

WRCH, WTIC, WTIC-FM, WZMX
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 10 Executive Drive, Farmington, CT - 06032	<u>Contact Person/Title:</u> Stephanie Perl SVP/Market Manager
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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 - Hartford	1-52, 54-81, 86, 88	1
Afternoon Drive Producer/Board Operator	1-36, 38-52, 54-70, 72-82, 86	82
WTIC-AM Talk Show Host (Hartford)	1-36, 38-52, 54-79, 81	1
WTIC-AM Talk Show Host (Hartford)	1-36, 38-70, 72-79, 83, 87	83
Account Executive - Hartford	1-36, 38-56, 58-70, 72-79, 86, 88	88
Client Success Strategist	1-36, 38-52, 54-56, 58-67, 69-70, 72-80, 84, 88	84
Account Executive - Hartford	1-31, 33-36, 38-44, 46-49, 51-52, 54-56, 58-67, 69-70, 72, 74-79, 85, 87-88	85
News Anchor	83	83

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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	20
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 : 781-891-2164 Email : ga_recruiting_info@bentley.edu Career Center	Y	0
4	Berklee College of Music 921 Boylston Street Boston, Massachusetts 2215 Phone : 617-747-2246 Email : careercenter@berklee.edu Career Center	N	0
5	Berkshire Community College 1350 West Street Pittsfield, Massachusetts 1201 Phone : 413-236-1637 Email : careers@berkshirecc.edu Career Center	N	0
6	Boston College 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-4769 Url : https://bc-csm.symplicity.com/students/?signin_tab Employer Recruiting Manual Posting	Y	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	Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-2000 Url : https://app.joinhandshake.com Heather Fink Manual Posting	Y	0
8	Boston Women's Commission 1 City Hall Square Boston, Massachusetts 2201 Phone : 617-635-4427 Email : bostonwomen@cityofboston.gov Career Services	N	0
9	Brandeis University 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Url : https://app.joinhandshake.com Cary Weir-Lytle Manual Posting	N	0
10	Bridgewater State University 131 Summer Street Bridgewater, Massachusetts 2324 Phone : 508-531-1328 Url : https://employer.gradleaders.com/bridgewater/emplo John Paganelli Manual Posting	N	0
11	Bristol Community College 777 Elsbree St Fall River, Massachusetts 2720 Phone : 508-678-2811 ext.2407 Email : human-resources@bristolcc.edu Jeffrey Craig	N	0
12	Bunker Hill Community College 250 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-228-2000 Url : http://bhcc.edu/advising Email : advising@bhcc.mass.edu Delores Gatley	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	Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services	N	0
14	Center for Latino Progress 95 - 97 Park St. Hartford, Connecticut 6106 Phone : 860-247-3227 Email : LatinoProgress@ctprf.org Job Listing	N	0
15	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6053 Phone : 860-832-1615 Email : careers@ccsu.edu Job Listing	N	0
16	College of the Holy Cross 1 College Street Worcester, Massachusetts 1610 Phone : 508-793-3880 Url : https://app.joinhandshake.com Pam Ahearn Manual Posting	N	0
17	Community Renewal Team 395 Wethersfield Ave Hartford, Connecticut 6114 Phone : 860-560-5661 Email : mazzucak@crtct.org Krista Mazzuca	N	0
18	Connecticut Broadcasters Association 90 S Park St Willimantic, Connecticut 6226 Phone : 860-456-0443 Email : mryan@ctba.org Mike Rice	N	0

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19	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com Brian Forster	N	0
20	Dartmouth College 6016 McNutt Hall Hanover, New Hampshire 3755 Phone : 603-646-1110 Email : Career.services@dartmouth.edu Career Services	N	0
21	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
22	Division of Employment & Training 19 Staniford Street Boston, Massachusetts 2114 Phone : 617-626-5054 Email : dlund@detma.org Donna Lund	N	0
23	Eastern Nazarene College 23 E Elm Ave Quincy, Massachusetts 2170 Phone : 617-745-3000 Email : bradford.e.thorne@enc.edu Job Listing	N	0
24	Elms College 291 Springfield St Chicopee, Massachusetts 1013 Phone : 413-594-2761 x272 Email : davisn@elms.edu Office of Career Services	N	0

