Michigan-Flint  
University of Minnesota at Minneapolis, School of Law  
University of Nevada Las Vegas  
University of Nevada Las Vegas, William S. Boyd School of Law  
University of North Alabama  
University of North Carolina at Chapel Hill, School of Law  
University of North Carolina at Charlotte  
University of North Texas at Dallas, College of Law  
University of Northern Iowa  
University of Notre Dame  
University of Notre Dame, Law School  
University of Oklahoma College of Law  
University of Oregon, School of Law  
University of Ottawa's Common Law  
University of Pennsylvania, School of Law  
University of Pittsburgh at Bradford  
University of Pittsburgh, Graduate School of Public and International Affairs  
University of Pittsburgh, Katz Graduate School of Business  
University of Puget Sound  
University of Richmond  
University of Richmond, School of Law  
University of Rochester, Simon Graduate School of Business  
University of San Francisco, School of Law  
University of South Carolina Upstate  
University of South Carolina, School of Law  
University of Southern California  
University of Southern California, Gould School of Law  
University of Southern California, Marshall School of Business-Undergraduate  
University of Southern California, Price School of Public Policy  
University of Southern California, School of Cinematic Arts  
University of Southern California, Viterbi School of Engineering  
University of Southern California. Annenberg School for Communication & Journalism  
University of Southern Indiana  
University of Southern Maine  
University of St. Joseph  
University of St. Thomas  
University of St. Thomas, Opus College of Business



University of St. Thomas, School of Law  
University of Tennessee at Knoxville, College of Law  
University of Texas at Austin, Jackson School of Geosciences  
University of Texas at Austin, School of Architecture  
University of Texas at Austin, School of Information  
University of Texas at Austin, School of Law  
University of the District of Columbia, David A. Clarke School of Law  
University of the Fraser Valley  
University of the Pacific  
University of the Pacific, McGeorge School of Law  
University of Toronto at Scarborough  
University of Virginia, Alumni Association  
University of Virginia, School of Law  
University of Waikato  
University of Washington, Evans School of Public Policy & Governance  
University of Washington, Information School  
University of Windsor, Faculty of Law  
University of Wisconsin at Madison, Law School  
Valparaiso University Law School  
Vanderbilt University  
Vanderbilt University, Law School  
Vanderbilt University, Owen Graduate School of Management  
Vermont Law School  
Villanova University, School of Law  
Vincennes University  
Virginia International University  
Virginia State University  
Wade College  
Wagner College  
Wake Forest University School of Law  
Walsh College of Accountancy and Business  
Wartburg College  
Washburn University School of Law  
Washington University in St. Louis  
Washington University in St. Louis, Olin Undergrad Business School  
Washington University in St. Louis, School of Law  
Washtenaw Community College  
West Georgia Technical College  
West Virginia State University  
West Virginia University  
West Virginia University, College of Law



Western Illinois University  
Western Michigan University Cooley Law School  
Western New England University School of Law  
Western Washington University  
Whittier Law School  
Widener University, Delaware Law School  
William James College  
William Jewell College  
Wilmington College  
Winthrop University  
Yale University  
Yale University, Law School  
Yale-NUS College  
Yeshiva University  
Yeshiva University, Benjamin N. Cardozo School of Law  
York College of Pennsylvania  
York Technical College





**EXHIBIT A**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2021 - May 31, 2022

**WJZ, WJZ-FM, WLIF, WWMX**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  1423 Clarkview Road, Suite 100, Baltimore, MD - 21209	<b><u>Contact Person/Title:</u></b>  Tracy Brandys SVP/Market Manager
<b><u>Telephone Number:</u></b>  410-825-1000	<b><u>E-Mail Address:</u></b>  tracy.brandys@audacy.com

## 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	1-3, 5-6, 9-13, 15-27, 29-31, 33, 35, 37, 40	37
Account Executive	2-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35, 37, 40	37
Account Executive	2-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35, 37, 40	37
Account Executive	2-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35, 37, 40	19
General Sales Manager	1-3, 6, 10-13, 15-24, 26-27, 29-31, 33, 35-36	36
Producer - 105.7 The Fan	1-6, 10-27, 29-31, 33, 35-36, 40	36
Account Executive	1-3, 6-8, 10-27, 29-31, 33, 35, 37-38, 40, 42	8
Account Executive	1-3, 6-8, 10-27, 29-31, 33, 35, 37-38, 40, 42	37
Account Executive	1-3, 6-8, 10-27, 29-31, 33, 35, 37-38, 40, 42	38
Traffic Reporter	1-6, 10-35, 37, 40	2
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	19
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	2
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	41
Account Executive	1-6, 10-27, 29-33, 35, 37, 39-42	2

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<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	AllAccess.com 24955 Pacific Coast Highway Malibu, California allaccess.com allaccess.com 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	11
3	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Dorothy Wigglesworth Manual Posting	N	0
4	Community College of Baltimore County 800 S.Rolling Road Catonsville, Maryland 21228 Phone : 443-840-2222 Url : <a href="http://collegecentral.com/ccbs">http://collegecentral.com/ccbs</a> Job Listings Manual Posting	N	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : <a href="http://collegecentral.com/coppin">http://collegecentral.com/coppin</a> Job/ Listings Manual Posting	N	0
6	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

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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>
7	Diversity.com Diversity.com Atlanta, Georgia Phone : 8888888888 N/A N/A Manual Posting	N	0
8	Entercom On Air Announcements 1423 Clarkview Road Suite 100 Baltimore, Maryland 21209 Tom Cook Manual Posting	N	1
9	Facebook Listings facebook.com Baltimore, Maryland Ana Hall-Defoor Manual Posting	N	0
10	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
11	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
12	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
13	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	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>
14	Howard Community College 10901 Little Patuxent Parkway Columbia, Maryland 21044 Phone : 443-518-4194 Url : <a href="http://howardcc.edu/hccjobemployer">http://howardcc.edu/hccjobemployer</a> Tony Swain Manual Posting	N	0
15	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
16	Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Ann Peters Manual Posting	N	5
17	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : <a href="mailto:info@jcsbaltimore.org">info@jcsbaltimore.org</a> Toya Jaffe	N	0
18	Johns Hopkins Baltimore, Maryland 21218 Email : <a href="mailto:recruit@jhu.edu">recruit@jhu.edu</a> Job Listings	N	0
19	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	33
20	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2692 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Mary DeManss Manual Posting	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>
21	Maryland DC Delaware Broadcasters Association 804 E Edenton Street Raleigh, North Carolina 27601 Phone : 410-653-4122 Chip Weinman Manual Posting	N	0
22	Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone : 301-362-9708 Url : <a href="http://mwejobs.maryland.gov">http://mwejobs.maryland.gov</a> Job/ Listings Manual Posting	N	1
23	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : <a href="mailto:jays@mdworks.com">jays@mdworks.com</a> Jay Stewart	N	0
24	McDaniel College 2 College Hill Westminster, Maryland 21157 Email : <a href="mailto:rgoodman@mcdaniel.edu">rgoodman@mcdaniel.edu</a> Rich Goodman	N	0
25	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://morgan-csm.symplicity.com">http://morgan-csm.symplicity.com</a> Job Listings Manual Posting	N	0
26	NAACP of Baltimore 300 Lennox Avenue Baltimore, Maryland 21214 Phone : 410-321-1243 Email : <a href="mailto:naACP@naACP-bcountymd.org">naACP@naACP-bcountymd.org</a> Job Listings	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>
27	Notre Dame of Maryland University 4701 N. Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Alan Jones Manual Posting	N	0
28	ramp247.com 24307 Magic Mountain Pkwy. Valencia, California Kevin Carter Manual Posting	N	0
29	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Email : <a href="mailto:kcfallon@salisbury.edu">kcfallon@salisbury.edu</a> Kevin Fallon	N	0
30	Stevenson University 10945 Boulevard Circle Owings Mills, Maryland 21117 Phone : 443-352-5314 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Matt Seiler Manual Posting	N	0
31	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
32	University of Maryland College Park, Maryland 20742 Url : <a href="http://umd-csm.symplicity.com">http://umd-csm.symplicity.com</a> Job Listings Manual Posting	N	0

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**June 1, 2021 - May 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**a. Agencies Notified by Outreach**

<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>
33	Washington College 300 Washington Avenue Chestertown, Maryland 21620 Phone : 410-778-2800 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
34	WorkInSports.com 7010 E Chauncey Lane Phoenix, Arizona <a href="http://workinsports.com">workinsports.com</a> <a href="http://workinsports.com">workinsports.com</a> Manual Posting	N	0
35	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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



