

WBEN, WGR, WKSE, WLKK, WTSS, WWKB, WWWS**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023**

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 - Buffalo	3, 18, 48-50	48
Account Executive - Buffalo	3, 18, 48-50	48
Sales Assistant	1-47, 49-50	50

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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 University Career Development Center Saxon Drive Alfred, New York 14802 Phone : 607-871-2791 Email : cdc@alfred.edu Mariann Walsh	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	2
4	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
5	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
6	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

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7	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
8	Buffalo Lutheran Employment Service 910 Fillmore Avenue Buffalo, New York 14215 Phone : 716-892-7682 Email : Bles850@aol.com Kenneth Holley	N	0
9	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
10	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
11	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
12	Catholic Charities of Buffalo 525 Washington Street Buffalo, New York 14203 Phone : 716-856-4494 Email : r.rojas@ccwny.org R. Rojas	N	0

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13	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
14	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
15	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
16	Colored Musicians Club 145 Broadway Buffalo, New York 14203 Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0
17	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
18	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

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19	Dulski Community Services 129 Lewis Street Buffalo, New York 14206 Phone : 716-847-2860 Email : aventurini@urbanctr.org Alissa Venturini	N	0
20	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
21	Finger Lakes Community College 4355 Lakeshore Drive Canandaigua, New York 14424 Phone : 585-394-5005 Email : petrucce@flcc.edu Cathy Petruccione	N	0
22	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
23	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
24	Goods Entertainment 606 Post Rd. E. Westport, Connecticut 6880 Phone : 203-341-0111 Email : agoodman@GoodsEntertainment.com Adam Goodman	N	0

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25	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
26	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
27	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
28	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
29	Jamestown Community College Career Development Centers 525 Falconer Street Jamestown, New York 14701 Phone : 716-338-1007 Email : WendyBurns@mail.sunyjcc.edu Wendy Burns	N	0
30	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

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31	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
32	Latin American Cultural Association 114 Elmwood Avenue Buffalo, New York 14201 Phone : 716-885-6343 Email : lacanewyork@yahoo.com Job Listing	N	0
33	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
34	North Greenville University 132 Tingle Student Center Tigerville, South Carolina 29688 Phone : 716-977-7669 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0
35	NYS Broadcasters Assn. 1605 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
36	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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37	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
38	Seneca Nation of Indians 1510 Route 438 Irving, New York 14081 Phone : 716-532-9221 Email : Darcy.kettle@sni.org Darcy Kettle	N	0
39	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
40	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
41	Tonawanda Band of Senecas 7027 Meadville Road Basom, New York 14013 Phone : 716-542-4244 Email : tonsenec@buffnet.net Chief Roger Hill	N	0
42	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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43	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
44	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
45	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
46	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
47	Current Employee - Transfer/Promotion	N	1
48	Employee Referral	N	2
49	Indeed.com	N	3
50	Linked In	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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	2/1/2022	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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
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 organization 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	2/15/2022	Participation in Job Fairs	Participated in the Temple University Virtual Career Fair on 2/15/22. We had the pleasure of answering questions, offered networking advice, reviewed resumes and participated in mock interviews.	1	Regional HR Director
4	4/23/2022	Participation in Job Fairs	Participated in the BBA Annual Job Fair on 4/23/22. We had the opportunity to meet potential new hires and interns from various colleges and universities. Interacted with students and had the pleasure of answering questions as it relates to the industry and working with Audacy.	2	Asst. Brand Manager Regional Sales Promotions Dir.
5	7/20/2022	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.	400	General Managers General Sales Manager Brand Managers Promotions Managers

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6	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
7	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
8	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
9	12/9/2022	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 discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
10	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff