

**WBEN, WGR, WKSE, WLKK, WWKB, WWWS**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

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, 15, 41-42, 44	44
Brand Manager	1-33, 35-41, 43-44	44
Technical Producer	1-41, 44	41

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	0
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 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
10	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
11	Cheektowaga Chamber of Commerce Apple Tree Business Park 2875 Union Road, Suite 50 Cheektowaga, New York 14227 Phone : 716-684-5838 Email : chamber@cheektowaga.org Debra S. Liegl	N	0
12	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

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13	Colored Musicians Club 145 Broadway Buffalo, New York 14203 Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0
14	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
15	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
16	Dulski Community Services 129 Lewis Street Buffalo, New York 14206 Phone : 716-847-2860 Email : aventurini@urbanctr.org Alissa Venturini	N	0
17	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
18	Finger Lakes Community College 4355 Lakeshore Drive Canandaigua, New York 14424 Phone : 585-394-5005 Email : petrucce@flcc.edu Cathy Petruccione	N	0

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19	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
20	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
21	Goods Entertainment 606 Post Rd. E. Westport, Connecticut 6880 Phone : 203-341-0111 Email : agoodman@GoodsEntertainment.com Adam Goodman	N	0
22	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
23	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
24	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

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25	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
26	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
27	Latin American Cultural Association 114 Elmwood Avenue Buffalo, New York 14201 Phone : 716-885-6343 Email : lacanewyork@yahoo.com Job Listing	N	0
28	North Greenville University 132 Tingle Student Center Tigerville, South Carolina 29688 Phone : 716-977-7669 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0
29	NYS Broadcasters Assn. 1605 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
30	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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
32	Seneca Nation of Indians 1510 Route 438 Irving, New York 14081 Phone : 716-532-9221 Email : Darcy.kettle@sni.org Darcy Kettle	N	0
33	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
34	Tonawanda Band of Senecas 7027 Meadville Road Basom, New York 14013 Phone : 716-542-4244 Email : tonsenec@buffnet.net Chief Roger Hill	N	0
35	Trocaire College – Main Campus 360 Choate Avenue Buffalo, New York 14220 Phone : 716-827-2577 Email : darsteinC@Trocaire.edu Claire Darstein	N	0
36	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

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37	Villa Maria College 240 Pine Ridge Road Cheektowaga, New York 14225 Phone : 716-961-1814 Url : <a href="https://www.collegecentral.com/villa/">https://www.collegecentral.com/villa/</a> Email : <a href="mailto:dhandzlik@villa.edu">dhandzlik@villa.edu</a> Judy Piskun	N	0
38	West Seneca Chamber of Commerce 950 Union Road #205 West Seneca, New York 14224 Phone : 716-674-4900 Email : <a href="mailto:Director@westseneca.org">Director@westseneca.org</a> Frank B. Calieri	N	0
39	West Side Community Services 161 Vermont Street Buffalo, New York 14213 Phone : 716-884-6616 Email : <a href="mailto:lcandelario@roadrunner.com">lcandelario@roadrunner.com</a> Lucy Candelario	N	0
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0



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**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
41	Employee Referral	N	7
42	Indeed.com	N	2
43	Internal Candidate	N	1
44	Linked In	N	17
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>27</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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 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
2	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
3	Ongoing Event	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.	5	Market Manager Brand Manager General Sales Manager Hiring Managers
4	11/9/2023	Participation in events or programs sponsored by educational institutions	The GSM at Audacy Buffalo participated in the Lockport High School Senior Interview Day on 11/9/23. Met with students, and talked about careers and opportunities in broadcasting; administered mock interviews and provided career coaching.	6	General Sales Manager

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5	11/13/2023	Participation in other activities designed by the station employment unit	A student studying Sports Administration and Journalism shadowed our WGR programming department for a few days.	1	Senior VP/MM
6	Ongoing Event	Provision of training to management	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.	5	Market Manager Brand Manager General Sales Manager All FT and PT Employees
7	1/10/2024	Participation in other activities designed by the station employment unit	A college student from Suny Fredonia, majoring in Sound Recording Tech, visited our Audacy Buffalo studio; was given a tour; shadowed operations, and was provided with guidance and information surrounding careers in the broadcast industry.	6	Senior VP/MM