**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****b. Exemptions or Other Sources of Candidate Referral**

<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>
36	Current Employee/Internal Promotion	N	2
37	Employee Referral	N	12
38	Former Employee	N	1
39	Former Employee Referral	N	1
40	Indeed.com	N	17
41	Job Board	N	2
42	Non-Employee Referral	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>88</b>

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****III. RECRUITMENT INITIATIVES**

	<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	Ongoing Event	Establishment of training programs for station personnel	Station sales management and market manager hold weekly training sessions with account executives and assistants to increase their knowledge and develop the skill sets in all aspects of the sales process.	4	Market Manager General Sales Manager General Sales Manager Digital
2	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of all Audacy EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Department
3	6/1/2021	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 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	EEO Coordinator
4	8/3/2021	Establishment of training programs for station personnel	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.	6	Market Manager Sales Managers Brand Managers Business Administration
5	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager

**WJZ, WJZ-FM, WLIF, WWMX****EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****III. RECRUITMENT INITIATIVES**

	<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>
6	10/13/2021	Participation in events sponsored by organizations representing the community	Morning Show Talent was invited to speak to Journalism class at Randallstown High School. He discussed media in general as well as careers in the industry. He spoke with the class about his years in the industry and the path he took to his career as host of one of Baltimore's top rated morning shows.	1	Air Talent
7	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
8	4/1/2022	Participation in Job Fairs	Spring 2022 Mega Job and Internship Fair held at Towson University. The fair was open to students and alumni of all majors as well as members of the community.	1	Brand Manager
9	4/6/2022	Participation in Job Fairs	Morgan State University: Business, Arts and Communication Virtual Career Fair (Spring 2022). The virtual career fair allowed students to participate in 1:1, 10 minute sessions to meet with managers, discuss career opportunities and review their resumes.	1	Brand Manager
10	4/14/2022	Participation in events or programs sponsored by educational institutions	PM Drive show host spoke with a communications class at Syracuse University to discuss the media industry in general as well as career opportunities in broadcasting. He offered guidance and suggestions on how to best move forward in the industry.	1	Air Talent
11	5/9/2022	Participation in events or programs sponsored by educational institutions	Students from local schools participate in "Senior Work Projects" where they "shadow" station personnel in an effort to learn about the various career opportunities in broadcasting. Audacy Baltimore hosted three students during Spring '22.	3	Brand Manager General Sales Manager Air Talent

**EXHIBIT B**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2021 - May 31, 2022

**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 91481

Job Title: Sales Assistant

Job Opening Period: 6/16/2021 - 7/30/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	7/1/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	7/1/2021	No		Indeed.com
Candidate	6/24/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	6/24/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	6/24/2021	No		Indeed.com
Candidate	6/23/2021	Yes	7/19/2021	<b>Employee Referral</b>

Job ID: 91609

Job Title: Account Executive

Job Opening Period: 6/22/2021 - 8/10/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/12/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	8/10/2021	No		Employee Referral
Candidate	8/10/2021	Yes	11/15/2021	<b>LinkedIn</b> <b>2029 Stierlin Court</b> <b>Mountainview, California</b> <b>Fax: 1---LinkedIn LinkedIn</b>
Candidate	8/9/2021	Yes	8/30/2021	<b>Employee Referral</b>
Candidate	8/6/2021	No		Indeed.com

**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 91609

Job Title: Account Executive

Job Opening Period: 6/22/2021 - 8/10/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/5/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	8/5/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	8/5/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	8/5/2021	No		Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone: 301-362-9708 Fax: 1---Job/ Listings
Candidate	8/2/2021	No		Employee Referral
Candidate	7/16/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	7/1/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	6/22/2021	No		Employee Referral
Candidate	6/22/2021	Yes	7/12/2021	<b>Employee Referral</b>

**Interview Recruitment Source Report****Date:** 9/12/2022**From:** Baltimore,MD**Page:** 3/9**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 91697

Job Title: General Sales Manager

Job Opening Period: 6/24/2021 - 7/30/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	7/15/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	7/14/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	7/7/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	7/1/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	6/30/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	6/22/2021	Yes	7/20/2021	<b>Current Employee/Internal Promotion</b>
Candidate	6/18/2021	No		Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Fax: 1---Ann Peters

Job ID: 92739

Job Title: Producer - 105.7 The Fan

Job Opening Period: 7/26/2021 - 8/26/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/9/2021	No		Indeed.com

## Interview Recruitment Source Report from 6/1/2021 - 5/31/2022

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 92739

Job Title: Producer - 105.7 The Fan

Job Opening Period: 7/26/2021 - 8/26/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/6/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	8/6/2021	No		Indeed.com
Candidate	8/6/2021	No		Indeed.com
Candidate	8/6/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	8/6/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	8/4/2021	No		Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Fax: 1---Ann Peters
Candidate	8/4/2021	No		Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Fax: 1---Ann Peters
Candidate	8/4/2021	No		Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Fax: 1---Ann Peters
Candidate	8/2/2021	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	8/2/2021	Yes	9/13/2021	<b>Current Employee/Internal Promotion</b>
Candidate	8/2/2021	No		Indeed.com



**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 92739

Job Title: Producer - 105.7 The Fan

Job Opening Period: 7/26/2021 - 8/26/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	8/2/2021	No		Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Fax: 1---Ann Peters

Job ID: 94200

Job Title: Account Executive

Job Opening Period: 9/9/2021 - 12/6/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	11/19/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	11/12/2021	No		Employee Referral
Candidate	11/3/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	11/3/2021	No		Indeed.com
Candidate	10/29/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	10/29/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	10/27/2021	No		Indeed.com
Candidate	10/22/2021	Yes	11/29/2021	<b>Entercom On Air Announcements</b> <b>1423 Clarkview Road</b> <b>Suite 100</b> <b>Baltimore, Maryland 21209</b> <b>Fax: 1---Tom Cook</b>

**Interview Recruitment Source Report****Date:** 9/12/2022**From:** Baltimore,MD**Page:** 6/9**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 94200

Job Title: Account Executive

Job Opening Period: 9/9/2021 - 12/6/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	10/18/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	10/5/2021	Yes	11/1/2021	<b>Employee Referral</b>
Candidate	9/24/2021	No		Employee Referral
Candidate	9/24/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	9/21/2021	No		Non-Employee Referral
Candidate	9/9/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	9/9/2021	Yes	9/13/2021	<b>Former Employee</b>
Candidate	8/18/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	8/19/2019	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn

Job ID: 95415

Job Title: Traffic Reporter

Job Opening Period: 10/14/2021 - 11/14/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	10/26/2021	No		Indeed.com
Candidate	10/25/2021	No		Indeed.com

**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 95415

Job Title: Traffic Reporter

Job Opening Period: 10/14/2021 - 11/14/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	10/25/2021	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	10/24/2021	No		Indeed.com
Candidate	10/21/2021	Yes	11/30/2021	<b>Audacy, Inc. (formerly Entercom) Career Site</b> <b>2400 Market Street</b> <b>Philadelphia, Pennsylvania 19103</b> <b>Phone: n/a</b> <b>Fax: 1---Careers Page</b>
Candidate	10/13/2021	No		Employee Referral

Job ID: 98784

Job Title: Account Executive

Job Opening Period: 1/31/2022 - 5/1/2022

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	5/2/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	5/1/2022	No		Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Phone: n/a Fax: 1---Careers Page
Candidate	4/26/2022	Yes	5/9/2022	<b>Job Board</b>
Candidate	4/26/2022	Yes	5/9/2022	<b>Audacy, Inc. (formerly Entercom) Career Site</b> <b>2400 Market Street</b> <b>Philadelphia, Pennsylvania 19103</b> <b>Phone: n/a</b> <b>Fax: 1---Careers Page</b>
Candidate	4/19/2022	No		Non-Employee Referral

**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 98784

Job Title: Account Executive

Job Opening Period: 1/31/2022 - 5/1/2022

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	4/14/2022	Yes	4/26/2022	<b>Audacy, Inc. (formerly Entercom) Career Site</b> <b>2400 Market Street</b> <b>Philadelphia, Pennsylvania 19103</b> <b>Phone: n/a</b> <b>Fax: 1---Careers Page</b>
Candidate	3/24/2022	No		Former Employee Referral
Candidate	3/24/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	3/19/2022	No		Indeed.com
Candidate	3/17/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	3/14/2022	No		Job Board
Candidate	3/14/2022	Yes	4/18/2022	<b>LinkedIn</b> <b>2029 Stierlin Court</b> <b>Mountainview, California</b> <b>Fax: 1---LinkedIn LinkedIn</b>
Candidate	3/11/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	3/3/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	3/2/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	3/1/2022	No		Indeed.com
Candidate	3/1/2022	No		Indeed.com
Candidate	2/28/2022	No		Indeed.com