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25	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : https://app.joinhandshake.com Blaine Butler Manual Posting	Y	0
26	Endicott College 376 Hale Street Beverly, Massachusetts 1915 Phone : 978-816-7619 Url : https://app.joinhandshake.com Brenda Campbell Manual Posting	N	0
27	Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services	N	0
28	Framingham State College 100 State Street Framingham, Massachusetts 1701 Phone : 508-626-4625 Url : https://app.joinhandshake.com Carol Spector Manual Posting	N	0
29	Girls Incorporated of Pittsfield 125 Providence St Worcester, Massachusetts 1604 Phone : 413-442-5174 Email : dariusg@brighamcenter.org Job Listing	N	0
30	Gordon College 255 Grapevine Rd Wenham, Massachusetts 1984 Phone : 978-867-4081 Url : https://app.joinhandshake.com Pam Lazarakis Manual Posting	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
31	Grace Church of All Nations 33 Elm Hill Ave Dorchester, Massachusetts 2121 Phone : 617-825-6757 Email : administration@gcoan.org Bettye Coney	N	0
32	Greenfield Community College 1 College Dr Greenfield, Massachusetts 1301 Phone : 413-775-1000 Email : forster@gcc.mass.edu Job Listing	N	0
33	Hampshire College (Career Options Center) 893 West St Amherst, Massachusetts 1002 Phone : 413-559-5520 Email : corc@hampshire.edu Jane Zerby	N	0
34	Harriet Tubman House 566 Columbus Ave Boston, Massachusetts 2118 Phone : 617-536-8610 Email : Lroberts@uses.org Linda Roberts	N	0
35	Hartford Seminary 77 Sherman St Hartford, Connecticut 6105 Phone : 860-509-9500 Email : info@hartsem.edu Job Listing	N	0
36	Holyoke Community College 50 College Street South Hadley, Massachusetts 1075 Phone : 413-538-7000 Email : rpowers@hcc.edu Job Listing	N	0

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37	Keene State College 229 Main Street Keene, New Hampshire 3435 Phone : 603-358-2453 Email : phallora@keene.edu Career Services	N	0
38	Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services	N	0
39	Longy School of Music 27 Garden St Cambridge, Massachusetts 2138 Phone : 617-876-0956 Email : admissions@longy.edu Job Listing	N	0
40	MA College of Liberal Arts 375 Church Street North Adams, Massachusetts 1247 Phone : 413-662-5332 Email : career@mcla.edu Job Listing	N	0
41	Mass Commonwealth of Unemployment 19 Staniford Street Boston, Massachusetts 2114 Phone : 508-730-5033 Email : moffer@bristoljobs.org Marilyn Offer	N	0
42	Massachusetts Institute of Technology - MIT 77 Massachusetts Ave Cambridge, Massachusetts 2139 Phone : 617-715-5327 Url : https://app.joinhandshake.com Brian Hanna Manual Posting	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
43	Massachusetts Rehabilitation Comm. 600 Washington St Boston, Massachusetts 2111 Phone : 413-499-2720 Email : peter.white@massmail.state.ma.us Peter White	N	0
44	Massasoit Community College 1 Massasoit Blvd. Brockton, Massachusetts 2302 Phone : 508-588-9100 Url : https://www.focus2career.com/portal/login.cfm?sid=Allessandra Monteiro Manual Posting	N	0
45	MassEdCO 484 Main St Suite 500 Worcester, Massachusetts 1608 Phone : 508-754-6829 Email : ddaoust@massedco.org Dorothy Daoust	N	0
46	MassHire Berkshire Career Center 160 North Street Pittsfield, Massachusetts 1201 Phone : 413-499-2220 Url : http://masshireberkshirecc.com Email : mgelaznik@MassHireBerkshireCC.com Amy Demarest	N	0
47	Merrimack College 315 Turnpike Street North Andover, Massachusetts 1845 Phone : 978-837-5143 Url : https://app.joinhandshake.com Laura Hillier Manual Posting	N	0
48	Montserrat College of Art 23 Essex St Beverly, Massachusetts 1915 Phone : 978-922-8222 Email : amy.ruiter@montserrat.edu Job Listing	N	0

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49	Mount Ida College 777 Dedham St Newton, Massachusetts 2459 Phone : 617-928-4602 Email : rbrooks@mountida.edu Job Listing	N	0
50	Mt. Wachusett Community College 444 Green Street Gardner, Massachusetts 1440 Phone : 978-630-9134 Email : pbrewerton@mwcc.mass.edu Christine Davis	N	0
51	Myrtle Baptist Church 21 Curve St Newton, Massachusetts 2465 Phone : 617-332-5870 Email : myrtlebaptist@gmail.com Job Listing	N	0
52	NAACP/ South Middlesex Branch 7 Bishop Street Framingham, Massachusetts 1704 Phone : 508-510-3648 Email : washingtonbureau@naacpnet.org Job Listing	N	0
53	NE Conservatory of Music 290 Huntington Ave Boston, Massachusetts 2115 Phone : 617-585-1118 Email : marianne.wisheart@necmusic.edu Marianne Wisheart	N	0
54	New North Citizens Council 2455 Main Street Springfield, Massachusetts 1107 Phone : 413-746-4885 Email : klmorales@newnorthcc.org Barbara Rivera	N	0

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55	Nichols College 129 Center Road Dudley, Massachusetts 1571 Phone : 508-213-2482 Url : https://app.joinhandshake.com Abby DePasquale Manual Posting	Y	0
56	North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services	N	0
57	Northeastern University 360 Huntington Ave Boston, Massachusetts 2115 Phone : 617-373-2000 Email : student-affairs@neu.edu Career Services	Y	0
58	Old Hill Neighborhood Council 99 Eastern Ave Springfield, Massachusetts 1109 Phone : 413-736-4575 Email : oldhillcouncil@gmail.com Job Listing	N	0
59	Pine Manor College 400 Heath St Chestnut Hill, Massachusetts 2467 Phone : 617-731-7000 Email : careerdevelopment@pmc.edu Career Development	N	0
60	Puerto Rican Veteran's Association 52 Maple Ct Springfield, Massachusetts 1105 Phone : 413-731-0194 Email : sgtgomez@aol.com Job Listing	N	0

