

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**  
**EEO PUBLIC FILE REPORT**  
**September 30, 2024 - January 31, 2025**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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## 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
Account Executive-Buffalo	1-60	58

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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>
1	African American Cultural Center Inc. 350 Masten Avenue. Buffalo, New York 14209 Phone : 716-885-2590 Email : african-cultural350@gmail.com Job Listing	N	0
2	Alfred State College Upper College Drive Alfred, New York 14802 Phone : 607-871-2162 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Valerie Daciw Manual Posting	N	0
3	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Phone : 607-871-2791 Email : cdc@alfred.edu Mariann Walsh	N	0
4	Alliance for Women in Media National Headquarters Career Services 1760 Old Meadow Road, Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Email : kniswander@allwomeninmedia.org Job Listing	N	0
5	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	2
6	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

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7	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
8	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
9	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
10	Buffalo Lutheran Employment Service 910 Fillmore Avenue Buffalo, New York 14215 Phone : 716-892-7682 Email : Bles850@aol.com Kenneth Holley	N	0
11	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
12	Canisius College 2001 Main Street Buffalo, New York 14208 Phone : 716-888-2488 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Sheila Pettigrew Manual Posting	N	0

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13	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
14	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
15	Clarence Chamber of Commerce, Inc. 8899 Main Street, Suite #4 P.O. Box #177 Clarence, New York 14031 Phone : 716-631-3888 Email : info@clarence.org Judy Sirianni	N	0
16	Colored Musicians Club 145 Broadway Buffalo, New York 14203 Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0
17	Cornell University 129 Ho Plaza Ithaca, New York 14853 Phone : 716-255-5221 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0
18	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

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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>
19	Daemen College 4350 Main Street Amherst, New York 14226 Phone : 716-839-8334 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Michelle Thompson Manual Posting	N	0
20	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
21	Dulski Community Services 129 Lewis Street Buffalo, New York 14206 Phone : 716-847-2860 Email : <a href="mailto:aventurini@urbanctr.org">aventurini@urbanctr.org</a> Alissa Venturini	N	0
22	ECC Employment & Training Center, Buffalo & Erie County Workforce Development Consortium, Inc. 3176 Abbott Road Orchard Park, New York 14127 Phone : 716-270-4444 Email : <a href="mailto:onestop@ecc.edu">onestop@ecc.edu</a> Job Listing	N	0
23	Erie Community College- Buffalo 45 Oak Street Room D150 Buffalo, New York 14203 Phone : 716-851-1183 Katie Marshall Manual Posting	N	0
24	Erie Community College- North Campus 6205 Main Street Room 161G Williamsville, New York 14221 Phone : 716-851-1484 Joseph Abbarno Manual Posting	N	0

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25	Finger Lakes Community College 4355 Lakeshore Drive Canandaigua, New York 14424 Phone : 585-394-5005 Email : petrucce@flcc.edu Cathy Petruccione	N	0
26	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
27	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
28	Goods Entertainment 606 Post Rd. E. Westport, Connecticut 6880 Phone : 203-341-0111 Email : agoodman@GoodsEntertainment.com Adam Goodman	N	0
29	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
30	Hilbert College Career Development Center 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : info@hilbert.edu Job Listing	N	0

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31	Houghton College Buffalo Career Development Office One Symphony Circle Buffalo, New York 14201 Phone : 716-674-6363 Url : <a href="https://houghton.joinhandshake.com/">https://houghton.joinhandshake.com/</a> Job Listing Manual Posting	N	0
32	Ithaca College, Career Services 953 Darby Road / 101 Muller Ithaca, New York 14850 Phone : 607-274-3365 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> John Fracchia Manual Posting	N	0
33	Jamestown Community College Career Development Centers 525 Falconer Street Jamestown, New York 14701 Phone : 716-338-1007 Email : <a href="mailto:WendyBurns@mail.sunyjcc.edu">WendyBurns@mail.sunyjcc.edu</a> Wendy Burns	N	0
34	Jewish Family Service of Buffalo & Erie County 70 Barker Avenue Buffalo, New York 14209 Phone : 716-883-1914 Email : <a href="mailto:Dnewkirk@JFSBuffalo.org">Dnewkirk@JFSBuffalo.org</a> D. Newkirk	N	0
35	Lackawanna Area Chamber of Commerce, Inc. 638 Ridge Road Lackawanna, New York 14218 Phone : 716-823-8841 Email : <a href="mailto:info@lackawannachamber.com">info@lackawannachamber.com</a> Job Listing	N	0
36	Latin American Cultural Association 114 Elmwood Avenue Buffalo, New York 14201 Phone : 716-885-6343 Email : <a href="mailto:lacanewyork@yahoo.com">lacanewyork@yahoo.com</a> Job Listing	N	0