**Interview Recruitment Source Report from 6/1/2021 - 5/31/2022**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 98784

Job Title: Account Executive

Job Opening Period: 1/31/2022 - 5/1/2022

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Candidate	2/24/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	2/23/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	2/23/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	2/18/2022	No		Employee Referral
Candidate	2/10/2022	No		LinkedIn 2029 Stierlin Court Mountainview, California Fax: 1---LinkedIn LinkedIn
Candidate	2/2/2022	No		Indeed.com
Candidate	2/1/2021	No		Employee Referral

**EXHIBIT C**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2021 - May 31, 2022

## **Job Notification details between 6/1/2021 to 5/31/2022**

**Account Executive (Broadcast1Source tracking number 98784)**

**No. of Agencies were used:** 30

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 01/31/2022

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** ann.peters@audacy.com

**Title:** Account Executive

### **Experience:**

Responsibilities Include, but are not limited to:

- Build strong relationships with advertisers to ensure their success and repeat business.
- Proactively prospect and develop new business by using all of our advertising and marketing assets.
- Create marketing campaigns and strategically sell to local and regional decision makers.
- Close business and oversee the execution of the marketing campaign and exceed client expectations.
- Provide exceptional customer service.
- Achieve sales objectives and goals.
- Continuously build your knowledge of industry trends, opportunities and innovations.

### **Requirements:**

Qualifications:

- Experience in Sales, Sales Marketing, Account Management or Digital Marketing.
- Bachelor's Degree preferred.
- Basic understanding of advertising and marketing including digital, audio and interactive.
- A creative mind to put together unique campaigns focused on solving client needs.
- Proficiency in MS Office programs including Word, Outlook, Excel and PowerPoint.
- A positive attitude and desire to continuously grow your income.
- Detail oriented.
- Organized.
- Self-motivated with the ability to work independently and collaboratively.
- A valid drivers license, satisfactory completion of a motor vehicle record check and, if the position requires use of applicant's vehicle, proof of insurance is required.

### **Description:**

## **Job Notification details between 6/1/2021 to 5/31/2022**

Are you interested in a career path that would enable you to help businesses achieve their marketing objectives and revenue goals? Are you looking for a company that shares your values and will invest in your future? Audacy Baltimore is looking for Account Executives to join its Media Sales Team!

Audacy Baltimore is the #1 entertainment and media company in Baltimore and we dominate the airwaves with our iconic brands: WJZ-FM/105.7 The Fan is Baltimore's only 24/7 Sports Station and the Flagship home to Maryland Terrapin Sports; Baltimore's favorite Hot AC, WWMX-FM/Mix 106.5; legendary AC, WLIF-FM/Today's 101.9; and home for National Sports News, 1300AM CBS Sports Radio. Add to this our diverse portfolio of digital assets and killer events, and you will become a vital piece of the puzzle for your client's marketing needs.

As an Account Executive, you help companies solve their marketing objectives by providing integrated marketing solutions. In your role as a trusted media partner, you will assist businesses by educating and navigating them through a complex media marketing environment, helping them reach their target audiences and drive business to them.

If this describes you, we want to hear from you!

- You are confident, persistent and know how to overcome objections.
- You are digitally savvy and interested in the media industry.
- You are articulate and have good presentation skills.
- You are a self-starter and have the ability to work independently.
- You are inherently curious, seeking out details.
- You are organized; prioritizing and setting plans to reach your goals is your strong suit.
- You know how to build and maintain strong relationships.
- You are a problem solver and creative thinker.
- Not only can you adapt, but you thrive in a fast paced, quota driven environment.

Why you will want to join our team:

- We offer a personalized training plan working off of your core strengths. Our seasoned sales managers will guide and assess your progress via weekly meetings and in the training.
- Beyond quota attainment
- We give our sales team the resources and support they need to be successful and earn a great income.

### **Additional Information:**

Audacy, Inc. (NYSE: AUD) is a scaled, multi-platform audio content and entertainment company with the country's best radio broadcasting group, a leader in virtually every segment of audio, and America's #1 creator of original, premium audio. Audacy engages over 170 million consumers each month, bringing people together around the news, sports, podcasts and music that matter to them. Learn more at [www.audacyinc.com](http://www.audacyinc.com), Facebook (Audacy Corp) and Twitter (@AudacyCorp).

### **Contact:**

Please upload resume and apply at <https://careers-audacy.icims.com/>

### **Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Ann Peters at [ann.peters@audacy.com](mailto:ann.peters@audacy.com)

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
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**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
2/1/2022	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
2/1/2022	George Washington University	No	Handshake Handshake	1--	By User/Other System
2/1/2022	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
2/1/2022	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
2/1/2022	Howard University	No	Handshake Handshake	1--	By User/Other System
2/1/2022	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
2/1/2022	Georgetown University	No	Handshake Handshake	1--	By User/Other System
2/1/2022	Internal Job Postings	No	Ann Peters	1--	By User/Other System
2/1/2022	University of Maryland	No	Job Listings	1--	By User/Other System
2/1/2022	Washington College	No	Job Listings	1--	By User/Other System
2/1/2022	Stevenson University	No	Matt Seiler	1--	By User/Other System
2/1/2022	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
2/1/2022	Towson University	No	Job Listings	1--	By User/Other System
2/1/2022	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
2/1/2022	Morgan State University	No	Job Listings	1--	By User/Other System
2/1/2022	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
2/1/2022	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
2/1/2022	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
2/1/2022	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
2/1/2022	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
2/1/2022	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
2/1/2022	Howard Community College	No	Tony Swain	1--	By User/Other System
2/1/2022	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
2/1/2022	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
2/1/2022	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
2/1/2022	Coppin State University	No	Job/ Listings	1--	By User/Other System
2/1/2022	Community College of Baltimore County	No	Job Listings	1--	By User/Other System

**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
2/1/2022	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
2/1/2022	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com
1/31/2022	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System

## **Job Notification details between 6/1/2021 to 5/31/2022**

### **Traffic Reporter (Broadcast1Source tracking number 95415)**

**No. of Agencies were used:** 32

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 10/14/2021

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** ann.peters@audacy.com

**Title:** Traffic Reporter

### **Experience:**

Responsibilities Include, but are not limited to:

- Gathering traffic information, monitoring traffic cams, scanner feeds, Twitter feeds, listener texts and other sources to provide reliable and accurate information
- Writing, recording and editing traffic reports in AM and PM drivetime
- Providing live reads of sponsors copy within reports
- Planning, preparing, and hosting our 30-minute public affairs show, every other week (possibly more)
- Station appearances as required

### **Requirements:**

- Minimum 2-years on-air or reporting experience
- Knowledge of Baltimore geography, roads, city names and transportation systems essential
- Must be computer literate, have excellent writing and presentation skills
- Proficiency with Adobe Audition and editing products required.
- Prior experience with Wide Orbit automation system helpful but not required.
- Only team players with a positive attitude should apply.
- Must be able to do a split shift weekdays

### **Description:**

Audacy Baltimore is looking for our next "road traffic" reporter.

Do you have the skills and ability to provide dynamic traffic reports and information to listeners in one of the busiest traffic cities in the country? Let's talk!

### **Additional Information:**

**Vaccination Requirements**To help promote and ensure the safety of all of our employees and the communities we serve, we require all incoming employees to be fully vaccinated against the coronavirus. If hired, you will be required to provide proof of vaccination, which will be kept confidential. If you are not vaccinated, or partially vaccinated currently, but willing to become fully vaccinated, we invite you to still apply. Audacy is committed to providing a safe and inclusive work environment for all and we recognize that some individuals may have a sincerely held religious belief as it pertains to the practice of immunization or a medical disability which may prevent them from becoming vaccinated. Individuals who cannot be fully vaccinated due to a sincere religious belief or medical disability may request an

**Job Notification details between 6/1/2021 to 5/31/2022**

accommodation. We request that you refrain from discussing religious beliefs or medical conditions during the interview process. If you believe you need an accommodation, you will have an opportunity to submit your request during the interview process. All requests for accommodation will remain confidential and reviewed by selected individuals within the HR department. We cannot guarantee that all requests for accommodation will be granted. Please refer to our EEO policy and statement below.

