

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 - January 31, 2026**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>	<b><u>Contact Person/Title:</u></b>
500 Corporate Pkwy, Suite 200, Buffalo, NY - 14226	Tim Wenger SVP/Market Manager
<b><u>Telephone Number:</u></b>	<b><u>E-Mail Address:</u></b>
716-843-0600	tim.wenger@audacy.com

## I. VACANCY LIST

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Anchor/Reporter/Digital Producer	1-39	36
Sales Assistant	1-37, 39	39
Sales Associate	1-37, 39	36

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSList")****a. Agencies Notified by Outreach**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Cultural Center Inc. 350 Masten Avenue. Buffalo, New York 14209 Phone : 716-885-2590 Email : africancultural350@gmail.com Job Listing	N	0
2	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Phone : 607-871-2791 Email : cdc@alfred.edu Mariann Walsh	N	0
3	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a> Careers Page Manual Posting	N	1
4	Black Student Union at SUNY Buffalo 350 Student Union Buffalo, New York 14260 Phone : 716-645-3209 Email : mgtlarry@buffalo.edu Larry Michael	N	0
5	Bryant & Stratton Amherst Campus Career Services 3650 Millersport Hwy. Getzville, New York 14068 Phone : 716-625-6300 Email : amherst@bryantstratton.edu Job Listing	N	0
6	Bryant & Stratton Southtowns Campus Career Services 200 Redtail Drive Orchard Park, New York 14127 Phone : 716-677-9500 Email : southtowns@bryantstratton.edu Job Listing	N	0

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 - January 31, 2026**

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

**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
7	Buffalo & Erie County Workforce Development Consortium, Inc. Buffalo Employment & Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : 716-856-8139 X3137 Email : spattersonwhite@wdcinc.org Sharon Patterson-White	N	0
8	Buffalo Lutheran Employment Service 910 Fillmore Avenue Buffalo, New York 14215 Phone : 716-892-7682 Email : Bles850@aol.com Kenneth Holley	N	0
9	Buffalo State College SUNY Career Development Center Cleveland Hall Room 306 1300 Elmwood Avenue Buffalo, New York 14222 Phone : 716-878-5811 Email : rogerslm@buffalostate.edu Lynn M. Rogers	N	0
10	Chamber of Commerce of the Tonawandas 15 Webster Street North Tonawanda, New York 14120 Phone : 716-692-5120 Email : director@the-tonawandas.com Joyce M. Santiago	N	0
11	Cheektowaga Chamber of Commerce AppleTree Business Park 2875 Union Road, Suite 50 Cheektowaga, New York 14227 Phone : 716-684-5838 Email : chamber@cheektowaga.org Debra S. Liegl	N	0
12	Clarence Chamber of Commerce, Inc. 8899 Main Street, Suite #4 P.O. Box #177 Clarence, New York 14031 Phone : 716-631-3888 Email : info@clarenc.org Judy Sirianni	N	0

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 - January 31, 2026**

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

**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
13	Colored Musicians Club 145 Broadway Buffalo, New York 14203 Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0
14	Corning Community College Career & Transfer Services 1 Academic Drive Corning, New York 14830 Phone : 800-962-9228 Email : Hendrickson@corning-cc.edu Loretta Hendrickson	N	0
15	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
16	Dulski Community Services 129 Lewis Street Buffalo, New York 14206 Phone : 716-847-2860 Email : aventurini@urbanctr.org Alissa Venturini	N	0
17	ECC Employment & Training Center, Buffalo & Erie County Workforce Development Consortium, Inc. 3176 Abbott Road Orchard Park, New York 14127 Phone : 716-270-4444 Email : onestop@ecc.edu Job Listing	N	0
18	Finger Lakes Community College 4355 Lakeshore Drive Canandaigua, New York 14424 Phone : 585-394-5005 Email : petrucce@flcc.edu Cathy Petruccione	N	0

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSList")****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
19	Full Sail University (formerly Full Sail Real World Education) 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-757-5105 Email : dseverson@fullsail.com Daniel Severson	N	0
20	Genesee Community College Career & Transfer Center One College Road Batavia, New York 14020 Phone : 585-345-6888 Email : CTC@genesee.edu Job Listing	N	0
21	Goods Entertainment 606 Post Rd. E. Westport, Connecticut 6880 Phone : 203-341-0111 Email : agoodman@GoodsEntertainment.com Adam Goodman	N	0
22	Grand Island Chamber-Commerce 2257 Grand Island Blvd. Grand Island, New York 14072 Phone : 716-773-3651 Email : info@gichamber.org Carolyn Konopski	N	0
23	Jamestown Community College Career Development Centers 525 Falconer Street Jamestown, New York 14701 Phone : 716-338-1007 Email : WendyBurns@mail.sunyjcc.edu Wendy Burns	N	0
24	Latin American Cultural Association 114 Elmwood Avenue Buffalo, New York 14201 Phone : 716-885-6343 Email : lacanewyork@yahoo.com Job Listing	N	0

