

WRCH, WTIC, WTIC-FM, WZMX
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 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-Hartford	1-46, 48-64, 66-69	67
Sales Associate	1-2, 4-5, 8, 11-15, 17-22, 25, 27-28, 30-35, 37, 41-44, 46-50, 52, 54-55, 57-58, 61-65, 67	67
Sales Associate	1-2, 4-5, 8, 11-15, 17-22, 25, 27-28, 30-35, 37, 41-44, 46-50, 52, 54-55, 57-58, 61-65, 67	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	3
2	Bay State College 31 St James Ave Boston, Massachusetts 2116 Phone : 617-217-9301 Email : careers@baystate.edu Jeff Mason	N	0
3	Bentley University 175 Forest Street Waltham, Massachusetts 2452 Phone : 781-891-2164 Email : ga_recruiting_info@bentley.edu Career Center	N	0
4	Berklee College of Music 921 Boylston Street Boston, Massachusetts 2215 Phone : 617-747-2246 Email : careercenter@berklee.edu Career Center	N	0
5	Berkshire Community College 1350 West Street Pittsfield, Massachusetts 1201 Phone : 413-236-1637 Email : careers@berkshirecc.edu Career Center	N	0
6	Boston College 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-4769 Url : https://bc-csm.symplicity.com/students/?signin_tab Employer Recruiting Manual Posting	N	0

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7	Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-2000 Url : https://app.joinhandshake.com Heather Fink Manual Posting	N	0
8	Boston Women's Commission 1 City Hall Square Boston, Massachusetts 2201 Phone : 617-635-4427 Email : bostonwomen@cityofboston.gov Career Services	N	0
9	Brandeis University 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Url : https://app.joinhandshake.com Cary Weir-Lytle Manual Posting	N	0
10	Bridgewater State University 131 Summer Street Bridgewater, Massachusetts 2324 Phone : 508-531-1328 Url : https://employer.gradleaders.com/bridgewater/emplo John Paganelli Manual Posting	N	0
11	Bristol Community College 777 Elsbree St Fall River, Massachusetts 2720 Phone : 508-678-2811 ext.2407 Email : human-resources@bristolcc.edu Jeffrey Craig	N	0
12	Bunker Hill Community College 250 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-228-2000 Url : http://bhcc.edu/advising Email : advising@bhcc.mass.edu Delores Gatley	N	0

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13	Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services	N	0
14	Center for Latino Progress 95 - 97 Park St. Hartford, Connecticut 6106 Phone : 860-247-3227 Email : LatinoProgress@ctprf.org Job Listing	N	0
15	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6053 Phone : 860-832-1615 Email : careers@ccsu.edu Job Listing	N	0
16	College of the Holy Cross 1 College Street Worcester, Massachusetts 1610 Phone : 508-793-3880 Url : https://app.joinhandshake.com Pam Ahearn Manual Posting	N	0
17	Community Renewal Team 395 Wethersfield Ave Hartford, Connecticut 6114 Phone : 860-560-5661 Email : mazzucak@crtct.org Krista Mazzuca	N	0
18	Connecticut Broadcasters Association 90 S Park St Willimantic, Connecticut 6226 Phone : 860-456-0443 Email : mryan@ctba.org Mike Rice	N	0

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19	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com Brian Forster	N	0
20	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
21	Division of Employment & Training 19 Staniford Street Boston, Massachusetts 2114 Phone : 617-626-5054 Email : dlund@detma.org Donna Lund	N	0
22	Elms College 291 Springfield St Chicopee, Massachusetts 1013 Phone : 413-594-2761 x272 Email : davisn@elms.edu Office of Career Services	N	0
23	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : https://app.joinhandshake.com Blaine Butler Manual Posting	N	0
24	Endicott College 376 Hale Street Beverly, Massachusetts 1915 Phone : 978-816-7619 Url : https://app.joinhandshake.com Brenda Campbell Manual Posting	N	0

