

WHLL, WMAS-FM, WWEI
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 2025

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 100 Hall of Fame Avenue, Springfield, MA - 01105	<u>Contact Person/Title:</u> Craig Swimm SVP/Market Manager
<u>Telephone Number:</u> 413-737-1414	<u>E-Mail Address:</u> craig.swimm@audacy.com

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	1-23	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	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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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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 625 West Adams St. Suite 20-110 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 ("MRSL")

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	Employee Referral	N	1
23	Linked In	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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 Springfield 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 Springfield 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	2/10/2025	Hosting of Job Fair	Audacy Springfield hosted a career fair with MassHire. 37 companies attended and there were 411 job seekers.	4	SVP Market Manager Sales Administration on air personality Account Executive
5	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
6	5/8/2025	Participation in other activities designed by the station employment unit	Audacy Springfield gave a station tour to a group from Chicopee Center School.	2	on air personality SVP Market Manager
7	5/12/2025	Hosting of Job Fair	Audacy Springfield hosted a career fair with MassHire. 33 companies attended and there were 210 job seekers.	4	SVP Market Manager Sales Administration Account Executive on air personality

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8	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
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	10/6/2025	Hosting of Job Fair	Audacy Springfield hosted a career fair with MassHire. 55 companies attended and there were 610 job seekers.	4	SVP Market Manager Account Executive on air personality Account Executive
11	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
12	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

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13	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.	2	Director of Talent Acquisition Market Manager
14	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
15	11/17/2025	Participation in other activities designed by the station employment unit	Audacy Springfield gave a station tour to students interested in careers in broadcasting from Westfield State College.	2	SVP Market Manager Sales Administration