**Contact:**

All applicants need to apply via company website (link below):

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Ann Peters at [ann.peters@audacy.com](mailto:ann.peters@audacy.com)

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
10/14/2021	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
10/14/2021	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
10/14/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
10/14/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
10/14/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
10/14/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
10/14/2021	Howard University	No	Handshake Handshake	1--	By User/Other System
10/14/2021	WorkInSports.com	No	workinsports.com workinsports.com	1--	By User/Other System
10/14/2021	ramp247.com	No	Kevin Carter	1--	By User/Other System
10/14/2021	Internal Job Postings	No	Ann Peters	1--	By User/Other System
10/14/2021	Washington College	No	Job Listings	1--	By User/Other System
10/14/2021	University of Maryland	No	Job Listings	1--	By User/Other System
10/14/2021	Towson University	No	Job Listings	1--	By User/Other System
10/14/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
10/14/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
10/14/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
10/14/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
10/14/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
10/14/2021	Morgan State University	No	Job Listings	1--	By User/Other System

**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
10/14/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
10/14/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
10/14/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
10/14/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
10/14/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
10/14/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
10/14/2021	Howard Community College	No	Tony Swain	1--	By User/Other System
10/14/2021	Coppin State University	No	Job/ Listings	1--	By User/Other System
10/14/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
10/14/2021	Community College of Baltimore County	No	Job Listings	1--	By User/Other System
10/14/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
10/14/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com
10/14/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System

## **Job Notification details between 6/1/2021 to 5/31/2022**

**Account Executive (Broadcast1Source tracking number 94200)**

**No. of Agencies were used:** 29

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 09/09/2021

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** ann.peters@audacy.com

**Title:** Account Executive

### **Experience:**

Responsibilities Include, but are not limited to:

- Build strong relationships with advertisers to ensure their success and repeat business.
- Proactively prospect and develop new business by using all of our advertising and marketing assets.
- Create marketing campaigns and strategically sell to local and regional decision makers.
- Close business and oversee the execution of the marketing campaign and exceed client expectations.
- Provide exceptional customer service.
- Achieve sales objectives and goals.
- Continuously build your knowledge of industry trends, opportunities and innovations.

### **Requirements:**

- Experience in Sales, Sales Marketing, Account Management or Digital Marketing.
- Bachelor's Degree preferred.
- Basic understanding of advertising and marketing including digital, audio and interactive.
- A creative mind to put together unique campaigns focused on solving client needs.
- Proficiency in MS Office programs including Word, Outlook, Excel and PowerPoint.
- A positive attitude and desire to continuously grow your income.
- Detail oriented.
- Organized.
- Self-motivated with the ability to work independently and collaboratively.
- A valid drivers license, satisfactory completion of a motor vehicle record check and, if the position requires use of applicant's vehicle, proof of insurance is required.

### **Description:**

## **Job Notification details between 6/1/2021 to 5/31/2022**

Are you interested in a career path that would enable you to help businesses achieve their marketing objectives and revenue goals? Are you looking for a company that shares your values and will invest in your future? Audacy Baltimore is looking for Account Executives to join its Media Sales Team!

Audacy Baltimore is the #1 entertainment and media company in Baltimore and we dominate the airwaves with our iconic brands: WJZ-FM/105.7 The Fan is the Flagship home to Baltimore Orioles Baseball and Maryland Terrapin Sports; Baltimore's favorite Hot AC, WWMX-FM/Mix 106.5; legendary AC, WLIF-FM/Today's 101.9; and home for National Sports News, 1300AM CBS Sports Radio. Add to this our diverse portfolio of digital assets and killer events, and you will become a vital piece of the puzzle for your client's marketing needs.

As an Account Executive, you help companies solve their marketing objectives by providing integrated marketing solutions. In your role as a trusted media partner, you will assist businesses by educating and navigating them through a complex media marketing environment, helping them reach their target audiences and drive business to them.

If this describes you, we want to hear from you!

- You are confident, persistent and know how to overcome objections.
- You are digitally savvy and interested in the media industry.
- You are articulate and have good presentation skills.
- You are a self-starter and have the ability to work independently.
- You are inherently curious, seeking out details.
- You are organized; prioritizing and setting plans to reach your goals is your strong suit.
- You know how to build and maintain strong relationships.
- You are a problem solver and creative thinker.
- Not only can you adapt, but you thrive in a fast paced, quota driven environment.

Why you will want to join our team:

- We offer a personalized training plan working off of your core strengths. Our seasoned sales managers will guide and assess your progress via weekly meetings and in the training.
- Beyond quota attainment
- We give our sales team the resources and support they need to be successful and earn a great income.

### **Additional Information:**

**Vaccination Requirements**To help promote and ensure the safety of all of our employees and the communities we serve, we require all incoming employees to be fully vaccinated against the coronavirus. If hired, you will be required to provide proof of vaccination, which will be kept confidential. If you are not vaccinated, or partially vaccinated currently, but willing to become fully vaccinated, we invite you to still apply. Audacy is committed to providing a safe and inclusive work environment for all and we recognize that some individuals may have a sincerely held religious belief as it pertains to the practice of immunization or a medical disability which may prevent them from becoming vaccinated. Individuals who cannot be fully vaccinated due to a sincere religious belief or medical disability may request an accommodation. We request that you refrain from discussing religious beliefs or medical conditions during the interview process. If you believe you need an accommodation, you will have an opportunity to submit your request during the interview process. All requests for accommodation will remain confidential and reviewed by selected individuals within the HR department. We cannot guarantee that all requests for accommodation will be granted. Please refer to our EEO policy and statement below.

### **Contact:**

All applicants need to apply via company website (link below):

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

**Job Notification details between 6/1/2021 to 5/31/2022**

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Ann Peters at [ann.peters@audacy.com](mailto:ann.peters@audacy.com)

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
9/9/2021	Diversity.com	No	N/A N/A	1--	By User/Other System
9/9/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
9/9/2021	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
9/9/2021	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
9/9/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
9/9/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
9/9/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
9/9/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
9/9/2021	Howard University	No	Handshake Handshake	1--	By User/Other System
9/9/2021	Entercom On Air Announcements	No	Tom Cook	1--	By User/Other System
9/9/2021	Internal Job Postings	No	Ann Peters	1--	By User/Other System
9/9/2021	Washington College	No	Job Listings	1--	By User/Other System
9/9/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
9/9/2021	Towson University	No	Job Listings	1--	By User/Other System
9/9/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
9/9/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
9/9/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
9/9/2021	Morgan State University	No	Job Listings	1--	By User/Other System
9/9/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
9/9/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
9/9/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
9/9/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
9/9/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
9/9/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu



**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
9/9/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
9/9/2021	Howard Community College	No	Tony Swain	1--	By User/Other System
9/9/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
9/9/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
9/9/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

## **Job Notification details between 6/1/2021 to 5/31/2022**

**Producer - 105.7 The Fan (Broadcast1Source tracking number 92739)**

**No. of Agencies were used:** 29

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 07/26/2021

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** ann.peters@audacy.com

**Title:** Producer - 105.7 The Fan

### **Experience:**

- Sports radio or sports media experience
- Deep understanding of Baltimore area sports and sports landscape
- Passion and ability to book big-name guests
- Strong understanding of social media 'best practices'
- Experience in Wide Orbit and Adobe Audition is preferred but not required

### **Requirements:**

- Strong communication and management skills
- A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance, is required
- Technically savvy
- Well organized and able to multitask
- Great attitude
- Ability to handle pressure situations in a mature manner
- Station first, winning attitude

### **Vaccination Requirements**

To help promote and ensure the safety of all of our employees and the communities we serve, we require all incoming employees to be fully vaccinated against the coronavirus. If hired, you will be required to provide proof of vaccination, which will be kept confidential. If you are not vaccinated, or partially vaccinated currently, but willing to become fully vaccinated, we invite you to still apply.

Audacy is committed to providing a safe and inclusive work environment for all and we recognize that some individuals may have a sincerely held religious belief as it pertains to the practice of immunization or a medical disability which may prevent them from becoming vaccinated. Individuals who cannot be fully vaccinated due to a sincere religious belief or medical disability may request an accommodation. We request that you refrain from discussing religious beliefs or medical conditions during the interview process. If you believe you need an accommodation, you will have an opportunity to submit your request during the interview process. All requests for accommodation will remain confidential and reviewed by selected individuals within the HR department. We cannot guarantee that all requests for accommodation will be granted.

### **Description:**

**Job Notification details between 6/1/2021 to 5/31/2022**

Audacy Baltimore is looking for a sports talk show producer for 105.7 The Fan.

**Responsibilities**

- Manage daily expectations of on-air hosts and programming strategy
- Generate topics that drive conversations and listenership
- Cultivate relationships with local teams, PR staff and executives
- Book big-name guests
- On-Air work including sports updates and hosting weekend sports talk shows
- Build the show's social brand
- Handle digital and social responsibilities for other shows on the station
- Report to The Fan's brand manager on a daily basis

**Additional Information:****Contact:**

Apply online via company website

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
7/26/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
7/26/2021	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
7/26/2021	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
7/26/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
7/26/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
7/26/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
7/26/2021	Howard University	No	Handshake Handshake	1--	By User/Other System
7/26/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
7/26/2021	Internal Job Postings	No	Ann Peters	1--	By User/Other System
7/26/2021	Washington College	No	Job Listings	1--	By User/Other System
7/26/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
7/26/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
7/26/2021	Towson University	No	Job Listings	1--	By User/Other System

**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
7/26/2021	Morgan State University	No	Job Listings	1--	By User/Other System
7/26/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
7/26/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
7/26/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
7/26/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
7/26/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
7/26/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
7/26/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
7/26/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
7/26/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
7/26/2021	Howard Community College	No	Tony Swain	1--	By User/Other System
7/26/2021	Coppin State University	No	Job/ Listings	1--	By User/Other System
7/26/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
7/26/2021	Community College of Baltimore County	No	Job Listings	1--	By User/Other System
7/26/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
7/26/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

**Job Notification details between 6/1/2021 to 5/31/2022****General Sales Manager (Broadcast1Source tracking number 91697)****No. of Agencies were used:** 25

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 06/24/2021**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** General Sales Manager**Experience:**

- Minimum 3+ years General Sales Manager experience in radio and/or digital.
- 4-year degree preferred
- A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance is required.

**Requirements:**

- Must know how to motivate in today's changing environment, can manage inventory as well as people, and bring new ideas to generate revenue
- Must be goal-driven and creative, with the ability to multi-task in a fast-paced environment. Strong background in Strategic Account Management, sales training/leadership, pricing and budgeting required.

**Description:**

**Job Notification details between 6/1/2021 to 5/31/2022**

Audacy is looking for an inspirational, experienced and accomplished General Sales Manager to lead and inspire our advertising sales efforts in the Baltimore market. You must have a passion for sales, music, digital media, podcasts and innovation.

The person in this role will help influence the revenue growth of our highly influential radio stations by increasing existing business and converting new business. They will also be responsible pushing our over the air sales, podcast, streaming, digital, social, events and OTT sales forward.

**Primary Responsibilities:**

- You must be a sales leader and have the skill and drive to motivate in today's changing (and semi-remote) environment, inspire a sales team to success and contribute innovative ideas to generate revenue
- Responsible for exceeding revenue objectives by impacting people (account executives and clients.)
- Hold sales team accountable to all priorities, managing through internal direct reporting relationships and peer groups to drive results
- Develop, refine, and maintain discipline on a focused overall sales strategy, with specific measurable tactics and actions that generate sales & revenue
- Coach and lead the sales team to success by leaning in, providing support and removing the obstacles that might exist
- Ability to lead and train sales team in evolving media trends- including but not limited to - digital audio, attribution, data, digital
- Develop and grow relationships with clients through both individual and joint meetings with Account Executives, and develop a deep understanding of their needs in the marketplace
- Leverage our data, scale and resources to guide sound management and operational decision-making across the sales organization
- Create sales (audio, digital, experiential, etc.) opportunities that align with client needs and demand
- Own financial metrics of the department, including pricing, inventory and expense management, weekly revenue, pacing and forecasting
- Monitor competition and trends in the market

**Additional Information:****Contact:**

Apply online at: <https://careers-audacy.icims.com/jobs/2239/general-sales-manager/job>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Ann Peters at [ann.peters@audacy.com](mailto:ann.peters@audacy.com)

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
6/24/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
6/24/2021	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System

**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
6/24/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
6/24/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
6/24/2021	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
6/24/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
6/24/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
6/24/2021	Howard University	No	Handshake Handshake	1--	By User/Other System
6/24/2021	Washington College	No	Job Listings	1--	By User/Other System
6/24/2021	Internal Job Postings	No	Ann Peters	1--	By User/Other System
6/24/2021	Towson University	No	Job Listings	1--	By User/Other System
6/24/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
6/24/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
6/24/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
6/24/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
6/24/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
6/24/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
6/24/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
6/24/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
6/24/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
6/24/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
6/24/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
6/24/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
6/24/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
6/24/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

**Job Notification details between 6/1/2021 to 5/31/2022****Account Executive (Broadcast1Source tracking number 91609)****No. of Agencies were used:** 24

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 06/22/2021**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** Account Executive**Experience:****Preferred:**

- Experience in Sales, Sales Marketing, Account Management or Digital Marketing
- Bachelor's Degree preferred
- Basic understanding of advertising and marketing including digital, audio and interactive
- A creative mind to put together unique campaigns focused on solving client needs
- A positive attitude and desire to continuously grow your income
- Detail oriented
- Organized
- Self-motivated with the ability to work independently and collaboratively

**Requirements:****Required:**

- High school graduate required
- Must also have basic knowledge of MS office products, i.e., MS Word and Windows environment.
- A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance, is required.
- Self-motivated, goal driven confident and creative

**Description:**



## **Job Notification details between 6/1/2021 to 5/31/2022**

Are you interested in a career path that would enable you to help businesses achieve their marketing objectives and revenue goals? Are you looking for a company that shares your values and will invest in your future?

Audacy Baltimore is looking for Account Executives to join its Media Sales Team! Audacy Baltimore is the #1 entertainment and media company in Baltimore and we dominate the airwaves with our iconic brands: WJZ-FM/105.7 The Fan is the Flagship home to Baltimore Orioles Baseball and Maryland Terrapin Sports; Baltimore's favorite Hot AC, WWMX-FM/Mix 106.5; legendary AC, WLIF-FM/Today's 101.9; and home for National Sports News, 1300AM CBS Sports Radio. Add to this our diverse portfolio of digital assets and killer events, and you will become a vital piece of the puzzle for your client's marketing needs.

As an Account Executive, you help companies solve their marketing objectives by providing integrated marketing solutions. In your role as a trusted media partner, you will assist businesses by educating and navigating them through a complex media marketing environment, helping them reach their target audiences and drive business to them.

If the following describes you, we want to hear from you!:

- You are confident, persistent and know how to overcome objections
- You are digitally savvy and interested in the media industry
- You are articulate and have good presentation skills
- You are a self-starter and have the ability to work independently
- You are inherently curious, seeking out details
- You are organized; prioritizing and setting plans to reach your goals is your strong suit
- You know how to build and maintain strong relationships
- You are a problem solver and creative thinker
- Not only can you adapt, but you thrive in a fast paced, quota driven environment

Why you will want to join our team:

- We offer a personalized training plan working off of your core strengths. Our seasoned sales managers will guide and assess your progress via weekly meetings and in the training
- Beyond quota attainment
- We give our sales team the resources and support they need to be successful and earn a great income

**Responsibilities Include, but are not limited to:**

- Build strong relationships with advertisers to ensure their success and repeat business
- Proactively prospect and develop new business by using all of our advertising and marketing assets
- Create marketing campaigns and strategically sell to local and regional decision makers
- Close business and oversee the execution of the marketing campaign and exceed client expectations
- Provide exceptional customer service
- Achieve sales objectives and goals
- Continuously build your knowledge of industry trends, opportunities and innovations

**Additional Information:**

**Contact:**

<https://careers-audacy.icims.com/jobs/2207/account-executive/job?>

**Job Notification details between 6/1/2021 to 5/31/2022**

mobile=false&width=1154&height=500&bga=true&needsRedirect=false&jan1offset=-300&jun1offset=-240

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
6/22/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System
6/22/2021	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
6/22/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
6/22/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
6/22/2021	Howard University	No	Handshake Handshake	1--	By User/Other System
6/22/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
6/22/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
6/22/2021	Internal Job Postings	No	Ann Peters	1--	By User/Other System
6/22/2021	Washington College	No	Job Listings	1--	By User/Other System
6/22/2021	Towson University	No	Job Listings	1--	By User/Other System
6/22/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
6/22/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
6/22/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
6/22/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
6/22/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
6/22/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
6/22/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
6/22/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
6/22/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
6/22/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
6/22/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
6/22/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System

**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
6/22/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
6/22/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

**Job Notification details between 6/1/2021 to 5/31/2022****Sales Assistant (Broadcast1Source tracking number 91481)****No. of Agencies were used:** 28

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 06/16/2021**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** ann.peters@audacy.com**Title:** Sales Assistant**Experience:****More About You:**

- The right candidate will be a team player who takes initiative with excellent written and verbal communication skills.
- They are expected to bring a positive attitude to the workplace and be cooperative and productive as they perform a variety of duties.
- Must be detail oriented and have the ability to manage multiple projects simultaneously.
- Ideal candidate must be capable of prioritizing tasks and meeting strict deadlines.
- A professional and proven team player with customer focus.

