

WHLL, WMAS-FM, WWEI
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

AUDACY Springfield,MA IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>100 Hall of Fame Avenue, Springfield, MA - 01105</p>	<p><u>Contact Person/Title:</u></p> <p>Craig Swimm SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>413-737-1414</p>	<p><u>E-Mail Address:</u></p> <p>craig.swimm@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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WHLL, WMAS-FM, WWEI
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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

WHLL, WMAS-FM, WVEI EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

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	2/6/2023	Participation in Job Fairs	Audacy Springfield participated in a job fair with MassHire Springfield Career Center.	4	Market Manager Sales Assistant On Air Personality On Air Personality
5	3/7/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Springfield participated in the CMM Radiothon. This event was promoted on air and the on air talent spoke about how careers in broadcasting provide rewarding ways to give back to the community	4	Market Manager on air personality Sales Assistant On Air Personality
6	5/22/2023	Participation in Job Fairs	Audacy Springfield participated in a job fair with MassHire Springfield Career Center.	4	Market Manager Sales Assistant On Air Personality Account Executive

WHLL, WMAS-FM, WWEI
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	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
8	7/18/2023	Participation in events or programs sponsored by educational institutions	Audacy Springfield gave a station tour to The Chicopee Boys and Girls Club.	1	on air personality
9	Ongoing Event	Sponsorship of events in the community designed to increase public awareness	Audacy Springfield participated in the local Feed the Need which was ongoing, August through December. This event was promoted on air. The on air staff also spoke about how careers in broadcasting provides rewarding ways to give back to local communities.	3	on air personality on air personality On Air Personality
10	10/16/2023	Participation in Job Fairs	Audacy Springfield participated in a job fair with MassHire Springfield Career Center.	4	Market Manager on air personality Account Executive Sales Assistant
11	10/19/2023	Participation in events sponsored by organizations representing the community	Audacy Springfield gave a station tour to The Society of Adventist Communicators.	1	on air personality
12	11/8/2023	Participation in events sponsored by organizations representing the community	Audacy Springfield gave a station tour to Suffield High School.	2	Sales Assistant on air personality