

WBEN, WGR, WKSE, WLKK, WTSS, WWKB, WWWS**EEO PUBLIC FILE REPORT****February 1, 2021 - January 31, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 500 Corporate Pkwy, Suite 200, Buffalo, NY - 14226	<u>Contact Person/Title:</u> Tim Holly SVP/Market Manager
<u>Telephone Number:</u> 716-843-0600	<u>E-Mail Address:</u> tim.holly@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
Technical/Show Producer-Buffalo	1-9, 11-12, 14-18, 20-28, 30-32, 34-43, 45-58, 60-67, 69, 74	69
Account Executive	1, 3, 5-11, 13-18, 21, 23-25, 28-34, 36, 38, 40-42, 44, 46-49, 52-54, 59-61, 64- 66, 74	74
Sales Assistant	1, 3, 5-11, 13-18, 21, 23-25, 28-34, 36, 38, 40-42, 44, 46-49, 52-54, 59-61, 64- 66, 69, 74	69
On Air Personality	1, 3-11, 13-19, 21, 23-25, 28-34, 36, 38, 40-42, 44, 46-49, 52-54, 58-61, 64- 66, 71-74	74
Digital & Broadcast Sales Assistant-Buffalo	1-9, 11-18, 20-32, 34-38, 40-43, 45-58, 60-66, 68, 70-71	70
News Reporter	1-9, 11-18, 20-32, 34-38, 40-43, 45-58, 60-70, 74	69

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Cultural Center Inc. 350 Masten Avenue. Buffalo, New York 14209 Phone : 716-885-2590 Email : african-cultural350@gmail.com Job Listing	N	0
2	Alfred State College Upper College Drive Alfred, New York 14802 Phone : 607-871-2162 Url : https://app.joinhandshake.com Valerie Daciw Manual Posting	N	0
3	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Phone : 607-871-2791 Email : cdc@alfred.edu Mariann Walsh	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
5	Black Student Union at SUNY Buffalo 350 Student Union Buffalo, New York 14260 Phone : 716-645-3209 Email : mgtlarry@buffalo.edu Larry Michael	N	0
6	Bryant & Stratton Amherst Campus Career Services 3650 Millersport Hwy. Getzville, New York 14068 Phone : 716-625-6300 Email : amherst@bryantstratton.edu Job Listing	N	0

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7	Bryant & Stratton Southtowns Campus Career Services 200 Redtail Drive Orchard Park, New York 14127 Phone : 716-677-9500 Email : southtowns@bryantstratton.edu Job Listing	N	0
8	Buffalo & Erie County Workforce Development Consortium, Inc. Buffalo Employment & Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : 716-856-8139 X3137 Email : spattersonwhite@wdcinc.org Sharon Patterson-White	N	0
9	Buffalo Lutheran Employment Service 910 Fillmore Avenue Buffalo, New York 14215 Phone : 716-892-7682 Email : Bles850@aol.com Kenneth Holley	N	0
10	Buffalo NAACP 395 E. Ferry Street 2nd Floor Buffalo, New York 14208 Phone : 716-884-7242 Email : naacp@apollo3.com Frank B. Mesiah	N	0
11	Buffalo State College SUNY Career Development Center Cleveland Hall Room 306 1300 Elmwood Avenue Buffalo, New York 14222 Phone : 716-878-5811 Email : rogerslm@buffalostate.edu Lynn M. Rogers	N	0
12	Canisius College 2001 Main Street Buffalo, New York 14208 Phone : 716-888-2488 Url : https://app.joinhandshake.com Sheila Pettigrew 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
13	Career & Technical Education, Buffalo Board of Education 2201 City Hall Buffalo, New York 14202 Phone : 716-816-3700 Email : kheinle@buffaloschools.org Katherine M. Heinle	N	0
14	Catholic Charities of Buffalo 525 Washington Street Buffalo, New York 14203 Phone : 716-856-4494 Email : r.rojas@ccwny.org R. Rojas	N	0
15	Chamber of Commerce of the Tonawandas 15 Webster Street North Tonawanda, New York 14120 Phone : 716-692-5120 Email : director@the-tonawandas.com Joyce M. Santiago	N	0
16	Cheektowaga Chamber of Commerce AppleTree Business Park 2875 Union Road, Suite 50 Cheektowaga, New York 14227 Phone : 716-684-5838 Email : chamber@cheektowaga.org Debra S. Liegl	N	0
17	Clarence Chamber of Commerce, Inc. 8899 Main Street, Suite #4 P.O. Box #177 Clarence, New York 14031 Phone : 716-631-3888 Email : info@clarence.org Judy Sirianni	N	0
18	Colored Musicians Club 145 Broadway Buffalo, New York 14203 Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0

