

WRCH, WTIC, WTIC-FM, WZMX
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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 - Hartford	1-50, 52-56, 58, 60	56
Broadcast Engineer	1-5, 8-19, 21-25, 27-31, 33-34, 36-38, 40-41, 43-45, 47-56, 60	56
Sales Assistant	1-5, 8-19, 21-25, 27-31, 33-34, 36-38, 40-41, 43-45, 47-57, 59	1

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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	1
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	N	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	N	0

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7	Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-2000 Url : https://app.joinhandshake.com Heather Fink Manual Posting	N	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	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
10	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
11	Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services	N	0
12	Center for Latino Progress 95 - 97 Park St. Hartford, Connecticut 6106 Phone : 860-247-3227 Email : LatinoProgress@ctprf.org Job Listing	N	0

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13	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6053 Phone : 860-832-1615 Email : careers@ccsu.edu Job Listing	N	0
14	Community Renewal Team 395 Wethersfield Ave Hartford, Connecticut 6114 Phone : 860-560-5661 Email : mazzucak@crtct.org Krista Mazzuca	N	0
15	Connecticut Broadcasters Association 90 S Park St Willimantic, Connecticut 6226 Phone : 860-456-0443 Email : mryan@ctba.org Mike Rice	N	0
16	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com Brian Forster	N	0
17	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
18	Division of Employment & Training 19 Staniford Street Boston, Massachusetts 2114 Phone : 617-626-5054 Email : dlund@detma.org Donna Lund	N	0

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19	Elms College 291 Springfield St Chicopee, Massachusetts 1013 Phone : 413-594-2761 x272 Email : davisn@elms.edu Office of Career Services	N	0
20	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : https://app.joinhandshake.com Blaine Butler Manual Posting	N	0
21	Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services	N	0
22	Girls Incorporated of Pittsfield 125 Providence St Worcester, Massachusetts 1604 Phone : 413-442-5174 Email : dariusg@brighamcenter.org Job Listing	N	0
23	Goodwill Industries of Pioneer Valley 570 Cottage St Springfield, Massachusetts 1107 Phone : 413-788-6981 Email : cloftus@ourgoodwill.org Cynthia Loftus	N	0
24	Grace Church of All Nations 33 Elm Hill Ave Dorchester, Massachusetts 2121 Phone : 617-825-6757 Email : administration@gcoan.org Bettye Coney	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
25	Hampshire College (Career Options Center) 893 West St Amherst, Massachusetts 1002 Phone : 413-559-5520 Email : corc@hampshire.edu Jane Zerby	N	0
26	Hartford Seminary 77 Sherman St Hartford, Connecticut 6105 Phone : 860-509-9500 Email : info@hartsem.edu Job Listing	N	0
27	Holyoke Community College 50 College Street South Hadley, Massachusetts 1075 Phone : 413-538-7000 Email : rpowers@hcc.edu Job Listing	N	0
28	Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services	N	0
29	Longy School of Music 27 Garden St Cambridge, Massachusetts 2138 Phone : 617-876-0956 Email : admissions@longy.edu Job Listing	N	0
30	MA College of Liberal Arts 375 Church Street North Adams, Massachusetts 1247 Phone : 413-662-5332 Email : career@mcla.edu 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
31	Mass Commonwealth of Unemployment 19 Staniford Street Boston, Massachusetts 2114 Phone : 508-730-5033 Email : moffer@bristoljobs.org Marilyn Offer	N	0
32	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
33	Massachusetts Rehabilitation Comm. 600 Washington St Boston, Massachusetts 2111 Phone : 413-499-2720 Email : peter.white@massmail.state.ma.us Peter White	N	0
34	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
35	Merrimack College 315 Turnpike Street North Andover, Massachusetts 1845 Phone : 978-837-5143 Url : https://app.joinhandshake.com Laura Hillier Manual Posting	N	0
36	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Myrtle Baptist Church 21 Curve St Newton, Massachusetts 2465 Phone : 617-332-5870 Email : myrtlebaptist@gmail.com Job Listing	N	0
38	NAACP/ South Middlesex Branch 7 Bishop Street Framingham, Massachusetts 1704 Phone : 508-510-3648 Email : washingtonbureau@naacpnet.org Job Listing	N	0
39	Nichols College 129 Center Road Dudley, Massachusetts 1571 Phone : 508-213-2482 Url : https://app.joinhandshake.com Abby DePasquale Manual Posting	N	0
40	North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services	N	0
41	Old Hill Neighborhood Council 99 Eastern Ave Springfield, Massachusetts 1109 Phone : 413-736-4575 Email : oldhillcouncil@gmail.com Job Listing	N	0
42	Pine Manor College 400 Heath St Chestnut Hill, Massachusetts 2467 Phone : 617-731-7000 Email : careerdevelopment@pmc.edu Career Development	N	0

WRCH, WTIC, WTIC-FM, WZMX**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****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
43	Puerto Rican Veteran's Association 52 Maple Ct Springfield, Massachusetts 1105 Phone : 413-731-0194 Email : sgtgomez@aol.com Job Listing	N	0
44	Regis College 235 Wellesley St Weston, Massachusetts 2492 Phone : 781-768-7000 Email : susan.kennedy@regiscollege.edu Job Listing	N	0
45	South End Community Center 1601 Washington St Boston, Massachusetts 2118 Phone : 413-788-6173 Email : southendcommunitycenter@yahoo.com Mr. Swan	N	0
46	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
47	Spanish American Merchants Assoc. 95 PARK ST HARTFORD, Connecticut 6106 Phone : 860-278-5825 Email : norma_hernandez@samact.org Norma Hernandez	N	0
48	Thayer Academy 745 Washington Street Braintree, Massachusetts 2184 Phone : 781-843-3580 Email : dking@thayer.org Denise King	N	0

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49	Twelfth Baptist Church 160 Warren St Roxbury, Massachusetts 2119 Phone : 617-442-7855 Email : office@tbcoston.org Job Listing	N	0
50	WBRS-FM (Brandeis University) 415 South Street Waltham, Massachusetts 2453 Phone : 617-736-5277 Email : gm@wbrs.org Adam Guttell	N	0
51	Western New England College 1215 Wilbraham Road Springfield, Massachusetts 1119 Phone : 413-782-3111 Email : jsteffes@wne.edu Jeanne Hart-Steffes	N	0
52	WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6900 Email : wumb@umb.edu Patricia Monteith	N	0
53	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
54	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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55	YMCA Boston 316 Huntington Avenue Boston, Massachusetts 2115 Phone : 617-927-8060 Email : hrdepartment@ymcaboston.org HR Department	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
56	Employee Referral	N	5
57	Former Employee	N	1
58	Indeed.com	N	3
59	Internal Candidate	N	1
60	Linked In	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	12/5/2022	Participation in Job Fairs	Participated in the MBA (Massachusetts Broadcasters Assoc.) Virtual Broadcasters Job Fair week of 12/5/22. We had the opportunity to upload our current job opportunities and discuss possible opportunities with candidates as they reached out to us via the virtual job fair portal.	2	Talent Acquisitions Specialist HR Generalist
2	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
3	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
4	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 the 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	Director, Talent Acquisition

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5	4/13/2023	Participation in events or programs sponsored by educational institutions	Student were given a tour of our entire radio station. They had the opportunity to meet our on air staff and director and get a real insight on the daily functions of radio life. Students were able to communicate ideas and determine if this is indeed a career path they want to embark in. Students were also able to create a playlist to be played on air.	2	Brand Manager Promotions Director
6	4/20/2023	Participation in events or programs sponsored by educational institutions	A group of students from Caginchaug Regional High School visited 96.5 TIC's morning show studios on Thursday 4/20/23 for a panel discussion and tour.	2	On Air Personality On Air Personality
7	4/21/2023	Participation in events or programs sponsored by educational institutions	Our On Air Personalities from 96.5 led a career panel discussion with the senior class at Yokosuka Navy base in Japan.	1	On Air Personality
8	5/31/2023	Participation in Job Fairs	Audacy Hartford participated in the Urban League of Greater Hartford's Employment Empowerment Expo where hundreds of job seekers were able to connect with area employers.	4	Board Operator Brand Manager On Air Personality On Air Personality
9	6/8/2023	Provision of training to management	Members from Audacy's Talent Acquisition team attended Recruit-adelphia conference. Among the panels was a focus on a "skills first recruiting process" which allows organizations to create a more inclusive interview process. The Audacy Team also met with the keynote speaker from Integrate for Good who spoke to hiring neurodiverse talent and those with disabilities. The material from this conference is now part of the in-take process with the Talent Acquisition Team and Hiring Managers throughout the organization.	2	Talent Acquisition Specialist Talent Acquisition Specialist
10	6/18/2023	Sponsorship of events in the community designed to increase public awareness	WZMX/Hot 93.7 sponsored The City of Hartford's Juneteenth event on 6/18/23. The station hosted a table where attendees came by to talk about Audacy and open career opportunities.	5	Board Operator On Air Personality On Air Personality Promotions Assistants

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11	7/14/2023	Establishment of an intern program designed to assist members of the community	College student was given the opportunity to Shadow our Newsroom Editor and our news team to explore the many areas of a news radio station. He was taught how to write stories and was even able to record the Public Affairs Show with our Newsroom Editor. Student was also able to cover life events under the supervision of our team. It was a beautiful learning experience and an upfront opportunity to life in radio.	2	Newsroom Editor On Air Personality