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37	Medaille College Office of Career Planning 16 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2211 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Carol Cullinan Manual Posting	N	0
38	Niagara University Career Services Lewiston Road Niagara University, New York 14109 Phone : 716-286-8530 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Michael Skowronski Manual Posting	N	0
39	North Greenville University 132 Tingle Student Center Tigerville, South Carolina 29688 Phone : 716-977-7669 Email : <a href="mailto:Lisa.snyder@ngu.edu">Lisa.snyder@ngu.edu</a> Lisa Snyder	N	0
40	NYS Broadcasters Assn. 1605 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : <a href="mailto:sandy@nysbroadcasters.org">sandy@nysbroadcasters.org</a> Sandy Messineo	N	0
41	Office of Urban Initiatives Inc. 3435 Main Street Buffalo, New York 14214 Phone : 716-829-3485 Email : <a href="mailto:jkujawa@buffalo.edu">jkujawa@buffalo.edu</a> Jeff Kujawa	N	0
42	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : 585-594-6533 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Mary Flaherty Manual Posting	N	0



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43	Rochester Institute of Technology (RIT) One Lomb Memorial Drive Rochester, New York 14623 Phone : 585-475-2301 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Maria Richart Manual Posting	N	0
44	Seneca Nation of Indians 1510 Route 438 Irving, New York 14081 Phone : 716-532-9221 Email : <a href="mailto:Darcy.kettle@sni.org">Darcy.kettle@sni.org</a> Darcy Kettle	N	0
45	St. Bonaventure University 3261 West State Road Reilly Center, Room 228 St. Bonaventure, New York 14778 Phone : 716-375-2099 Email : <a href="mailto:pburdick@sbu.edu">pburdick@sbu.edu</a> Pamela Burdick	N	0
46	State University of New York at Geneseo (SUNY Geneseo) Blake A-104 Geneseo, New York 14454 Phone : 585-245-5721 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Rob DiCarlo Manual Posting	N	0
47	SUNY College at Fredonia Career Development Office Gregory Hall, 2nd Floor Fredonia, New York 14063 Phone : 716-673-3327 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Marjorie Plaister Manual Posting	N	0
48	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : 315-443-5548 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Sue Clayton Manual Posting	N	0

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49	The College at Brockport- State University of New York (SUNY) 350 New Campus Crive Rochester, New York 14604 Phone : 585-395-2159 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jill Wesley Manual Posting	N	0
50	Tonawanda Band of Senecas 7027 Meadville Road Basom, New York 14013 Phone : 716-542-4244 Email : tonsenec@buffnet.net Chief Roger Hill	N	0
51	Trocaire College – Main Campus 360 Choate Avenue Buffalo, New York 14220 Phone : 716-827-2577 Email : darsteinC@Trocaire.edu Claire Darstein	N	0
52	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
53	University at Buffalo (SUNY) North Campus 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Arlene Kaukus Manual Posting	N	0
54	University of Rochester River Campus Rochester, New York 14627 Phone : 585-275-2366 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Megan Vargulick Manual Posting	N	0

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55	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
56	West Side Community Services 161 Vermont Street Buffalo, New York 14213 Phone : 716-884-6616 Email : lcandelario@roadrunner.com Lucy Candelario	N	0
57	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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58	Employee Referral	N	4
59	Indeed.com	N	2
60	Linked In	N	9
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>17</b>

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	<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	10/30/2024	Participation in events or programs sponsored by educational institutions	Audacy Buffalo participated in the Lockport High School student interview day.	2	General Sales Manager Financial Analyst
2	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
3	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition
4	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 Traffic Director
5	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the participation of women and minorities, veterans, and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	Director, Talent Acquisition
6	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