

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC
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
Chief Engineer	1-22	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**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 : https://audacyinc.com/careers/ Careers Page Manual Posting	N	0
2	Cayuga CC 197 Franklin Street Auburn, New York 13021 Phone : 315-255-1743 Url : https://www.cayuga-cc.edu/ Email : osbornem@cayuga-cc.edu Meg Osborne	N	0
3	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
4	Eastern Monroe Career Center 41 O'Connor Road Fairport, New York 14450 Phone : 585-377-4660 Url : https://www.monroe.edu/emcc Email : Selene_terry@boces.monroe.edu Terry Selene	N	0
5	Finger Lakes Community College 3325 Marvin Sands Drive Canandaigua, New York 14424 Phone : 585-394-5005 Url : https://www.flcc.edu Email : petruce@flcc.edu Cathy Petruccione	N	0
6	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 407-551-2037 Url : https://www.fullsail.edu Email : hthompson@fullsail.com Harmony Thompson	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
7	Genesee Community College 1 College Rd Batavia, New York 14020 Phone : 585-343-0050 Url : https://www.genesee.edu/ Email : ctc@genesee.edu Career Center	N	0
8	Ibero-American Action League 817 E Main St Rochester, New York 14605 Phone : 585-256-8900 Url : https://iaal.org/ Email : yolanda@iaal.org Yolanda Albino	N	0
9	Monroe Community College 1000 E Henrietta Rd Rochester, New York 14623 Phone : 585-292-2370 Url : http://www.monroecc.edu Email : jobconnection@monroecc.edu Robin Richardson	N	0
10	Native American Cultural Center 229 Empire Boulevard Rochester, New York 14609 Phone : 585-442-1100 Url : http://www.nativeamericanculturalcenterinc.com/ Email : netroc@frontiernet.net Wia Program	N	0
11	Nazareth College 4245 E Avenue Rochester, New York 14618 Phone : 585-389-2571 Url : https://www2.naz.edu Email : mkahl6@naz.edu Michael Kahl	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
12	Newhouse School Communications 215 University Place Syracuse, New York 13244 Phone : 315-443-2911 Url : https://newhouse.syr.edu/ Email : belichti@syr.edu Career Services	N	0
13	NYS Dept. of Labor Building 12 W. Averell Harriman State Office Campus Albany, New York 12240 Phone : 585-258-4550 Url : https://www.labor.ny.gov/home Email : rochesterjobbank@labor.state.ny.us Job Bank	N	0
14	NYS Education Department 89 Washington Ave Albany, New York 12234 Phone : 585-238-2949 Url : http://www.nysed.gov Email : Jennifer.geiger@nysed.gov Jennifer Geiger	N	0
15	Rochester Institute of Technology 1 Lomb Memorial Dr Rochester, New York 14623 Phone : 585-475-2301 Url : https://www.rit.edu Email : cmsoce@rit.edu Cathy Slocum	N	0
16	SUNY Brockport 350 New Campus Dr Brockport, New York 14420 Phone : 585-395-5000 Url : https://www.brockport.edu/ Email : wkozires@brockport.edu Warren Kozires	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
17	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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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	Employee Referral	N	2
19	Job Fair	N	1
20	Linked In	N	2
21	On Air Recruitment Ad	N	1
22	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/8/2024	Establishment of an intern program designed to assist members of the community	Audacy Rochester welcomed 2 college interns for the Fall semester to get hands-on experience in the industry, and learn about programming specifically. They shadowed & assisted different shows, met & spoke with people in other departments such as promotions, and created their own portfolios to prepare to enter the workforce upon graduation.	4	SVP Market Manager Regional Brand Manager Sales Assistant on air personality
2	10/18/2024	Participation in events sponsored by organizations representing the community	Audacy Rochester invited students from Monroe Community College to view a live broadcast and discussion with Audacy On-Air staff at the 25th anniversary live broadcast at Geva Theatre.	3	Brand Manager on air personality on air personality
3	10/30/2024	Participation in events sponsored by organizations representing the community	A WBEE producer worked with a SUNY Oswego student on a project involving educating the student on careers in broadcasting during the process.	1	on air personality
4	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
5	11/9/2024	Participation in other activities designed by the station employment unit	Audacy Rochester hosted a student from St. John Fisher University for a job shadow day. This was an introduction into Sports Broadcasting for this student.	1	on air personality- Account Executive
6	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	11/26/2024	Participation in events sponsored by organizations representing the community	Audacy Rochester invited the host of the "Decision Day: Navigating Life After High School" podcast. The student shadowed, interviewed, and recorded staff throughout the day representing a career in broadcasting, to air as an episode on the podcast.	3	SVP Market Manager Regional Brand Manager on air personality
8	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 Taffic Director
9	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
10	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