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSList")****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	North Greenville University 132 Tingle Student Center Tigerville, South Carolina 29688 Phone : 716-977-7669 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0
26	NYS Broadcasters Assn. 1605 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
27	Office of Urban Initiatives Inc. 3435 Main Street Buffalo, New York 14214 Phone : 716-829-3485 Email : jkujawa@buffalo.edu Jeff Kujawa	N	0
28	Seneca Nation of Indians 1510 Route 438 Irving, New York 14081 Phone : 716-532-9221 Email : Darcy.kettle@sni.org Darcy Kettle	N	0
29	St. Bonaventure University 3261 West State Road Reilly Center, Room 228 St. Bonaventure, New York 14778 Phone : 716-375-2099 Email : pburdick@sbu.edu Pamela Burdick	N	0
30	Tonawanda Band of Senecas 7027 Meadville Road Basom, New York 14013 Phone : 716-542-4244 Email : tonsenec@buffnet.net Chief Roger Hill	N	0

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 - January 31, 2026**

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

**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
31	Trocaire College – Main Campus 360 Choate Avenue Buffalo, New York 14220 Phone : 716-827-2577 Email : darsteinC@Trocaire.edu Claire Darstein	N	0
32	United Way of Buffalo & Erie County 742 Delaware Avenue Buffalo, New York 14209 Phone : 716-887-2656 Email : Karen.christie@uwbec.org Karen Christie	N	0
33	West Seneca Chamber of Commerce 950 Union Road #205 West Seneca, New York 14224 Phone : 716-674-4900 Email : Director@westseneca.org Frank B. Calieri	N	0
34	West Side Community Services 161 Vermont Street Buffalo, New York 14213 Phone : 716-884-6616 Email : lcandelario@roadrunner.com Lucy Candelario	N	0
35	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**

**EEO PUBLIC FILE REPORT**

**February 1, 2025 - January 31, 2026**

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

**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
36	Employee Referral	N	5
37	Indeed.com	N	6
38	Job Board	N	1
39	Linked In	N	7
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</b>

**WBEN, WGR, WKSE, WLKK, WWKB, WWWs****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****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	Audacy Buffalo broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	SVP Market Manager Director Traffic Operations
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Buffalo provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
3	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
4	2/6/2025	Participation in events sponsored by organizations representing the community	Audacy NY attended the Athena International Awards, where they cross-promoted job opportunities available in both Rochester and Buffalo.	4	SVP Market Manager Financial Analyst Regional Promotions Director Assistant Brand manager
5	2/26/2025	Participation in other activities designed by the station employment unit	Audacy Buffalo hosted a media class from Sweet Home High School for a station tour.	2	on air personality SVP Market Manager
6	3/6/2025	Participation in Job Fairs	Audacy NY participated in the UB Career Fair, engaging with students to discuss exciting opportunities in broadcasting—not just in New York, but across Audacy as a whole.	2	Director of Sales Brand Manager
7	4/1/2025	Participation in Job Fairs	Audacy Buffalo attended the Hilbert College Career Fair.	1	

**WBEN, WGR, WKSE, WLKK, WWKB, WWWs****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/12/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Buffalo was at the REI Co-Op Grand Opening event where they promoted careers in broadcasting. Passerby's could scan the Audacy Careers QR code sheet to see opportunities in broadcasting with Audacy.	2	on air personality on air personality
9	5/2/2025	Participation in other activities designed by the station employment unit	Audacy Buffalo hosted Tapestry Charter School for a station tour.	1	Brand Manager
10	5/7/2025	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	3	Market Manager Brand Manager Sales Manager
11	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the company about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
12	5/15/2025	Participation in events sponsored by organizations representing the community	Audacy Buffalo attended a career day at Frontier Middle School where they spoke to students about careers in broadcasting.	1	Production Manager
13	5/17/2025	Participation in events sponsored by organizations representing the community	Audacy Buffalo made an appearance at Batavia Downs to promote career opportunities at Audacy and in broadcasting.	1	Promotions Director
14	6/2/2025	Establishment of an intern program designed to assist members of the community	Audacy Buffalo participated in a Summer Internship Program.	2	SVP Market Manager General Sales Manager
15	6/7/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Buffalo was out at Nissan on Sheridan Drive to promote Audacy and career opportunities. Passerby's could scan our careers QR code sheet to learn more about careers in broadcasting.	1	on air personality

**WBEN, WGR, WKSE, WLKK, WWKB, WWWs****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager
17	9/24/2025	Participation in Job Fairs	Audacy Buffalo attended the University of Buffalo Career and Internship Fair.	1	General Sales Manager
18	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more.	2	Talent Acquisition Specialist Talent Acquisition Specialist
19	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
20	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist
21	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**

**EEO PUBLIC FILE REPORT**

**February 1, 2025 - January 31, 2026**

**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>
22	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist
23	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the participation of women and minorities, veterans, and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	Director of Talent Acquisition