

WCBS, WCBS-FM, WFAN, WFAN-FM, WINS, WINS-FM, WNEW-FM, WXBK**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
Digital Content Producer - WINS and WCBS-AM	1-20, 22, 24	20
On Air Personality (94.7 The Block)	1-18, 20, 23-25, 27	20
On Air Personality (94.7 The Block)	1-18, 20, 23-25, 27	25
On Air Personality (94.7 The Block)	1-18, 20, 23-25, 27	27
Desk Side Support	1-2, 4-18, 20-21, 23-24	20
News Service Aide (WINS)	1-2, 4-18, 22	22
News Service Aide (WINS)	1-2, 4-18, 22	22
Regional Brand Manager (Alternative)	1-2, 4-18, 20, 22	22
Digital Managing Editor 1010 WIN & WCBS 880	1-2, 4-18, 21-22, 24	22
Morning Show Content Producer (WCBS-FM)	1-19, 21, 24	19
Account Executive	1-19, 22, 24, 26	19
Account Executive	1-19, 22, 24, 26	19
Account Executive	1-19, 22, 24, 26	19
Sales Assistant	1-18, 20, 24	20
Producer NEx	1-8, 10-18, 20-21, 24	20
WXBK, 94.7 Morning Show Producer	1-2, 4-8, 10-18, 20, 24	20
Sales Assistant	1-2, 4-8, 10-18, 20, 23-24	24

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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	Asian American Journalists Federation-New York 75 Vandam St c/o LaColombe New York, New York 10013 Phone : 000-000-0000 Url : http://www.aaaja-newyork.org Email : aajanychapter@gmail.com Hannah Bea	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	9
3	Bronxnet 250 Bedford Park Blvd. W c/o Lehman College Bronx, New York 10468 Phone : 718-960-8769 Url : http://www.bronxnet.org/ Email : marisa@bronxnet.org Marisa White	N	0
4	Chinese American Planning Council 150 Elizabeth St. New York, New York 10012 Phone : 212-941-0041 Url : http://www.cpc-nyc.org Email : vwong@cpc-nyc.org Vickie Wong	N	0
5	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
6	Job Path 256 West 38th Street 2nd Floor New York, New York 10018 Phone : 212-944-0564 Url : http://www.jobpathnyc.org Email : aalthoff@jobpathnyc.org Aimee Althoff	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
7	National Association for the Advancement of Colored People (NAACP) 147 Prince St #19 Brooklyn, New York 11201 Phone : 347-836-9025 Url : http://www.naacp.org Email : nysnaacp@aol.com Job Listings	N	0
8	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org Email : info@nlgja.org Job Listings	N	0
9	National Urban League 80 Pine St 9th Floor New York, New York 10005 Phone : 212-558-5300 Url : http://www.nuljobsnetwork.com Email : dcoleman@nyul.org Job Listings	N	0
10	New York Association of Black Journalists 2214 Frederick Douglass Blvd. P.O. Box 234 New York, New York 10026 Phone : 646-558-8656 Url : http://www.nyabj.org Email : president@nyabj.org Julie Walker	N	0
11	New York Market 345 Hudson St 10th Floor New York, New York 10014 Phone : 212-649-9667 Email : Jennifer.Valenti-Smith@entercom.com Jennifer Valenti-Smith	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
12	Project Ezra 95 Cedar Lane, Suite 12 Englewood, New Jersey 7631 Phone : 201-569-9047 Url : http://www.ezrah.org Email : Leora@ezrah.org Leora Cohen	N	0
13	Statewide Hispanic Chamber of Commerce of New Jersey 1280 Wall Street West Suite 312 Lyndhurst, New Jersey 7071 Phone : 201-935-0035 Url : http://www.shccnj.org Email : chamber@shccnj.org Job Listings	N	0
14	The Bridge to Independence & Career Opportunity 22 Eagle Road Danbury, Connecticut 6810 Phone : 203-743-6695 Url : http://www.tbicoworks.org Email : info@tbicoworks.org Job Listings	N	0
15	The Career Center - City College of New York 160 Convent Avenue New York, New York 10031 Phone : 212-650-6789 Url : http://www.ccnycuny.edu/cpdi Email : rchristian@ccny.cuny.edu Rhea Faniel	N	0
16	The Harlem Business Alliance 275 Malcolm X Blvd, New York, New York 10027 Phone : 212-665-7010 Url : http://hbany.org Email : rsmith@hbany.org Regina Smith	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
17	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
18	Yeshiva University Office of Placement and Careers 500 West 185th Street New York, New York 10033 Phone : 212-960-5400 Url : http://www.yu.edu/cjf/rabbinics/placement Email : JCareerPlacement@yu.edu Job Listings	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
19	Current Employee/Internal Promotion	N	5
20	Employee Referral	N	16
21	Indeed.com	N	5
22	Internal Candidate	N	15
23	Job Board	N	4
24	Linked In	N	29
25	On Air Recruitment Ad	N	1
26	Station Website	N	1
27	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			86

