

**WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK**

## **EEO PUBLIC FILE REPORT**

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

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  345 Hudson Street, 10th Floor, New York, NY - 10014	<b><u>Contact Person/Title:</u></b>  Chris Oliviero Market President
<b><u>Telephone Number:</u></b>  212-242-6190	<b><u>E-Mail Address:</u></b>  chris.oliviero@audacy.com

### **I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-17, 20	20
Account Executive	1-17, 20	20
Account Executive	1-17, 20	17
Sales Assistant	1-11, 13-20	19
Sales Assistant	1-11, 13-18, 20	17

**WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK**

**EEO PUBLIC FILE REPORT**

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

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

**a. Agencies Notified by Outreach**

<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	Asian American Journalists Federation-New York 75 Vandam St c/o LaColombe New York, New York 10013 Phone : 000-000-0000 Url : <a href="http://www.aaja-newyork.org">http://www.aaja-newyork.org</a> Email : <a href="mailto:aajanychapter@gmail.com">aajanychapter@gmail.com</a> Hannah Bea	N	0
2	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	7
3	CareerSpring Foundation Los Angeles Los Angeles, California Email : <a href="mailto:aadams@careerspring.org">aadams@careerspring.org</a> Abby Adams Regional Program Manager	N	0
4	Chinese American Planning Council 150 Elizabeth St. New York, New York 10012 Phone : 212-941-0041 Url : <a href="http://www.cpc-nyc.org">http://www.cpc-nyc.org</a> Email : <a href="mailto:vwong@cpc-nyc.org">vwong@cpc-nyc.org</a> Vickie Wong	N	0
5	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
6	Job Path 256 West 38th Street 2nd Floor New York, New York 10018 Phone : 212-944-0564 Url : <a href="http://www.jobpathnyc.org">http://www.jobpathnyc.org</a> Email : <a href="mailto:aalthoff@jobpathnyc.org">aalthoff@jobpathnyc.org</a> Aimee Althoff	N	0

**WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK**

**EEO PUBLIC FILE REPORT**

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

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

**a. Agencies Notified by Outreach**

<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>
7	National Association for the Advancement of Colored People (NAACP) 147 Prince St #19 Brooklyn, New York 11201 Phone : 347-836-9025 Url : <a href="http://www.naacp.org">http://www.naacp.org</a> Email : <a href="mailto:nysnaacp@aol.com">nysnaacp@aol.com</a> Job Listings	N	0
8	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="http://www.nlgja.org">http://www.nlgja.org</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Job Listings	N	0
9	New York Association of Black Journalists 2214 Frederick Douglass Blvd. P.O. Box 234 New York, New York 10026 Phone : 646-558-8656 Url : <a href="http://www.nyabj.org">http://www.nyabj.org</a> Email : <a href="mailto:president@nyabj.org">president@nyabj.org</a> Julie Walker	N	0
10	Project Ezra 95 Cedar Lane, Suite 12 Englewood, New Jersey 7631 Phone : 201-569-9047 Url : <a href="http://www.ezrah.org">http://www.ezrah.org</a> Email : <a href="mailto:Leora@ezrah.org">Leora@ezrah.org</a> Leora Cohen	N	0
11	Statewide Hispanic Chamber of Commerce of New Jersey 1280 Wall Street West Suite 312 Lyndhurst, New Jersey 7071 Phone : 201-935-0035 Url : <a href="http://www.shccnj.org">http://www.shccnj.org</a> Email : <a href="mailto:chamber@shccnj.org">chamber@shccnj.org</a> Job Listings	N	0

**WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK**

**EEO PUBLIC FILE REPORT**

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

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

**a. Agencies Notified by Outreach**

<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>
12	The Bridge to Independence & Career Opportunity 22 Eagle Road Danbury, Connecticut 6810 Phone : 203-743-6695 Url : <a href="http://www.tbicoworks.org">http://www.tbicoworks.org</a> Email : <a href="mailto:info@tbicoworks.org">info@tbicoworks.org</a> Job Listings	N	0
13	The Career Center - City College of New York 160 Convent Avenue New York, New York 10031 Phone : 212-650-6789 Url : <a href="http://www.ccny.cuny.edu/cpdi">http://www.ccny.cuny.edu/cpdi</a> Email : <a href="mailto:rchristian@ccny.cuny.edu">rchristian@ccny.cuny.edu</a> Rhea Faniel	N	0
14	The Harlem Business Alliance 275 Malcolm X Blvd, New York, New York 10027 Phone : 212-665-7010 Url : <a href="http://hbany.org">http://hbany.org</a> Email : <a href="mailto:rsmith@hbany.org">rsmith@hbany.org</a> Regina Smith	N	0
15	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 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 : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
16	Yeshiva University Office of Placement and Careers 500 West 185th Street New York, New York 10033 Phone : 212-960-5400 Url : <a href="http://www.yu.edu/cjf/rabbinics/placement">http://www.yu.edu/cjf/rabbinics/placement</a> Email : <a href="mailto:JCareerPlacement@yu.edu">JCareerPlacement@yu.edu</a> Job Listings	N	0

**WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK****EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRS�")****b. Exemptions or Other Sources of Candidate Referral**

<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>
17	Employee Referral	N	12
18	Job Board	N	2
19	Job Fair	N	1
20	Linked In	N	25
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

# WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK

## 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 NYC 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 NYC 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	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
5	5/7/2025	Participation in other activities designed by the station employment unit	Audacy New York City hosted the New York Urban League for a station tour.	4	Brand Manager on air personality VP Brand Manager News Executive Producer
6	5/8/2025	Participation in Job Fairs	Audacy New York City attended the Brooklyn College Student, Alumni & Employer Networking Night.	1	Community and Cultural Coordinator

**WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK**

## **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>
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	6/2/2025	Establishment of an intern program designed to assist members of the community	Audacy New York City hosted college interns for an 8 week program over the summer where the students learned about media and careers in broadcasting.	3	Executive Vice President Human Resource Manager Talent Acquisition Director
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	8/13/2025	Participation in Job Fairs	Audacy New York City attended The 2025 Harlem Week Jobs and Career Fair.	2	Community and Cultural Coordinator Assistant Brand Manager
11	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	Talent Acquisition Manager
12	10/9/2025	Participation in Job Fairs	Audacy New York City attended the Brooklyn College Fall Job and Internship Fair.	1	Community and Cultural Coordinator

**WCBS-FM, WFAN, WFAN-FM, WHSQ, WINS, WINS-FM, WNEW-FM, WXBK**

**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>
13	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
14	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
15	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
16	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
17	11/15/2025	Participation in Job Fairs	Audacy New York City attended the New York Urban League 2025 HBCU College Fair.	3	Community and Cultural Coordinator Brand Manager on air personality
18	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