**Requirements:****Required:**

- Must be proficient in Microsoft Office (i.e. Word, Excel, Outlook, Power Point)
- Must be a professional and a proven team player with customer focus College degree required, marketing or communications a plus.
- Candidates will be required to learn industry specific programs such as WideOrbit and X-Ray.
- A valid driver's license, satisfactory completion of a motor vehicle record check, and, if the position requires use of applicant's own vehicle, proof of insurance, is required.

**Description:**

**Job Notification details between 6/1/2021 to 5/31/2022****Overview**

Audacy Baltimore is seeking a bright, energetic, self-starter for a Sales Assistant position. We are looking for a professional, detail oriented individual who can multi-task and has exceptional organizational and computer skills to support Sales Managers and Sales Staff and act as a liaison between Account Executives and clients when appropriate. Must be capable of multi-tasking for a variety of personalities in a lively fast paced environment.

**Responsibilities****What You'll Do:**

- Creating sales presentations and materials for station media kits.
- Work with sales and programming to better integrate radio and digital assets to increase interaction and engagement among listeners
- Help develop and execute game-plans for covering major station events and special series to maximize exposure, web traffic, engagement and sales
- Assist sales management and account executives with input of sales orders into WideOrbit traffic system.
- Customer service duties include obtaining local invoices for clients/agencies as needed, assistance with tracking down missing copy and instructions and other duties as asked.
- Performing general administrative duties including front desk phone back-up as needed.
- Must be willing to work the occasional night or weekend to manage details of sports/music events, such as our Game Day Tailgate, concerts, etc.

**Additional Information:****Contact:**

<https://careers-audacy.icims.com/jobs/2212/sales-assistant/job>

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
6/16/2021	AllAccess.com	No	allaccess.com allaccess.com	1--	By User/Other System
6/16/2021	LinkedIn	No	LinkedIn LinkedIn	1--	By User/Other System
6/16/2021	Franklin & Marshall College	No	Handshake Handshake	1--	By User/Other System
6/16/2021	George Washington University	No	Handshake Handshake	1--	By User/Other System
6/16/2021	Howard University	No	Handshake Handshake	1--	By User/Other System

**Job Notification details between 6/1/2021 to 5/31/2022**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
6/16/2021	Frostburg State University	No	Handshake Handshake	1--	By User/Other System
6/16/2021	Georgetown University	No	Handshake Handshake	1--	By User/Other System
6/16/2021	Facebook Listings	No	Ana Hall-Defoor	1--	By User/Other System
6/16/2021	Washington College	No	Job Listings	1--	By User/Other System
6/16/2021	Internal Job Postings	No	Ann Peters	1--	By User/Other System
6/16/2021	Salisbury University	No	Kevin Fallon	1--	kcfallon@salisbury.edu
6/16/2021	Towson University	No	Job Listings	1--	By User/Other System
6/16/2021	Stevenson University	No	Matt Seiler	1--	By User/Other System
6/16/2021	NAACP of Baltimore	No	Job Listings	1--	naacp@naacp-bcountymd.org
6/16/2021	Notre Dame of Maryland University	No	Alan Jones	1--	By User/Other System
6/16/2021	Morgan State University	No	Job Listings	1--	By User/Other System
6/16/2021	McDaniel College	No	Josh Ambrose	1--	jambrose@mcdaniel.edu
6/16/2021	Maryland Works Inc.	No	Jay Stewart	1--	jays@mdworks.com
6/16/2021	Maryland Workforce Exchange	No	Job/ Listings	1--	By User/Other System
6/16/2021	Loyola University Maryland	No	Mary DeManss	1--	By User/Other System
6/16/2021	Maryland DC Delaware Broadcasters Association	No	Chip Weinman	1--	By User/Other System
6/16/2021	Johns Hopkins	No	Job Listings	1--	recruit@jhu.edu
6/16/2021	Jewish Vocational Services Baltimore	No	Toya Jaffe	1--	info@jcsbaltimore.org
6/16/2021	Coppin State University	No	Job/ Listings	1--	By User/Other System
6/16/2021	Bowie State University	No	Dorothy Wigglesworth	1--	By User/Other System
6/16/2021	Audacy, Inc. (formerly Entercom) Career Site	No	Careers Page	1--	By User/Other System
6/16/2021	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com
6/16/2021	Direct Employers Association	No	Diversity Outreach	1--	By User/Other System

**EXHIBIT D**

Audacy Baltimore Employment Unit

WJZ, WJZ-FM, WLIF, WWMX

FCC EEO Audit Response

June 1, 2021 - May 31, 2022

**From:** Baltimore,MD

Page:1/4

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	Ongoing Event	Establishment of training programs for station personnel	4	Tracy Brandys Amy Augustowski Kevin Friedman Jason Cohen	No No No No	1.00
<b>Description:</b> Station sales management and market manager hold weekly training sessions with account executives and assistants to increase their knowledge and develop the skill sets in all aspects of the sales process.						
<b>Scope of Participation:</b> All account executives and assistants participate in this training.						
2	Ongoing Event	Participation in other activities designed by the station employment unit	2			1.00
<b>Description:</b> Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of all Audacy EEO policy and invites all organizations to be part of the recruitment process.						
<b>Scope of Participation:</b> Corporate initiative						
3	06/01/2021	Participation in job banks, internet programs and other programs designed to promote outreach	1			1.00
<b>Description:</b> 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 participation of women ad minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.						
<b>Scope of Participation:</b> Corporate initiative						
4	08/03/2021	Establishment of training programs for station personnel	6			1.00
<b>Description:</b>						



**From:** Baltimore,MD

Page2/4

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		<p>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.</p> <p><b>Scope of Participation:</b></p> <p>Corporate initiative</p>				
5	09/30/2021	Participation in other activities designed by the station employment unit	2			1.00
		<p><b>Description:</b></p> <p>Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list of organizations was available by the OFCCP.</p> <p><b>Scope of Participation:</b></p> <p>Total of 912 organizations reached, with 9 organizations expressing interest in partnering with Audacy.</p>				
6	10/13/2021	Participation in events sponsored by organizations representing the community	1	Rob Long	No	.25
		<p><b>Description:</b></p> <p>Morning Show Talent was invited to speak to Journalism class at Randallstown High School. He discussed media in general as well as careers in the industry. He spoke with the class about his years in the industry and the path he took to his career as host of one of Baltimore's top rated morning shows.</p> <p><b>Scope of Participation:</b></p> <p>The school invited the talent to speak with the journalism class. He spoke about his years in the industry and how he eventually became a talk show host.</p>				
7	10/14/2021	Participation in events sponsored by organizations representing the community	1			.25
		<p><b>Description:</b></p> <p>Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.</p> <p><b>Scope of Participation:</b></p> <p>Hosted by VETS Indexes, this semi-annual conference includes discussions of best practices and challenges related to</p>				

## Outreach Initiatives Details

From: Baltimore,MD

Date 8/25/2022

Page 3/4

### Outreach Initiatives Details between 6/1/2021 to 5/31/2022

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		veteran employment, recognition of companies going above and beyond for vets and their families, and lots of opportunities to network. The conference is designed to offer attendees actionable tools and information to establish and build upon veteran initiatives.				
8	04/01/2022	Participation in Job Fairs	1	Chuck Sapienza	Yes	.25
		<b>Description:</b> Spring 2022 Mega Job and Internship Fair held at Towson University. The fair was open to students and alumni of all majors as well as members of the community. <b>Scope of Participation:</b> Brand Manager represented stations at in-person career fair.				
9	04/06/2022	Participation in Job Fairs	1	Chuck Sapienza	Yes	.25
		<b>Description:</b> Morgan State University: Business, Arts and Communication Virtual Career Fair (Spring 2022). The virtual career fair allowed students to participate in 1:1, 10 minute sessions to meet with managers, discuss career opportunities and review their resumes. <b>Scope of Participation:</b> Virtual career fair allowed manager opportunity to discuss careers directly with students.				
10	04/14/2022	Participation in events or programs sponsored by educational institutions	1	Jason LaCanfora	No	.25
		<b>Description:</b> PM Drive show host spoke with a communications class at Syracuse University to discuss the media industry in general as well as career opportunities in broadcasting. He offered guidance and suggestions on how to best move forward in the industry. <b>Scope of Participation:</b> Air talent was specifically requested to come speak to the students. He also works on TV and online for the NFL.				
11	05/09/2022	Participation in events or programs sponsored by educational institutions	3	Chuck Sapienza Amy Augustowski Jeremy Conn	Yes Yes No	.25
		<b>Description:</b>				

## Outreach Initiatives Details

**From:** Baltimore,MD

**Date**8/25/2022

**Page**4/4

### Outreach Initiatives Details between 6/1/2021 to 5/31/2022

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
--------	------	---------------	---------------------------------	------------------	----------------------	--------

Students from local schools participate in "Senior Work Projects" where they "shadow" station personnel in an effort to learn about the various career opportunities in broadcasting. Audacy Baltimore hosted three students during Spring '22.