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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 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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
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	Establishment of an intern program designed to assist members of the community	Audacy New York provided 20 college students with an educational experience tailored to their interests and career aspirations in broadcasting. The paid internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, digital media and sales.	8	Director News Programming (WCBS-AM) Director News Programming (WINS-AM) Brand Manger WCBS-FM Sales Operations Manager
5	5/19/2022	Sponsorship of events in the community designed to increase public awareness	Audacy New York hosted the New York Urban League (NYUL) Women's Empowerment Day of 10 young ladies from Norte Dame of Manhattan High School. The NYUL is pleased to partner with your Audacy New York for the return of the event where dedicated professionals have an opportunity to host and inspire eager high school students by sharing stories about their career journeys.	7	Market President Director, Sports & Entertainment Brand Manager, ALT Brand Manager, News (WCBS-AM/WINS-AM)

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6	6/8/2022	Participation in events or programs sponsored by educational institutions	Audacy New York hosted Hofstra Media Studies Students for an afternoon to meet with staff meetings of WCBS-AM and WFAN. They received a tour of the stations. There was an opportunity for Q&A.	2	News Brand Manager WFAN Brand Manager
7	6/10/2022	Sponsorship of events in the community designed to increase public awareness	Audacy New York hosted the New York Urban League (NYUL) Men's Empowerment Day of 10 young men from Fordham High School for the Arts. The NYUL is pleased to partner with your Audacy New York for the return of the event where dedicated professionals have an opportunity to host and inspire eager high school students by sharing stories about their career journeys.	7	Market President Director, Sports & Entertainment Brand Manager, ALT Brand Manager, News (WCBS-AM/WINS-AM)
8	6/20/2022	Participation in events sponsored by organizations representing the community	Audacy New York participates in NYUL D&I Lab Juneteenth Celebration on Leading While Black: Overcoming Challenges and Blindspots. A discussion with NYUL D&I partners on challenges faced on how can we be armed to navigate successfully as Black Professionals and Allies.	1	DEI Coordinator
9	6/28/2022	Co Sponsoring Job Fair	Audacy New York along with the The New York Urban League and Hostos Community College of the City University of New York will be hosting a Job Expo This event will include students and alumni from Hostos Community College and the New York Urban League.	1	DEI Coordinator
10	7/19/2022	Sponsorship of events in the community designed to increase public awareness	Audacy New York host the interns of Katz Media for the day to learn about broadcasting. They were given a tour of the stations. Staff was on hand to answer any questions.	7	Director Sports & Entertainment News Brand Manager Brand Manager, ALT Brand Manager The Block

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11	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
12	8/10/2022	Participation in events or programs sponsored by educational institutions	Audacy New York host Nassau Community College for a tour of the stations. They also had an opportunity to meet members of various team for a Q&A.	6	News Brand Manager Brand Manager, The Block Brand Manager, WFAN Announcer
13	8/17/2022	Co Sponsoring Job Fair	Audacy New York attends The Greater Harlem Chamber of Commerce for this year's Harlem Week for their Job and Career Fair.	2	DEI Coordinator Brand Manager, The Block
14	8/21/2022	Participation in events sponsored by organizations representing the community	Audacy New York participates in Harlem Week. 94.7 The Block & 1010 WINS were the official media partners of this year's Harlem Week celebration. Both stations highlighted the many events that took place over the course of the 10 day festival. The Block took center stage on Harlem Day as it made its debut with Mayor Eric Adams' "Rise Up" NYC Concerts for Peace. 1010 WINS Anchor Larry Mullins was also honored at the festival. The Greater Harlem Chamber of Commerce will formally honor Larry at their 125th Anniversary Gala at the Schomburg Center for Research in Black Culture in October.	10	DEI Coordinator Announcer General Sales Manager Account Executive
15	8/23/2022	Participation in events or programs sponsored by educational institutions	Audacy New York are hosted by Cristo Rey New York High School, in East Harlem to provided College Writing Workshop to a group of seniors prepare their college application essays. This was a two-day event (8/23 and 8/30).	4	SVP, Consumer Marketing Regional Promotions Director Senior Director, Growth & Retention, Digital Marketing Vice President/Head of Podcast Operations, Digital Podcast

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16	8/25/2022	Sponsorship of events in the community designed to increase public awareness	Audacy New York host the New York Association of Black Journalist (NYABJ's) First Take Program for high school students for a tour of the stations, Executive Editor of Digital Content, Host and Managing Producer of Podcast were on hand to speak and answer questions.	3	DEI Coordinator Executive Producer, Digital Content Host and Managing Producer, Podcast
17	8/30/2022	Participation in events or programs sponsored by educational institutions	Audacy New York are hosted by Cristo Rey New York High School, in East Harlem to provided College Writing Workshop to a group of seniors prepare their college application essays. This was a two-day event (8/23 and 8/30).	4	Senior Vice President, Consumer Marketing Regional Promotions Director Senior Director, Growth & Retention, Digital Marketing Vice President/Head of Podcast Operations
18	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
19	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
20	Ongoing Event	Participation in events or programs sponsored by educational institutions	Audacy New York's Regional Promotions Director participates in City As School where they mentor students in a career in the arts - music and radio industry as well as marketing for up and coming artists and building entertainment brands.	1	Regional Promotions Director
21	10/6/2022	Participation in events or programs sponsored by educational institutions	NY Audacy Account Executive, a select group of recruiters and Marist College Alumni who work for prestigious companies were invited participate in Marist College's VIP Networking event. The event will provide upperclassmen students with an opportunity to meet and network with professionals as they prepare for the internship and job search.	1	Account Executive

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22	10/7/2022	Participation in events or programs sponsored by educational institutions	Audacy New York DEI Coordinator tapes a segment of Saint John's University's "Eye of the Storm," TV News Show (WRED) for all Saint John's students needs.	1	DEI Coordinator
23	10/12/2022	Participation in events sponsored by organizations representing the community	Audacy New York for the conclusion of Hispanic Heritage Month, host networking event that discusses Latinos in Media: Representation Matters hosted by Spanish Broadcaster for the NY Yankees/WFAN and a VP of Digital News, Hearst Television.	2	Spanish Broadcaster for the NY Yankees/WFAN DEI Coordinator
24	10/24/2022	Participation in other activities designed by the station employment unit	Audacy New York The Block and "I Will Graduate, a Brooklyn non-profit work to boost high school graduation rates host a concert and activities at Barclays Center with a celebration of education that encourages students to succeed.	2	Promotions Manager Mix Talent
25	11/12/2022	Sponsorship of events in the community designed to increase public awareness	Audacy New York participated in New York Urban League College and Career Fair. This event will engage High School and College Seniors across New York City eager to learn about opportunities to pursue higher education and enter the workforce. We anticipate attendance of approximately 1,500 high school students, college seniors and/or graduates and career seekers. We are extending you this opportunity to engage attendees with information, small group presentations, and/or recruiting various employment opportunities.	3	Brand Manager The Block DEI Coordinator Regional HR Generalist

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26	11/14/2022	Participation in events or programs sponsored by educational institutions	Audacy New York participates in College & Career Night at Cristo Rey New York High School. The goal of the event is to introduce students to broad professional possibilities. Audacy volunteers were able to speak to Juniors on a candid basis to grow their network. Following the candid conversations, students broke out into group of 15/20 with a moderator that held a different career field/profession and discuss their professional experiences and the path they've taken to their current position. The hope is that the singular panel will be more informational and therefore more fruitful for our Junior students as they consider their future careers.	7	DEI Coordinator Regional Promotions Director Brand Manager, WFAN Vice President/Head of Podcast Operations, Digital Podcast
27	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
28	11/18/2022	Participation in events sponsored by organizations representing the community	Audacy New York attends the IRTS MultiCultural Career Workshop to help educate and excite the next generation of leaders about opportunities in media. Attendees had the ability to interface with professionals, practice interview skills and and lean about current and future internship/job opportunities.	3	DEI Coordinator Regional HR Generalist Promotions Assistant

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29	12/6/2022	Provision of training to personnel of unaffiliated non-profit organizations	Audacy New York in conjunction with the New York Urban League hosts a Town Hall Discussion on Glass Ceilings and Cement Walls: How Black Talent Can Attain Career Progression. Diversity and Inclusion leaders and practitioners are encourage to register to attend the in-person event. Attendees will walk away with tactics for encouraging and developing Black talent to find their voice and complement self-advocacy with self-accountability. The session included an Audacy-hosted networking reception and taping for sharing on both Audacy and Urban League Platforms.	2	DEI Coordinator Public Affairs Host
30	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
31	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