

KDKA, KDKA-FM, WBZZ, WDSY-FM
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Production Assistant- Entercom Pittsburgh	1-8, 11-12, 14-21, 25	25
National Sales Coordinator- Pittsburgh	1-8, 10-20, 22	22
Brand Manager	1-9, 11-12, 14-21	1
Brand Manager	1-9, 11-12, 14-21	21
Digital Managing Editor	1-9, 11-12, 14-22, 24	24
Full Time Producer- 93.7 The Fan	1-9, 11-21, 23	21
Account Executive	1-20, 22	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**a. Agencies Notified by Outreach**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	1
2	Bidwell Training Center 1650 Metropolitan Ave. Suite 100 Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 Email : jbarnes@manchesterbidwell.org Jarene Barnes	N	0
3	College of Communications – Penn State 208D Carnegie Building University Park, Pennsylvania 16802 Phone : 814-863-4674 Email : rpm163@psu.edu Robert Martin	N	0
4	Columbus Campus for the Ohio Media School 5330 East Main Suite 200 Columbus, Ohio 43213 Phone : 614- 423-4945 Email : amoore@beonair.com Alvis Moore	Y	0
5	Community College of Allegheny County 800 Allegheny Avenue Pittsburgh, Pennsylvania 15233 Phone : 412-237-2525 Email : rkmetz@ccac.edu Robert Kmetz	N	0
6	Department of Labor & Industry 411 Seventh Ave. Pittsburgh, Pennsylvania 15219 Phone : 814-871-4301 Email : jpmiller@pa.gov JP Miller	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	Department of Veterans Affairs 1000 Liberty Ave. Pittsburgh, Pennsylvania 15222 Phone : 800-827-1000 Email : Samuel.green@va.gov Samuel Green	N	0
8	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
9	Goodwill of Southwestern Pennsylvania Robert S. Foltz Building 118 52nd Street Pittsburgh, Pennsylvania 15201 Phone : 412-632-1736 Email : Andrew.Sabo@goodwillswpa.org Andrew Sabo	N	0
10	It's About The Warrior Foundation 12590 Perry Highway Suite 700 Wexford, Pennsylvania 15090 Phone : 724-712-1355 Email : itsaboutthewarrior@zoominternet.net Steve Monteleone	N	0
11	Lee Hecht Harrison 381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, Pennsylvania 15220 Phone : 412-719-4119 Email : ruth.mccabe@lhh.com Ruth McCabe	N	0
12	Life's Work of PA 1323 Forbes Avenue Pittsburgh, Pennsylvania 15219 Phone : 412-471-2600 Email : PR@lifesworkwpa.org Tasha Pokrzywa	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	NAACP- Allegheny-Kiski Branch PO Box 215 Leechburg, Pennsylvania 15656 Phone : 724-842-5061 Email : d.ayers5@comcast.net Deborah Ayers	N	0
14	Native American Employment and Training Program 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : kjevsevar@cotraic.org Kerry Jevsevar	N	0
15	Office of Vocational Rehabilitation 531 Penn Ave. Pittsburgh, Pennsylvania 15222 Phone : 412-565-7938 Email : rhodapp@pa.gov Rob Hodapp	N	0
16	Salvation Army PO Box 742 700 North Bell Avenue Carnegie, Pennsylvania 15106 Phone : 412- 446-1642 Email : Donna.Fencik@USE.SalvationArmy.Org Donna Fencik	N	0
17	Urban League of Greater Pittsburgh One Smithfield Street 3rd Floor Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : tharm@ulpgh.org Tiffany Harm	N	0
18	Veterans Leadership Program of Western PA 2934 Smallman Street Pittsburgh, Pennsylvania 15201 Phone : 412-481-8200 Email : gaineym@vlpwpa.org Michelle Gainey	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
19	Western Pennsylvania Career Transition Services 7175 Highland Drive Pittsburgh, Pennsylvania 15206 Phone : 412-441-8770 Email : Ely.Sherri@jobcorps.org Sherri Ely	Y	0
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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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
21	Current Employee	N	14
22	Employee Referral	N	3
23	Indeed.com	N	2
24	Linked In	N	2
25	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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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	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EOE policy and invites all organizations to be part of the recruitment process.	1	EEO Coordinator Traffic Manager
2	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 the 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
3	4/15/2021	Participation in events sponsored by organizations representing the community	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
4	6/28/2021	Participation in other activities designed by the station employment unit	Student shadowed Regional Promotions Director (1-5pm). Shadow opportunity allows for students to ask questions and be exposed to employment opportunities in the industry and company.	1	Regional Promotions Manager
5	7/26/2021	Participation in other activities designed by the station employment unit	Student shadowed Regional Promotions Director (1-5pm). Shadow opportunity allows for students to ask questions and be exposed to employment opportunities in the industry and company.	1	Regional Promotions Manager
6	8/24/2021	Participation in other activities designed by the station employment unit	Student shadowed Regional Promotions Director (11am-3:30pm). Shadow opportunity allows for students to ask questions and be exposed to employment opportunities in the industry and company.	1	Regional Promotions Manager

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7	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
8	9/30/2021	Participation in Job Fairs	Point Park Virtual Career Fair 11AM-3:30PM.	1	Regional Promotions Manager
9	10/1/2021	Participation in other activities designed by the station employment unit	Student shadowed Regional Promotions Director. Shadow opportunities allows students to ask questions and be exposed to different careers in the industry and company.	1	Regional Promotions Manager
10	10/1/2021	Participation in Job Fairs	On October 1, 2021, the employment unit personnel with substantial responsibility in making hiring decisions participated in the Syracuse University-Martin J. Whitman School of Management and the S.I. Newhouse School of Public Communications Virtual Career Fair. Information about the Audacy, Inc. Fellowship program was shared with the students set to graduate in 2022.	1	Talent Acquisition Team
11	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
12	10/27/2021	Participation in other activities designed by the station employment unit	Regional Promotions Director spoke to an audience of students at Point Park about working in media.	1	Regional Promotions Manager
13	1/7/2022	Participation in other activities designed by the station employment unit	Regional Promotions Director spoke with a Commonwealth Charter Academy Student about careers in media and marketing.	1	Regional Promotions Manager
14	2/11/2022	Participation in Job Fairs	Junior Achievement Virtual Career Fair for high school students.	1	Regional Promotions Manager

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15	2/15/2022	Participation in Job Fairs	On February 15, 2021, Regional HR Director participated in the Temple University Law Klein College of Media and Communications "Prepare the candidate-VIRTUAL CAREER FAIR PANEL DISCUSSION". Participation entailed: Answering questions about current trends in the industry Offered networking advice on meaningful engagement with hiring managers and other industry decision makers to get noticed Helped perfect their "elevator pitch" Reviewed resumes and participated in mock interviews with senior students who were preparing for actual job interviews.	1	Regional HR Director
16	2/17/2022	Participation in other activities designed by the station employment unit	Regional Promotions Director spoke with a Commonwealth Charter Academy student about careers in media and marketing.	1	Regional Promotions Manager
17	2/17/2022	Participation in Job Fairs	Point Park Mock Interview.	1	Regional Promotions Manager
18	2/23/2022	Participation in Job Fairs	Robert Morris University Career Fair.	1	Regional Promotions Manager