

**WHLL, WMAS-FM, WWEI**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

AUDACY Springfield,MA 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Provision of training to personnel of unaffiliated non-profit organizations	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 was to help foster an inclusive work environment as well as prevent discrimination in the workplace.	22	Market Manager General Sales Manager All FT & PT Staff
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	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
4	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, the Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager

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5	2/15/2022	Participation in Job Fairs	Temple University Law Klein College of Media and Communications Virtual Career Fair Panel Discussion. Participation entailed:  - Answered questions about the current trends in the industry. - Offered networking advice on meaningful engagement with hiring managers and other industry decision makers to get noticed. - Helped perfect their "elevator pitch" - Reviewed Resumes - Participated in mock interviews with senior students who were preparing for actual job interviews	1	Regional Director, Human Resources
6	5/4/2022	Participation in Job Fairs	Held a booth at the Springfield Technical Community College Career fair to provide information about the current job openings in Radio.	1	SVP/Market Manager
7	5/16/2022	Participation in Job Fairs	MassHire held a career expo at The Basketball Hall of Fame in Springfield, MA where Audacy had a booth and shared information about the current job openings in the market with the attendees.	1	SVP/Market Manager
8	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist
9	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
10	10/17/2022	Participation in Job Fairs	MassHire held a career expo at The Basketball Hall of Fame in Springfield, MA where Audacy had a booth and shared information about the current job openings in the market with the attendees.	1	SVP/Market Manager

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11	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician