

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

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	1-17, 19-22, 24-25	2
Account Executive	1-17, 19-22, 24-25	21
Account Executive	1-17, 19-22, 24-25	19
Sales Assistant	1-9, 11-17, 20, 23-24	24
Sales Assistant	1-9, 11-17, 20, 23-24	20
Play by Play Announcer	1-9, 11-19, 25	25
Account Executive	1-9, 11-17, 20, 24	20
National Sales Coordinator	1-9, 11-17, 19, 24	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	Asian American Journalists Federation-New York 75 Vandam St c/o LaColombe New York, New York 10013 Phone : 000-000-0000 Url : http://www.ajja-newyork.org Email : aajanychapter@gmail.com Hannah Bea	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	6
3	CareerSpring Foundation Los Angeles Los Angeles, California Email : aadams@careerspring.org 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 : http://www.cpc-nyc.org Email : vwong@cpc-nyc.org Vickie Wong	N	0
5	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
6	Job Path 256 West 38th Street 2nd Floor New York, New York 10018 Phone : 212-944-0564 Url : http://www.jobpathnyc.org Email : aalthoff@jobpathnyc.org Aimee Althoff	N	0

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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	National Association for the Advancement of Colored People (NAACP) 147 Prince St #19 Brooklyn, New York 11201 Phone : 347-836-9025 Url : http://www.naacp.org Email : nysnaacp@aol.com 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 : http://www.nlgja.org Email : info@nlgja.org 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 : http://www.nyabj.org Email : president@nyabj.org Julie Walker	N	0
10	New York Market 345 Hudson St 10th Floor New York, New York 10014 Phone : 212-649-9667 Email : Jennifer.Valenti-Smith@entercom.com Jennifer Valenti-Smith	N	0
11	Project Ezra 95 Cedar Lane, Suite 12 Englewood, New Jersey 7631 Phone : 201-569-9047 Url : http://www.ezrah.org Email : Leora@ezrah.org Leora Cohen	N	0

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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
12	Statewide Hispanic Chamber of Commerce of New Jersey 1280 Wall Street West Suite 312 Lyndhurst, New Jersey 7071 Phone : 201-935-0035 Url : http://www.shccnj.org Email : chamber@shccnj.org Job Listings	N	0
13	The Bridge to Independence & Career Opportunity 22 Eagle Road Danbury, Connecticut 6810 Phone : 203-743-6695 Url : http://www.tbicoworks.org Email : info@tbicoworks.org Job Listings	N	0
14	The Career Center - City College of New York 160 Convent Avenue New York, New York 10031 Phone : 212-650-6789 Url : http://www.ccnycuny.edu/cpdi Email : rchristian@ccny.cuny.edu Rhea Faniel	N	0
15	The Harlem Business Alliance 275 Malcolm X Blvd, New York, New York 10027 Phone : 212-665-7010 Url : http://hbany.org Email : rsmith@hbany.org Regina Smith	N	0
16	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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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
17	Yeshiva University Office of Placement and Careers 500 West 185th Street New York, New York 10033 Phone : 212-960-5400 Url : http://www.yu.edu/cjf/rabbinics/placement Email : JCareerPlacement@yu.edu Job Listings	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
18	Agency Referral	N	2
19	Current Employee	N	5
20	Employee Referral	N	11
21	Former Employee	N	1
22	Internal Candidate	N	1
23	Job Board	N	4
24	Linked In	N	34
25	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			66

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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	10/10/2024	Participation in events or programs sponsored by educational institutions	Audacy NYC attended the Brooklyn College Career Fair.	1	DEI Coordinator
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	11/16/2024	Co Sponsoring Job Fair	Audacy NYC was a career fair host at the NY Urban League 37th Annual HBCU College Career Fair.	3	Brand Manager DEI Coordinator on air personality
5	Ongoing Event	Participation in other activities designed by the station employment unit	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 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
7	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy New York provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager

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8	1/16/2025	Participation in events sponsored by organizations representing the community	Audacy NYC hosted students from SUNY Oswego for a station tour, a panel discussion with employees from On Air, Communications, Programming and Podcasting, and they spoke to a member of our Talent Acquisition Team about internship and post graduate opportunities.	3	SVP Market Manager Talent Acquisition DEI Coordinator