

WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Editor/Writer - Morning Drive	1-5, 7-16, 18-27, 30-32	32
Detroit 97.1 The Ticket On Air host	1-28	26
Detroit - Producer WXYT 97.1	1-26, 29	29
Detroit Account Executive	1-26	26
Detroit WYCD Morning Producer/Air Talent	1-26	26
Detroit WWJ Reporter/Anchor (10/20)	1-17, 19-25, 33	33
Detroit - On-Air Talent WXYT-FM	1-17, 19-26, 28-29, 33	33
Detroit - Digital Account Executive	1-17, 19-26, 33	33
Detroit - Digital Account Executive	1-17, 19-26, 33	33

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Email : careers@galaxymediacompany.com Joel Denver	N	0
2	American Federation of Radio and Television Artists 1 E Erie St #650 Chicago, Illinois 60611 Phone : 248-213-0264 Email : Jayne.bower@sagaftra.org Jayne Bower	N	0
3	Arab American and Chaldean Council 363 W. Big Beaver Rd Suite 300 Troy, Michigan 48084 Phone : 248-559-1990 Email : programadvocates@myacc.org Fax : 1-248-559-9117 Nancy Hanoosh	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
5	Davenport University Livonia Campus 19499 Victor Pkwy Livonia, Michigan 48152 Phone : 734-943-2800 Url : https://davenport-csm.symplicity.com/employers/ind Career Services Manual Posting	N	0
6	Detroit Urban League 208 Mack Ave Detroit, Michigan 48201 Phone : 313-832-4600 Fax : 1-313-832-3222 Cassasandra Nelson-Pruitt	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Detroit Workforce development- Michigan Works 1641 Porter St Detroit, Michigan 48216 Phone : 313-224-3280 Email : chunv@detroitmi.gov Vicki Chun	Y	0
8	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
9	Focus Hope 1400 Oakman Blvd Detroit, Michigan 48238 Phone : 313-949-5500 Email : jo.dare@focushope.edu Carol Spann	N	0
10	Henry Ford Community College 5101 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-845-9618 Url : https://hfcc-csm.symplicity.com/employers/?signin_ Email : careers@HFCC.edu Career Services	N	0
11	Lawrence Technological University 21000 W Ten Mile Rd Southerfield, Michigan 48075 Phone : 248-204-3140 Url : http://app.joinhandshake.com Margaret Pierce Manual Posting	N	0
12	Marygrove College- Academic Advising and Career Services Madame Cadillac Building 8425 West McNichol's Rd Room 339 Detroit, Michigan 48221 Phone : 313-927-1705 Email : rstevens7382@marygrove.edu Regina Stevens	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Michigan Works- Oakland County Southfield Service Center 26000 Evergreen Rd PO Box 2055 Southerfield, Michigan 48037 Phone : 248-796-4580 Email : rcripe@cityofsouthfield.com Fax : 1-248-796-4555 Randall Cripe	N	0
14	National Black MBA Association- Detroit Detroit Chapter NMBBAA PO BOX 32960 Detroit, Michigan 48232 Phone : 404-260-5444 Email : detroit.chapter@nbmbaa.org Bryan Howard	N	0
15	Oakland Community College 739 South Washington Building C Royal Oak, Michigan 48067 Phone : 248-522-3505 Url : https://www.collegecentral.com/oaklandcc/employer . Career Services Manual Posting	N	0
16	Schoolcraft College 18600 Hagerty Rd Livonia, Michigan 48152 Phone : 734-462-4408 Url : https://www.collegecentral.com/schoolcraft/employe Kathy Cox Manual Posting	N	0
17	Schoolcraft College Haggerty Road Livonia, Michigan 48154 Email : careerservices@schoolcraft.edu Susan Beeler	Y	0
18	Specs Howard School of Media Arts 26700 Lasher Southerfield, Michigan 48033 Phone : 248-228-8958 Email : nshiner@specshoward.edu nancy shiner	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	University of Detroit Mercy - Career Development 4001 West McNichol's Rd #143 Reno Hall Detroit, Michigan 48221 Phone : 313-596-0223 Email : careerlink@udmercy.edu Career Connect	N	0
20	University of Michigan Dearborn 2149 University Center Dearborn, Michigan 48128 Phone : 313-593-5020 Url : https://umichdearborn-csm.symplicity.com/employers Career Connect Manual Posting	N	0
21	Walsh College 3838 Livernois Road PO Box 7006 Troy, Michigan 48007 Phone : 248-823-1625 Url : https://walshcollege-csm.symplicity.com/ Brenda Paine Manual Posting	N	0
22	Wayne County Community College 801 W. Fort St Detroit, Michigan 48226 Phone : 313-496-2765 Url : https://www.collegecentral.com/wcccd/employer.cfm Shashii Sharma Manual Posting	N	0
23	Wayne State University 656 Reuter Mall #1001 Faculty/Administration Building Detroit, Michigan 48202 Phone : 313-577-2424 Url : http://app.joinhandshake.com Arlinda Pringle Manual Posting	N	0
24	Women in Communications of Detroit 71 Garfield Ste 140a Detroit, Michigan 48201 Phone : 313-327-2256 Email : info@womcomdetroit.org Jennifer Foster	N	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Agency Referral	N	27
27	Current Employee	N	2
28	Indeed.com	N	2
29	Internal Candidate	N	4
30	Internal Posting	N	2
31	Linked In	N	2
32	Rehire from COVID-19 pandemic layoff	N	1
33	Station Website	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment Unit includes a link to the Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
2	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	1	Business Administrator
3	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
4	9/25/2020	Establishment of training programs for station personnel	All employees of Audacy were required to participate in 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.	160	Various
5	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

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6	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
7	12/10/2020	Establishment of training programs for station personnel	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 was to help foster an inclusive work environment, as well as prevent discrimination in the workplace.	160	various

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8	Ongoing Event	Participation in events or programs sponsored by educational institutions	Country Radio Mentoring Program: WYCD Hall of Fame Program Director was invited to speak at the annual Country Radio Seminar on 2/21 which gathers over 2000 attendees from all aspects of the music and radio business. New broadcasters, students, etc. get a free one hour mentoring/coaching session with the Program Director.	1	VP/Program Director
9	2/25/2021	Participation in events or programs sponsored by educational institutions	CMU student mentoring: Central Michigan University faculty asked Program Director to conduct a two-hour instructional for students of all grades and experience levels on how to get a job, build a better portfolio, and general radio career advice.	1	VP/Program Director
10	3/24/2021	Participation in Job Fairs	Detroit market Business Administrator attended a virtual job fair for Curry College	1	Business Admin
11	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