

**WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC**  
**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>
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**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>
Account Executive	1-16, 18-19	18
Account Executive	1-18	16

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**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	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
2	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
3	Eastern Monroe Career Center 41 O'Connor Road Fairport, New York 14450 Phone : 585-377-4660 Url : <a href="https://www.monroe.edu/emcc">https://www.monroe.edu/emcc</a> Email : <a href="mailto:Selene_terry@boces.monroe.edu">Selene_terry@boces.monroe.edu</a> Terry Selene	N	0
4	Finger Lakes Community College 3325 Marvin Sands Drive Canandaigua, New York 14424 Phone : 585-394-5005 Url : <a href="https://www.flcc.edu">https://www.flcc.edu</a> Email : <a href="mailto:petrucce@flcc.edu">petrucce@flcc.edu</a> Cathy Petruccione	N	0
5	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 407-551-2037 Url : <a href="https://www.fullsail.edu">https://www.fullsail.edu</a> Email : <a href="mailto:hthompson@fullsail.com">hthompson@fullsail.com</a> Harmony Thompson	N	0
6	Genesee Community College 1 College Rd Batavia, New York 14020 Phone : 585-343-0050 Url : <a href="https://www.genesee.edu">https://www.genesee.edu/</a> Email : <a href="mailto:ctc@genesee.edu">ctc@genesee.edu</a> Career Center	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	Ibero-American Action League 817 E Main St Rochester, New York 14605 Phone : 585-256-8900 Url : <a href="https://iaal.org/">https://iaal.org/</a> Email : <a href="mailto:yolanda@iaal.org">yolanda@iaal.org</a> Yolanda Albino	N	0
8	Monroe Community College 1000 E Henrietta Rd Rochester, New York 14623 Phone : 585-292-2370 Url : <a href="http://www.monroecc.edu">http://www.monroecc.edu</a> Email : <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a> Robin Richardson	N	0
9	Nazareth College 4245 E Avenue Rochester, New York 14618 Phone : 585-389-2571 Url : <a href="https://www2.naz.edu">https://www2.naz.edu</a> Email : <a href="mailto:mkahl6@naz.edu">mkahl6@naz.edu</a> Michael Kahl	N	0
10	Newhouse School Communications 215 University Place Syracuse, New York 13244 Phone : 315-443-2911 Url : <a href="https://newhouse.syr.edu/">https://newhouse.syr.edu/</a> Email : <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> Career Services	N	0
11	NYS Dept. of Labor Building 12 W. Averell Harriman State Office Campus Albany, New York 12240 Phone : 585-258-4550 Url : <a href="https://www.labor.ny.gov/home">https://www.labor.ny.gov/home</a> Email : <a href="mailto:rochesterjobbank@labor.state.ny.us">rochesterjobbank@labor.state.ny.us</a> Job Bank	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	NY Education Department 89 Washington Ave Albany, New York 12234 Phone : 585-238-2949 Url : <a href="http://www.nysed.gov">http://www.nysed.gov</a> Email : <a href="mailto:Jennifer.geiger@nysed.gov">Jennifer.geiger@nysed.gov</a> Jennifer Geiger	N	0
13	Rochester Institute of Technology 1 Lomb Memorial Dr Rochester, New York 14623 Phone : 585-475-2301 Url : <a href="https://www.rit.edu">https://www.rit.edu</a> Email : <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a> Cathy Slocum	N	0
14	SUNY Brockport 350 New Campus Dr Brockport, New York 14420 Phone : 585-395-5000 Url : <a href="https://www.brockport.edu/">https://www.brockport.edu/</a> Email : <a href="mailto:wkozires@brockport.edu">wkozires@brockport.edu</a> Warren Kozires	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

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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
16	Employee Referral	N	3
17	Indeed.com	N	1
18	Linked In	N	6
19	On Air Recruitment Ad	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</b>

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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 Rochester 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 Rochester 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	2/13/2025	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	2/24/2025	Establishment of an intern program designed to assist members of the community	Audacy Rochester hosted a college intern for the Spring semester.	2	SVP Market Manager Brand Manager
6	2/27/2025	Participation in events or programs sponsored by educational institutions	Audacy Rochester visited Canandaigua Academy, to speak with students about careers in broadcasting.	1	on air personality
7	3/6/2025	Participation in Job Fairs	Audacy Rochester 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	General Sales Manager Brand Manager

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8	4/3/2025	Participation in other activities designed by the station employment unit	Audacy Rochester hosted several students from the Investor Panel Pitch Competition for kids in the Young Entrepreneurs Academy class. Students of the program pitched their business to real, local investors. They spoke briefly about their careers in broadcasting.	2	on air personality on air personality
9	4/15/2025	Participation in other activities designed by the station employment unit	Audacy Rochester hosted a student from Mercy High School for a job shadow day.	3	on air personality on air personality on air personality
10	4/24/2025	Participation in other activities designed by the station employment unit	Audacy Rochester hosted several students from Rochester Institute of Technology's student radio station, WITR 89.7. The students were able to job shadow the morning show before taking a tour of the office.	2	on air personality on air personality
11	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
12	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
13	6/16/2025	Participation in other activities designed by the station employment unit	Audacy Rochester hosted a student from Mercy High School for a job shadow day.	3	on air personality on air personality VP Sales

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14	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
15	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
16	10/7/2025	Participation in Job Fairs	Audacy Rochester attended the ROC with your Hands career fair hosted by Rochester Technology & Manufacturing Association. Thousands of students in Monroe County grades 7-12 came out to meet different companies in the tech and manufacturing industries.	3	Sales Coordinator Account Executive VP Sales
17	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
18	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

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19	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
20	10/29/2025	Participation in events or programs sponsored by educational institutions	Audacy Rochester visited SUNY Brockport and their student run station, 89.1 The Point to speak to the students about careers in broadcasting.	1	on air personality
21	11/6/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Rochester attended the Greater Rochester Chamber of Commerce Award Ceremony and Networking Event where they spoke to attendees about careers in broadcasting.	3	VP Sales Sales Coordinator SVP Market Manager
22	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
23	12/4/2025	Participation in other activities designed by the station employment unit	Audacy Rochester hosted students from Willink Middle School for a station tour.	2	on air personality on air personality
24	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