#### Scope of Participation:

Managers/air talent spent time with each student to show them what each job entails in an effort to give students a broad look at the broadcasting industry.

<b>Total Points:</b>	6.50
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**Fwd: Journalism Class Visit**

1 message

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**Robert Long** <roblongbmore@gmail.com>

Wed, Oct 13, 2021 at 9:02 PM

To: Ann Peters &lt;ann.peters@entercom.com&gt;, Chuck Sapienza &lt;Chuck.Sapienza@entercom.com&gt;

----- Forwarded message -----

From: **Natalie Griffin** <[ngriffin@bcps.org](mailto:ngriffin@bcps.org)>

Date: Wed, Oct 13, 2021 at 8:51 PM

Subject: Journalism Class Visit

To: <[roblongbmore@gmail.com](mailto:roblongbmore@gmail.com)>CC: <[jcarey@bcps.org](mailto:jcarey@bcps.org)>

Hello Mr. Long,

Thank you so much for coming today to Randallstown High School to speak with Ms. Carey's Journalism class. Although I couldn't be there to observe, I am sure that the students learned a lot and we were certainly excited to have you come as a guest speaker. I look forward to debriefing with Ms. Carey about the experience. We appreciate the time that you dedicated to our students today!

Much gratitude,

Ms. Natalie Griffin

--

Sent from Gmail Mobile Rob Long



# **Team New Business Training**

**Wednesdays Reoccurring  
11:00 AM – 3:00 PM**

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## It's here! Final Reminders: TU Spring 2022 Mega Job & Internship Fair, Friday, April 1, 11 a.m.-2 p.m., SECU Arena

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**Zinkand, Manette** <mzinkand@towson.edu>

Tue, Mar 29, 2022 at 4:34 PM

To: "Zinkand, Manette" <mzinkand@towson.edu>

Cc: Career Fairs <careerairs@towson.edu>

*Note: Please forward to colleagues scheduled to staff your Mega Fair table with you. Thank you!*



### ***Hello, Mega Job & Internship Fair Employers!***

*Friday is almost here. Please see your final reminders for the big day:*

- **SUIT UP Donations requested – Please bring business clothing donations with you on April 1!**

Please consider helping TU undergraduates with donations of your gently used business attire. The TU Career Center seeks your kind donation of professional clothing to stock our new SUIT UP clothes closet in our University Union suite. Spring is a great time to go through your closets. There will be donation boxes at check-in and in SECU Arena on April 1. Thank you!

- **BYONT (Please Bring Your Own Name Tag)**

In the TU Career Center's continuing green initiatives and because most recruiters already own them, we ask all attending representatives to please bring and wear your own work name tags. Thank you for helping us reduce waste!

- **Carpool, please! Employer Parking in Lot 8, then Lots 4+5**

With TU's record number of employers, we ask your help by carpooling. Mega Fair employer vehicles are asked to honor one car per employer in [Lot 8 at the Towson Center](#) and additional vehicles from your organization should park in [Lots 4+5 near Unitas Stadium](#). NO PERMIT REQUIRED. There will be a shuttle picking up at Lots 4+5 for drop off at SECU. We will have parking greeters around to direct you. (NOTE: Mega Fair Partners & Sponsors have received separate parking instructions today.)

- **Materials Drop Off Area (on entering Lot 8)**

On arrival at the Towson Center main entrance, please be on the lookout for an **Employer Drop Off** sign and a team of TU graduate students stationed and ready to take your materials in carts to your SECU Arena table for you!

- **Employer Check-In Table – Concourse**

Once your materials have been transferred to the Towson Center Employer Drop Off Area greeters and you are parked, you may proceed to the SECU Arena Concourse through the Towson Center. There will be an **Employer Check-In table** on the **Concourse** level of SECU Arena.

- **Doors Open to Employers at 8:30 a.m. | Fair starts at 11 a.m. promptly**

Employers may want to arrive early enough to allow for materials transport, parking, arrival/check-in at SECU Arena and setting up your table. Each table will have hand sanitizer. Masks are optional.

- **Diversity Recruitment & Culture Workshop – 9:30-10:30 a.m., SECU 3<sup>rd</sup> Floor Multi-Purpose Room**

For those who already signed up for the above workshop, final reminders are going out shortly.

- **Skip the Handshakes, Masks Optional, Sanitizer/Wipes at all Tables**

We are encouraging students to skip handshakes but please do what you and students are comfortable with. Masks are currently optional at TU. We are providing hand sanitizer at all tables.

- **Miscellaneous**

SECU Arena is WiFi accessible. Restrooms and catering details will await you in your table materials.

Please do not hesitate to contact us with any questions in the meantime ([careerfairs@towson.edu](mailto:careerfairs@towson.edu)).

Thank you,

Manette



**Manette Zinkand, M.B.A.**

Associate Director - External Relations | The Career Center

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P: 410-704-4839 | F: 410-704-3459  
mzinkand@towson.edu | [www.towson.edu/careercenter/](http://www.towson.edu/careercenter/)



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Ann Peters <ann.peters@audacy.com>

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## Notification of Payment

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careercenter@towson.edu <careercenter@towson.edu>  
To: ann.peters@audacy.com

Wed, Feb 2, 2022 at 3:03 PM

You have received this email from [careercenter@towson.edu](mailto:careercenter@towson.edu) in response to payment processing.

## Notification of Payment

This message is an automated notification to inform you that your payment has been completed successfully. Please note that all payments are subject to approval and final verification.

### Payment Information:

Payment Type:Credit Card

Card Number:xxxxxxxxxxx8896

Card Type:Visa

\*\*\* CARD\_NOT\_PRESENT \*\*\*

---

System Tracking ID:262006

Date/Time:February 2, 2022 3:03:48 PM EST

Payment Gateway Reference Number:20220202000069

Payment Amount:  
Total Paid:\$550.00

---

Thank You

The Career Center at Towson University

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## MSU Business, Arts & Communication Virtual Career Fair, your feedback is needed!

1 message

---

Tasha Benn <tasha.benn@morgan.edu>

Wed, Apr 6, 2022 at 4:00 PM



Dear Employers,

Thank you so much for attending the [Spring 2022 Business, Arts & Communication Virtual Career Fair](#). We hope that you'll be sure to [follow-up with participants](#)! As a reminder, you can [send messages in Handshake](#), [download resumes](#), and [Host On-Campus/Virtual Interviews](#)!

We are grateful to you for being part of such an amazing group of employers committed to diversity in hiring practices and for being willing to give of your afternoon to connect with our students and alumni.

Thank you for making yourself available to our students here at Morgan State University. We hope you enjoyed the experience and value your feedback. Please take a moment to complete a brief survey about your experience. Your feedback will be used to enhance employer engagement opportunities in the future.

[Employer Evaluation](#)



---

**Invoice for Audacy, Inc. Employer: Registration for Morgan State University: Business, Arts, and Communications Virtual Career Fair (Spring 2022) at Morgan State University**

1 message

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**Handshake** <handshake@notifications.joinhandshake.com>  
To: ann.peters@entercom.com

Wed, Feb 2, 2022 at 11:39 AM



# Your invoice has arrived!



Hello Ann,

Invoice #122 for Audacy, Inc.:

Your invoice has arrived! Morgan State University has invoiced you for your '[Morgan State University: Business, Arts, and Communications Virtual Career Fair \(Spring 2022\)](#)' career fair registration. Your total comes to **\$175.00**.

[Download Invoice](#)

You can view more details about [your registration](#) at any time on Handshake.

---

Registration Date: 02/02/2022

Employer: Audacy, Inc.

Registrant: Ann Peters

---

## Date Attending:

Wednesday, Apr 6, 1:00 pm - 4:00 pm EDT

---

Please contact the career fair host for any questions:

**Name:** Center for Career Development Events Team

**Email Address:** [careerfairs@morgan.edu](mailto:careerfairs@morgan.edu)

---

You can [Pay Here](#) using a credit card.

Thank you,  
Morgan State University

---

If you'd no longer like to receive emails like this you can [sign in](#) to manage your notification preferences or [unsubscribe](#).