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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
19	Community Action Org. of Erie County, Inc. 70 Harvard Place Buffalo, New York 14209 Phone : 716-881-5150 Email : sbrown@caoec.org Sjunseeargn Brown	N	0
20	Cornell University 129 Ho Plaza Ithaca, New York 14853 Phone : 716-255-5221 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
21	Corning Community College Career & Transfer Services 1 Academic Drive Corning, New York 14830 Phone : 800-962-9228 Email : Hendrickson@corning-cc.edu Loretta Hendrickson	N	0
22	Daemen College 4350 Main Street Amherst, New York 14226 Phone : 716-839-8334 Url : https://app.joinhandshake.com Michelle Thompson Manual Posting	N	0
23	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
24	Dulski Community Services 129 Lewis Street Buffalo, New York 14206 Phone : 716-847-2860 Email : aventurini@urbanctr.org Alissa Venturini	N	0

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25	ECC Employment & Training Center, Buffalo & Erie County Workforce Development Consortium, Inc. 3176 Abbott Road Orchard Park, New York 14127 Phone : 716-270-4444 Email : onestop@ecc.edu Job Listing	N	0
26	Erie Community College- Buffalo 45 Oak Street Room D150 Buffalo, New York 14203 Phone : 716-851-1183 Katie Marshall Manual Posting	N	0
27	Erie Community College- North Campus 6205 Main Street Room 161G Williamsville, New York 14221 Phone : 716-851-1484 Joseph Abbarno Manual Posting	N	0
28	Finger Lakes Community College 4355 Lakeshore Drive Canandaigua, New York 14424 Phone : 585-394-5005 Email : petrucce@flcc.edu Cathy Petruccione	N	0
29	Full Sail University (formerly Full Sail Real World Education) 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-757-5105 Email : dseverson@fullsail.com Daniel Severson	N	0
30	Genesee Community College Career & Transfer Center One College Road Batavia, New York 14020 Phone : 585-345-6888 Email : CTC@genesee.edu Job Listing	N	0

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31	Goods Entertainment 606 Post Rd. E. Westport, Connecticut 6880 Phone : 203-341-0111 Email : agoodman@GoodsEntertainment.com Adam Goodman	N	0
32	Grand Island Chamber-Commerce 2257 Grand Island Blvd. Grand Island, New York 14072 Phone : 716-773-3651 Email : info@gichamber.org Carolyn Konopski	N	0
33	Greater South Buffalo Chamber of Commerce 2019 Seneca Street Buffalo, New York 14210 Phone : 716-824-9942 Email : ann@southbuffalochamber.org Ann J. Enger	N	0
34	Hilbert College Career Development Center 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : info@hilbert.edu Job Listing	N	0
35	Houghton College Buffalo Career Development Office One Symphony Circle Buffalo, New York 14201 Phone : 716-674-6363 Url : https://houghton.joinhandshake.com/ Job Listing Manual Posting	N	0
36	International Institute 864 Delaware Avenue Buffalo, New York 14209 Phone : 716-883-1900 Url : http://www.iibuffalo.org Email : iib@iibuff.org Job Listing	N	0

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37	Ithaca College, Career Services 953 Darby Road / 101 Muller Ithaca, New York 14850 Phone : 607-274-3365 Url : https://app.joinhandshake.com John Fracchia Manual Posting	N	0
38	Jamestown Community College Career Development Centers 525 Falconer Street Jamestown, New York 14701 Phone : 716-338-1007 Email : WendyBurns@mail.sunyjc.edu Wendy Burns	N	0
39	Jewish Center of Greater Buffalo Inc. 787 Delaware Avenue Buffalo, New York 14209 Phone : 716-204-2074 Email : PamMarin@JCCBuffalo.org Pam Marin	N	0
40	Jewish Family Service of Buffalo & Erie County 70 Barker Avenue Buffalo, New York 14209 Phone : 716-883-1914 Email : Dnewkirk@JFSBuffalo.org D. Newkirk	N	0
41	Lackawanna Area Chamber of Commerce, Inc. 638 Ridge Road Lackawanna, New York 14218 Phone : 716-823-8841 Email : info@lackawannachamber.com Job Listing	N	0
42	Latin American Cultural Association 114 Elmwood Avenue Buffalo, New York 14201 Phone : 716-885-6343 Email : lacanewyork@yahoo.com Job Listing	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	Medaille College Office of Career Planning 16 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2211 Url : https://app.joinhandshake.com Carol Cullinan Manual Posting	N	0
44	New School of Radio & Television 7 Harriman Campus Road Albany, New York 12206 Phone : 716-438-7682 Email : admin@nsrt.org Cathy Taylor	N	0
45	Niagara University Career Services Lewiston Road Niagara University, New York 14109 Phone : 716-286-8530 Url : https://app.joinhandshake.com Michael Skowronski Manual Posting	N	0
46	North Greenville University 132 Tingle Student Center Tigerville, South Carolina 29688 Phone : 716-977-7669 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0
47	NYS Broadcasters Assn. 1605 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
48	Office of Urban Initiatives Inc. 3435 Main Street Buffalo, New York 14214 Phone : 716-829-3485 Email : jkujawa@buffalo.edu Jeff Kujawa	N	0

