

WHLL, WMAS-FM, WWEI
EEO PUBLIC FILE REPORT
September 30, 2024 - November 30, 2024

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	1-24	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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
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 : 781-891-2000 Email : ga_recruiting_info@bentley.edu Career Center	N	0
4	Berklee College of Music 921 Boylston Street Boston, Massachusetts 2215 Phone : 617-266-1400 Email : careercenter@berklee.edu Career Center	N	0
5	Boston Women's Commission 1 City Hall Square Boston, Massachusetts 2201 Phone : 617-635-4427 Email : bostonwomen@cityofboston.gov Career Services	N	0
6	Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services	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	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
8	Division of Employment & Training 210 South St Boston, Massachusetts 2114 Phone : 617-338-0809 Email : dlund@detma.org Career Services	N	0
9	Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services	N	0
10	Keene State College 229 Main Street Keene, New Hampshire 3435 Phone : 603-352-1909 Email : aca@keene.edu Career Services	N	0
11	Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services	N	0
12	Mass Commonwealth of Unemployment 19 Staniford Street Boston, Massachusetts 2114 Phone : 508-730-5000 Email : aborges@masshirebristol.org Anne Borges	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
13	Massachusetts Association of Broadcasters PO Box 857 Clark, New Jersey 7066 Phone : 800-471-1875 Email : jordan@massbroadcasters.org Jordan Walton	N	0
14	New England College 98 Bridge Street Henniker, New Hampshire 3242 Phone : 603-428-2211 Email : edurkee@nec.edu Career Services	N	0
15	New England School of Communication 1 College Circle Bangor, Maine 4401 Phone : 207-941-7176 Email : bill@nescom.edu Career Services	N	0
16	North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services	N	0
17	Rhode Island Indian Council 807 Broad Street Providence, Rhode Island 2907 Phone : 401-781-1098 Email : dwaldron@rhodeislandindiancouncil.org Darrell Waldron	N	0
18	Springfield College 263 Alden Street Springfield, Massachusetts 1109 Phone : 413-748-3000 Email : smosier@springfieldcollege.edu Sharon Mosier	N	0

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19	Wentworth Institute of Technology 550 Huntington Ave Boston, Massachusetts 2115 Phone : 617-989-4590 Email : jobs@wit.edu Career Services	N	0
20	WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6919 Email : wumb@umb.edu Career Services	N	0
21	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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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
22	Indeed.com	N	2
23	Recruiter	N	2
24	Station Website	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	10	Market Manager Brand Manager Regional President Talent Acquisition Specialist
2	10/21/2024	Participation in Job Fairs	Audacy Massachusetts participated in a Fall job fair representing opportunities for both the Boston and Springfield markets.	3	SVP Market Manager Sales Administration Regional Promotions Manager
3	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	Director, Talent Acquisition
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Springfield list available careers on their website giving listeners access to job opportunities.	2	SVP Market Manager Sales Administration HR Generalist
5	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Springfield runs year long General Recruitment Spots.	2	SVP Market Manager Sales Administration
6	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

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7	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
8	11/20/2024	Participation in events or programs sponsored by educational institutions	Audacy Massachusetts participated in a career fair at UMass Boston representing opportunities for both the Boston and Springfield markets.	1	Regional Promotions Manager