P.O. Box 40770, San Francisco, CA 94140

---

**Fwd: Thanks for you Excellent talk to 101 students.**

---

**Jason La Canfora** <laca414@gmail.com>  
To: Ann Peters <Ann.Peters@audacy.com>

Fri, May 6, 2022 at 2:45 PM

----- Forwarded message -----

From: **William D Coplin** <[wdcoplin@syr.edu](mailto:wdcoplin@syr.edu)>  
Date: Thu, Apr 14, 2022 at 1:06 PM  
Subject: Thanks for you Excellent talk to 101 students.  
To: [laca414@gmail.com](mailto:laca414@gmail.com) <[laca414@gmail.com](mailto:laca414@gmail.com)>

Jayson—Your message was so great. Sorry I interpreted a student's question incorrectly according to her and you. I think I am so intent on the do good/do well tradeoff that I mess up.

I can see in your talk what a professional verbal communicator is. You mixed the concrete with the abstract and deliver a powerful message. Thanks

Lauren said she had a great talk with Chloe about the School of Education but also pitched 101. Her words were Chloe is "so sweet."

I am planning to request another appearance from you in the fall in the same format.

Bill

Friends School of Baltimore  
Senior Work Project Agreement (Spring, 2022)

Student Name: [REDACTED]

Business Name: Audacy Inc.

Mentor Name: [REDACTED]

Description of planned duties:

Report to GSM and perform the following:

- Catalog previous years events to help create NTR strategies and opportunities for this and next year
- Attend promotions meetings and assist in the development of new sales opportunities via presentation creation
- Copy writing and editing
- Audio production and video editing - Kramer will teach our intern(s) how to edit audio clips for the morning show and develop social meeting campaign creative
- Air talent interviews for POV videos
- Client prospering and landscaping support
- Account management support
- Marketing performance reviews and recaps
- Email marketing development for brand managers

Senior Work Project Dates: Monday, May 9, 2022, through Thursday, June 10, 2022

If different from this time period, please note:

Students are expected to work as close to 35 hours per week as possible.

Students who are taking Advanced Placement Tests, who are participating in the spring musical and/or participating in a Spring Sport should be excused from their work project for their exam, rehearsals, and practice/games. Please note the related activities the student will be participating in below:

Varsity Tennis (Practice May 9th - 16th) at 4:00 pm.

**Will the student receive compensation due to law or regulations? NO**

If so, name of charity to which the compensation will be donated. N/A

Please sign:

Student: \_\_\_\_\_

date: \_\_\_\_\_

Parent Consent and Release

I have read the description of the project my son/daughter intends to pursue and agree that it is an appropriate project. I do not hold Friends School of Baltimore or the project mentor responsible for my child's safety, actions or behavior on the project.

Parent/Guardian: \_\_\_\_\_

date: \_\_\_\_\_

**Employer/Mentor Consent**

**I agree to provide supervision to this student in his/her training and work.**

Mentor: \_\_\_\_\_

date: 3/3/2022

\*\*Please note, your mentee is expected to document their Senior Work Project experience with a presentation to their peers. They will be required to take several photographs. If you have restrictions on what may be photographed, please be sure to share that information with your mentee.





## JOB SHADOW RELEASE

I, [REDACTED] [INSERT PARTICIPANT NAME], have been given the opportunity to observe operations at Audacy Maryland (the "Station") on May 17, 2022 in connection with a job shadow program at Mount Saint Joseph High School (the "Job Shadow"). In consideration of the Station permitting me to participate in the Job Shadow, I hereby agree as follows:

1. I hereby waive, release and completely discharge the Station, its licensee, its parent and affiliated companies, and their respective officers, directors, shareholders, agents, employees, representatives and assigns (the "Released Parties") from any and all claims, demands, causes of action, losses, expenses, costs and liabilities of any nature whatsoever which I may hereafter incur or have against any of them arising out of or in any way connected with my participation in the Job Shadow, my presence at the Station, my riding in a vehicle operated by Station personnel, or any acts or omissions, negligent or otherwise, in connection therewith, and I further agree to discharge, indemnify and hold harmless the Released Parties from any and all liability for such claims.

2. To grant to the Station and its licensee the right to use my name, likeness, portrait, recorded voice, and biographical material in order to advertise, promote, and publicize the Station or the Job Shadow.

3. If any claim action is brought in violation of this Release Agreement, I understand that I will be responsible for paying attorneys' fees related to defending such action.

4. I ACKNOWLEDGE THAT I HAVE READ AND UNDERSTAND THIS RELEASE, THAT GOOD AND SUFFICIENT CONSIDERATION HAS BEEN GIVEN TO ME FOR SIGNING THIS RELEASE, THAT THE EXECUTION OF THIS RELEASE IS VOLUNTARY AND DONE OF MY OWN FREE WILL, ACT, AND DEED, AND THAT I HAVE HAD SUFFICIENT TIME TO READ THE RELEASE AND MAKE A DECISION REGARDING THE ACCEPTANCE OF ITS TERMS.



If you are under the age of 18, or otherwise under the age of majority in your state, your parent or legal guardian must sign below.

SIGNATURE OF PARENT/LEGAL GUARDIAN: \_\_\_\_\_

DATE: \_\_\_\_\_



## JOB SHADOW RELEASE

I, [REDACTED], have been given the opportunity to observe operations at Audacy Maryland (the "Station") on Week of 5/23/22 in connection with a job shadow program at Jeremy Conn (the "Job Shadow"). In consideration of the Station permitting me to participate in the Job Shadow, I hereby agree as follows:

1. I hereby waive, release and completely discharge the Station, its licensee, its parent and affiliated companies, and their respective officers, directors, shareholders, agents, employees, representatives and assigns (the "Released Parties") from any and all claims, demands, causes of action, losses, expenses, costs and liabilities of any nature whatsoever which I may hereafter incur or have against any of them arising out of or in any way connected with my participation in the Job Shadow, my presence at the Station, my riding in a vehicle operated by Station personnel, or any acts or omissions, negligent or otherwise, in connection therewith, and I further agree to discharge, indemnify and hold harmless the Released Parties from any and all liability for such claims.

2. To grant to the Station and its licensee the right to use my name, likeness, portrait, recorded voice, and biographical material in order to advertise, promote, and publicize the Station or the Job Shadow.

3. If any claim action is brought in violation of this Release Agreement, I understand that I will be responsible for paying attorneys' fees related to defending such action.

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If you are under the age of 18, or otherwise under the age of majority in your state, your parent or legal guardian must sign below.

SIGNATURE OF PARENT/LEGAL GUARDIAN: \_\_\_\_\_

DATE: \_\_\_\_\_



Laura Berman &lt;laura.berman@audacy.com&gt;

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## Mandatory Training for Hiring Managers - EEO Requirements

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**Stephanie Taylor** <Stephanie.Taylor@audacy.com>

Mon, Jul 26, 2021 at 8:35 AM

To: laura.berman@audacy.com

Cc: Noreen McCormack &lt;Noreen.McCormack@audacy.com&gt;, Margaret Marion &lt;Margaret.Marion@audacy.com&gt;, Paul Diaz &lt;Paul.Diaz@audacy.com&gt;, Mica Alexis &lt;Mica.Alexis@audacy.com&gt;, Lisa Morton &lt;Lisa.Morton@audacy.com&gt;

Dear Audacy Managers,

Those responsible for making employment-related decisions must attend a mandatory training that covers the rules we must follow as a radio broadcasting company and federal contractor when it comes to recruitment, hiring, promotions, demotions, terminations and more, to ensure we uphold our equal opportunity policies and procedures. This annual training on the FCC and OFCCP EEO requirements is for all individuals responsible for making hiring decisions, or other decisions as they relate to an employee's life cycle.

We anticipate the training will last approximately 30 minutes, but will allow extra time for questions.

**Please register for one of three sessions being offered:**

- Tuesday, August 3<sup>rd</sup> at 1:00PM ET: [https://audacy.zoom.us/meeting/register/tJlof-uqrDltHtPJLIZS1Il\\_s-YYv5dM24em](https://audacy.zoom.us/meeting/register/tJlof-uqrDltHtPJLIZS1Il_s-YYv5dM24em)
- Wednesday, August 18<sup>th</sup> at 3:00PM ET: <https://audacy.zoom.us/meeting/register/tJ0kf-6qrjgoHtKnAQVXNz1mJ0gThxu1Vsol>
- Tuesday, August 24<sup>th</sup> at 10:00AM ET: <https://audacy.zoom.us/meeting/register/tJltd-yuqT8qHdU0FOtx60vIFz4pdYv1el90>

If you have any questions, please let me know.

Thank you!

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**Stephanie Taylor**

Vice President / Benefits, Compliance &amp; Talent Acquisition

**Audacy**

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