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49	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
50	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : 585-594-6533 Url : https://app.joinhandshake.com Mary Flaherty Manual Posting	N	0
51	Rochester Institute of Technology (RIT) One Lomb Memorial Drive Rochester, New York 14623 Phone : 585-475-2301 Url : https://app.joinhandshake.com Maria Richart Manual Posting	N	0
52	Seneca Nation of Indians 1510 Route 438 Irving, New York 14081 Phone : 716-532-9221 Email : Darcy.kettle@sni.org Darcy Kettle	N	0
53	SNI Training & Employment Resource Center Cattaraugus Reservation 23 Thomas Indian School Drive Irving, New York 14081 Phone : 716-532-1033 Email : Patricia.Schindler@SNI.org Patricia Schindler	N	0
54	St. Bonaventure University 3261 West State Road Reilly Center, Room 228 St. Bonaventure, New York 14778 Phone : 716-375-2099 Email : pburdick@sbu.edu Pamela Burdick	N	0

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55	State University of New York at Geneseo (SUNY Geneseo) Blake A-104 Geneseo, New York 14454 Phone : 585-245-5721 Url : https://app.joinhandshake.com Rob DiCarlo Manual Posting	N	0
56	SUNY College at Fredonia Career Development Office Gregory Hall, 2nd Floor Fredonia, New York 14063 Phone : 716-673-3327 Url : https://app.joinhandshake.com Marjorie Plaister Manual Posting	N	0
57	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : 315-443-5548 Url : https://app.joinhandshake.com Sue Clayton Manual Posting	N	0
58	The College at Brockport- State University of New York (SUNY) 350 New Campus Crive Rochester, New York 14604 Phone : 585-395-2159 Url : https://app.joinhandshake.com Jill Wesley Manual Posting	N	0
59	Tonawanda Band of Senecas 7027 Meadville Road Basom, New York 14013 Phone : 716-542-4244 Email : tonsenec@buffnet.net Chief Roger Hill	N	0
60	Trocaire College – Main Campus 360 Choate Avenue Buffalo, New York 14220 Phone : 716-827-2577 Email : darsteinC@Trocaire.edu Claire Darstein	N	0

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61	United Way of Buffalo & Erie County 742 Delaware Avenue Buffalo, New York 14209 Phone : 716-887-2656 Email : Karen.christie@uwbec.org Karen Christie	N	0
62	University at Buffalo (SUNY) North Campus 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Url : https://app.joinhandshake.com Arlene Kaukus Manual Posting	N	0
63	University of Rochester River Campus Rochester, New York 14627 Phone : 585-275-2366 Url : https://app.joinhandshake.com Megan Vargulick Manual Posting	N	0
64	Villa Maria College 240 Pine Ridge Road Cheektowaga, New York 14225 Phone : 716-961-1814 Url : https://www.collegecentral.com/villa/ Email : dhandzlik@villa.edu Judy Piskun	N	0
65	West Seneca Chamber of Commerce 950 Union Road #205 West Seneca, New York 14224 Phone : 716-674-4900 Email : Director@westseneca.org Frank B. Calieri	N	0
66	West Side Community Services 161 Vermont Street Buffalo, New York 14213 Phone : 716-884-6616 Email : lcandelario@roadrunner.com Lucy Candelario	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
67	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
68	Current Employee	N	2
69	Current Employee - Transfer/Promotion	N	3
70	Former Employee	N	3
71	Indeed.com	N	3
72	Linked In	N	1
73	None indicated (Source Unknown)	N	1
74	Station Website	N	11
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2021	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
2	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	Ongoing Event	Participation in other activities designed by the station employment unit	Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse College and Spelman College, 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 Talent Acquisition, Manager SVP/Market Manager
4	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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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/3/2021	Establishment of training programs for station personnel	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.	10	Station Manager General Sales Manager Brand Manager
6	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
7	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