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61	Regis College 235 Wellesley St Weston, Massachusetts 2492 Phone : 781-768-7000 Email : susan.kennedy@regiscollege.edu Job Listing	N	0
62	South End Community Center 1601 Washington St Boston, Massachusetts 2118 Phone : 413-788-6173 Email : southendcommunitycenter@yahoo.com Mr. Swan	N	0
63	Southern New Hampshire University 2500 N River Road Hooksett, New Hampshire 3106 Phone : 888-672-1458 Url : https://app.joinhandshake.com Christina Cassella Manual Posting	N	0
64	Spanish American Merchants Assoc. 95 PARK ST HARTFORD, Connecticut 6106 Phone : 860-278-5825 Email : norma_hernandez@samact.org Norma Hernandez	N	0
65	Stonehill College 320 Washington Street North Easton, Massachusetts 2357 Phone : 508-565-1000 Url : https://app.joinhandshake.com Kristine Shatas Manual Posting	N	0
66	Thayer Academy 745 Washington Street Braintree, Massachusetts 2184 Phone : 781-843-3580 Email : dking@thayer.org Denise King	N	0

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67	Twelfth Baptist Church 160 Warren St Roxbury, Massachusetts 2119 Phone : 617-442-7855 Email : office@tbcoston.org Job Listing	N	0
68	U.S. Department of Veterans Affairs 150 South Huntington Ave Boston, Massachusetts 2115 Phone : 800-827-1000 Email : monita.sundell@va.gov Monita Sundell	N	0
69	University of Massachusetts at Dartmouth 285 Old Westport Road North Dartmouth, Massachusetts 2747 Phone : 508-999-8658 Url : https://app.joinhandshake.com Sheldon Straker Manual Posting	N	0
70	Urban League of Eastern Massachusetts 88 Warren St Roxbury, Massachusetts 2119 Phone : 860-527-0147 Email : ymatthews@ulgh.org Yvonne Matthews	N	0
71	US Dept. of Labor/Apprentice & Training 15 Sudbury St Boston, Massachusetts 2203 Phone : 202-693-4676 Email : weeks.emily.c@dol.gov emily weeks	N	0
72	WBRS-FM (Brandeis University) 415 South Street Waltham, Massachusetts 2453 Phone : 617-736-5277 Email : gm@wbrs.org Adam Guttell	N	0

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73	Western New England College 1215 Wilbraham Road Springfield, Massachusetts 1119 Phone : 413-782-3111 Email : jsteffes@wne.edu Jeanne Hart-Steffes	N	0
74	Westfield State College 577 Western Ave Westfield, Massachusetts 1086 Phone : 413-572-5206 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
75	Worcester State University 486 Chandler Street Worcester, Massachusetts 1602 Phone : 508-929-8000 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
76	WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6900 Email : wumb@umb.edu Patricia Monteith	N	0
77	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
78	WZBC-FM 90.3FM (Boston College) 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-3511 Email : internship.director@wzbc.org Meaghan O'Hare	N	0

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79	YMCA Boston 316 Huntington Avenue Boston, Massachusetts 2115 Phone : 617-927-8060 Email : hrdepartment@ymcaboston.org HR Department	N	0
80	YMCA of New Bedford 25 S Water St Bedford, Massachusetts 2740 Phone : 508-997-5362 Email : kstrangis@ymcasouthcoast.org Kendra Strangis	N	0
81	YWCA Cambridge 820 Massachusetts Ave Cambridge, Massachusetts 2139 Phone : 617-491-6050 Email : nobrien@cambymca.org Job Listing	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
82	Current Employee - Transfer/Promotion	N	1
83	Current Employee/Internal Promotion	N	2
84	Employee Referral	N	1
85	Former Employee Referral	N	1
86	Indeed.com	N	3
87	Internal Candidate	N	2
88	Linked In	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	The website for each of the stations in the Employment Unit includes a link to the Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
2	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 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	EEO Coordinator
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager

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4	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
5	12/10/2020	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discrimination in the workplace.	4	Market Manager General Sales Manager Brand Managers All FT & PT Staff
6	2/23/2021	Participation in Job Fairs	Greater New Haven Chamber Internship -Career-Job Fair 2021: Participated in a virtual job fair, where we created our own virtual booth and documented our current job posting as well as highlighted the many advantages of becoming part of the Audacy (formally Entercom) team. Candidates were able to visit our booth and inquire with questions and/or submit their resumes for future or current opportunities.	2	Business Administrator Account Executive
7	4/15/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist

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8	8/3/2021	Provision of training to management	FCC and OFCCP's EEO Requirements - Management Training: 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	4	General Manager General Sales Manager Brand Managers Business Administrator
9	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
10	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist