

WVEI-FM
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>475 Kilvert Street, Suite 320, Warwick, RI - 02886</p>	<p><u>Contact Person/Title:</u></p> <p>Michael Connor Director of Sales</p>
<p><u>Telephone Number:</u></p> <p>401-244-7260</p>	<p><u>E-Mail Address:</u></p> <p>michael.connor@audacy.com</p>

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	1-42	41
Account Executive	1-42	42

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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 : 781-891-2000 Email : ga_recruiting_info@bentley.edu Career Center	N	0
4	Berklee College of Music 921 Boylston Street Boston, Massachusetts 2215 Phone : 617-266-1400 Email : careercenter@berklee.edu Career Center	N	0
5	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
6	Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-2000 Url : https://app.joinhandshake.com Heather Fink 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
7	Boston Women's Commission 1 City Hall Square Boston, Massachusetts 2201 Phone : 617-635-4427 Email : bostonwomen@cityofboston.gov Career Services	N	0
8	Brandeis University 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Url : https://app.joinhandshake.com Cary Weir-Lytle Manual Posting	N	0
9	Bridgewater State University 131 Summer Street Bridgewater, Massachusetts 2324 Phone : 508-531-1328 Url : https://employer.gradleaders.com/bridgewater/emplo John Paganelli Manual Posting	N	0
10	Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services	N	0
11	College of the Holy Cross 1 College Street Worcester, Massachusetts 1610 Phone : 508-793-3880 Url : https://app.joinhandshake.com Pam Ahearn Manual Posting	N	0
12	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : swilliams@gocsb.com Steve Williams	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	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
14	Division of Employment & Training 210 South St Boston, Massachusetts 2114 Phone : 617-338-0809 Email : dlund@detma.org Career Services	N	0
15	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : https://app.joinhandshake.com Blaine Butler Manual Posting	N	0
16	Endicott College 376 Hale Street Beverly, Massachusetts 1915 Phone : 978-816-7619 Url : https://app.joinhandshake.com Brenda Campbell Manual Posting	N	0
17	Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services	N	0
18	Framingham State College 100 State Street Framingham, Massachusetts 1701 Phone : 508-626-4625 Url : https://app.joinhandshake.com Carol Spector 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
19	Keene State College 229 Main Street Keene, New Hampshire 3435 Phone : 603-352-1909 Email : aca@keene.edu Career Services	N	0
20	Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services	N	0
21	Mass Commonwealth of Unemployment 19 Staniford Street Boston, Massachusetts 2114 Phone : 508-730-5000 Email : aborges@masshirebristol.org Anne Borges	N	0
22	Massachusetts Association of Broadcasters PO Box 857 Clark, New Jersey 7066 Phone : 800-471-1875 Email : jordan@massbroadcasters.org Jordan Walton	N	0
23	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
24	Massasoit Community College 1 Massasoit Blvd. Brockton, Massachusetts 2302 Phone : 508-588-9100 Url : https://www.focus2career.com/portal/login.cfm?sid= Allessandra Monteiro 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
25	Merrimack College 315 Turnpike Street North Andover, Massachusetts 1845 Phone : 978-837-5143 Url : https://app.joinhandshake.com Laura Hillier Manual Posting	N	0
26	Mount Holyoke College 50 College Street South Hadley, Massachusetts 1075 Phone : 413-538-2080 Url : https://app.joinhandshake.com Kelly Uccello Manual Posting	N	0
27	New England College 98 Bridge Street Henniker, New Hampshire 3242 Phone : 603-428-2211 Email : edurkee@nec.edu Career Services	N	0
28	New England School of Communication 1 College Circle Bangor, Maine 4401 Phone : 207-941-7176 Email : bill@nescom.edu Career Services	N	0
29	Nichols College 129 Center Road Dudley, Massachusetts 1571 Phone : 508-213-2482 Url : https://app.joinhandshake.com Abby DePasquale Manual Posting	N	0
30	North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services	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
31	Rhode Island Indian Council 807 Broad Street Providence, Rhode Island 2907 Phone : 401-781-1098 Email : dwaldron@rhodeislandindiancouncil.org Darrell Waldron	N	0
32	Southern New Hampshire University 2500 N River Road Hooksett, New Hampshire 3106 Phone : 888-672-1458 Christina Cassella Manual Posting	N	0
33	Springfield College 263 Alden Street Springfield, Massachusetts 1109 Phone : 413-748-3000 Email : smosier@springfieldcollege.edu Sharon Mosier	N	0
34	Stonehill College 320 Washington Street North Easton, Massachusetts 2357 Phone : 508-565-1000 Url : https://app.joinhandshake.com Kristine Shatas Manual Posting	N	0
35	University of Massachusetts at Dartmouth 285 Old Westport Road North Dartmouth, Massachusetts 2747 Phone : 508-999-8658 Url : https://app.joinhandshake.com Sheldon Straker Manual Posting	N	0
36	Wentworth Institute of Technology 550 Huntington Ave Boston, Massachusetts 2115 Phone : 617-989-4590 Email : jobs@wit.edu Career Services	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
37	Westfield State College 577 Western Ave Westfield, Massachusetts 1086 Phone : 413-572-5206 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
38	Worcester State University 486 Chandler Street Worcester, Massachusetts 1602 Phone : 508-929-8000 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
39	WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6919 Email : wumb@umb.edu Career Services	N	0
40	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
41	Indeed.com	N	1
42	Linked In	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	12/9/2022	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
2	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
3	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
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Providence runs year long general recruitment spots.	1	Director of Sales
5	5/12/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Providence hosted a live broadcast and a joint recruitment event. This event was also promoted on air.	2	General Sales Manager Regional Promotions Manger

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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
7	8/7/2023	Participation in events sponsored by organizations representing the community	Employees from Audacy Providence gave a speech to provide an overview of careers with Audacy, and share opportunities to work and partner with us.	2	Sales Manager Account Executive
8	9/27/2023	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy Providence posted their Account Executive position for those looking to start a career in broadcast media in the state of Rhode Island.	1	Sales Manager
9	10/16/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Providence was the title sponsor of Action Auto Parts Charity Event for The Parkinson's Foundations. WVEI on air staff promoted this event on air and spoke to attendees about Audacy's work in the community, local support of small businesses and charities, and our core commitments to Diversity, Equity & Inclusion, and Social Impact. They spoke about how careers in broadcasting can be a rewarding way to give back to local communities.	3	Sales Manager Account Executive Account Executive
10	11/27/2023	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy Providence and WVEI participated in the Rhode Island Broadcasters Virtual Job Fair.	1	Sales Manager