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25	Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services	N	0
26	Framingham State College 100 State Street Framingham, Massachusetts 1701 Phone : 508-626-4625 Url : https://app.joinhandshake.com Carol Spector Manual Posting	N	0
27	Girls Incorporated of Pittsfield 125 Providence St Worcester, Massachusetts 1604 Phone : 413-442-5174 Email : dariusg@brighamcenter.org Job Listing	N	0
28	Goodwill Industries of Pioneer Valley 570 Cottage St Springfield, Massachusetts 1107 Phone : 413-788-6981 Email : cloftus@ourgoodwill.org Cynthia Loftus	N	0
29	Gordon College 255 Grapevine Rd Wenham, Massachusetts 1984 Phone : 978-867-4081 Url : https://app.joinhandshake.com Pam Lazarakis Manual Posting	N	0
30	Grace Church of All Nations 33 Elm Hill Ave Dorchester, Massachusetts 2121 Phone : 617-825-6757 Email : administration@gcoan.org Bettye Coney	N	0

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31	Hampshire College (Career Options Center) 893 West St Amherst, Massachusetts 1002 Phone : 413-559-5520 Email : corc@hampshire.edu Jane Zerby	N	0
32	Holyoke Community College 50 College Street South Hadley, Massachusetts 1075 Phone : 413-538-7000 Email : rpowers@hcc.edu Job Listing	N	0
33	Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services	N	0
34	Longy School of Music 27 Garden St Cambridge, Massachusetts 2138 Phone : 617-876-0956 Email : admissions@longy.edu Job Listing	N	0
35	MA College of Liberal Arts 375 Church Street North Adams, Massachusetts 1247 Phone : 413-662-5332 Email : career@mcla.edu Job Listing	N	0
36	Massachusetts Institute of Technology - MIT 77 Massachusetts Ave Cambridge, Massachusetts 2139 Phone : 617-715-5327 Url : https://app.joinhandshake.com Brian Hanna Manual Posting	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
37	Massachusetts Rehabilitation Comm. 600 Washington St Boston, Massachusetts 2111 Phone : 413-499-2720 Email : peter.white@massmail.state.ma.us Peter White	N	0
38	Massasoit Community College 1 Massasoit Blvd. Brockton, Massachusetts 2302 Phone : 508-588-9100 Url : https://www.focus2career.com/portal/login.cfm?sid=Allessandra Monteiro Manual Posting	N	0
39	MassHire Berkshire Career Center 160 North Street Pittsfield, Massachusetts 1201 Phone : 413-499-2220 Url : http://masshireberkshirecc.com Email : mgelaznik@MassHireBerkshireCC.com Amy Demarest	N	0
40	Merrimack College 315 Turnpike Street North Andover, Massachusetts 1845 Phone : 978-837-5143 Url : https://app.joinhandshake.com Laura Hillier Manual Posting	N	0
41	Montserrat College of Art 23 Essex St Beverly, Massachusetts 1915 Phone : 978-922-8222 Email : amy.ruiter@montserrat.edu Job Listing	N	0
42	Mt. Wachusett Community College 444 Green Street Gardner, Massachusetts 1440 Phone : 978-630-9134 Email : pbrewerton@mwcc.mass.edu Christine Davis	N	0

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43	Myrtle Baptist Church 21 Curve St Newton, Massachusetts 2465 Phone : 617-332-5870 Email : myrtlebaptist@gmail.com Job Listing	N	0
44	NAACP/ South Middlesex Branch 7 Bishop Street Framingham, Massachusetts 1704 Phone : 508-510-3648 Email : washingtonbureau@naacpnet.org Job Listing	N	0
45	Nichols College 129 Center Road Dudley, Massachusetts 1571 Phone : 508-213-2482 Url : https://app.joinhandshake.com Abby DePasquale Manual Posting	N	0
46	North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services	N	0
47	Nutmeg Big Brothers/Big Sister 30 Laurel St # 3 Hartford, Connecticut 6106 Phone : 860-525-5437 Email : jgordon@bbbsnutmeg.org Job Listing	N	0
48	Old Hill Neighborhood Council 99 Eastern Ave Springfield, Massachusetts 1109 Phone : 413-736-4575 Email : oldhillcouncil@gmail.com Job Listing	N	0

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49	Puerto Rican Veteran's Association 52 Maple Ct Springfield, Massachusetts 1105 Phone : 413-731-0194 Email : sgtgomez@aol.com Job Listing	N	0
50	Regis College 235 Wellesley St Weston, Massachusetts 2492 Phone : 781-768-7000 Email : susan.kennedy@regiscollege.edu Job Listing	N	0
51	Southern New Hampshire University 2500 N River Road Hooksett, New Hampshire 3106 Phone : 888-672-1458 Url : https://app.joinhandshake.com Christina Cassella Manual Posting	N	0
52	Spanish American Merchants Assoc. 95 PARK ST HARTFORD, Connecticut 6106 Phone : 860-278-5825 Email : norma_hernandez@samact.org Norma Hernandez	N	0
53	Stonehill College 320 Washington Street North Easton, Massachusetts 2357 Phone : 508-565-1000 Url : https://app.joinhandshake.com Kristine Shatas Manual Posting	N	0
54	Thayer Academy 745 Washington Street Braintree, Massachusetts 2184 Phone : 781-843-3580 Email : dking@thayer.org Denise King	N	0

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55	Twelfth Baptist Church 160 Warren St Roxbury, Massachusetts 2119 Phone : 617-442-7855 Email : office@tbcbboston.org Job Listing	N	0
56	University of Massachusetts at Dartmouth 285 Old Westport Road North Dartmouth, Massachusetts 2747 Phone : 508-999-8658 Url : https://app.joinhandshake.com Sheldon Straker Manual Posting	N	0
57	WBRS-FM (Brandeis University) 415 South Street Waltham, Massachusetts 2453 Phone : 617-736-5277 Email : gm@wbrs.org Adam Guttell	N	0
58	Western New England College 1215 Wilbraham Road Springfield, Massachusetts 1119 Phone : 413-782-3111 Email : jsteffes@wne.edu Jeanne Hart-Steffes	N	0
59	Westfield State College 577 Western Ave Westfield, Massachusetts 1086 Phone : 413-572-5206 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
60	Worcester State University 486 Chandler Street Worcester, Massachusetts 1602 Phone : 508-929-8000 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0

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61	WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6900 Email : wumb@umb.edu Patricia Monteith	N	0
62	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
63	WZBC-FM 90.3FM (Boston College) 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-3511 Email : internship.director@wzbc.org Meaghan O'Hare	N	0
64	YMCA Boston 316 Huntington Avenue Boston, Massachusetts 2115 Phone : 617-927-8060 Email : hrdepartment@ymcaboston.org HR Department	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
65	Employee Referral	N	1
66	Indeed.com	N	1
67	Linked In	N	6
68	Recruiter	N	2
69	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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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	Audacy Hartford 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 Hartford 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	2/10/2025	Hosting of Job Fair	Audacy Hartford hosted a career fair with MassHire. 37 companies attended and there were 411 job seekers.	1	SVP Market Manager
5	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
6	5/12/2025	Hosting of Job Fair	Audacy Hartford hosted a career fair with MassHire. 33 companies attended and there were 210 job seekers.	1	SVP Market Manager

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7	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
8	6/5/2025	Participation in Job Fairs	Audacy Hartford attended the ULGH Career Expo.	4	General Sales Manager on air personality on air personality on air personality
9	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
10	9/25/2025	Participation in events or programs sponsored by educational institutions	Audacy Hartford spoke to students in a communications class about careers in broadcasting at Quinnipiac University.	3	General Sales Manager Account Executive Brand Manager
11	10/6/2025	Hosting of Job Fair	Audacy Hartford hosted a career fair with MassHire. 55 companies attended and there were 610 job seekers.	1	SVP Market Manager
12	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
13	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

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14	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.	2	Director, Talent Acquisition Market Manager
15	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
16	11/19/2025	Participation in events sponsored by organizations representing the community	Audacy Hartford participated in Shaping CT's Future Drive 35 where they will spoke about careers in broadcasting.	4	SVP Market Manager General Sales Manager Account Executive Account Executive