

**WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Inside Sales Representative, Rochester	1-18, 21-26	23
Radio and Digital Sales Consultant - Rochester	1-11, 13-19, 23, 25-26	26
Radio Traffic Announcer and Commercial Traffic Coordinator-Rochester	1-11, 13-18, 20-23, 25	22
Inside Sales Operations Manager, Rochester	1-11, 13-19, 23-25	25
Sales Assistant, Rochester	1-11, 13-18, 21	21
Inside Sales Representative, Remote	1-11, 13-18, 20, 23-25	24
Inside Sales Representative, Remote	1-11, 13-18, 20, 23-25	24
Inside Sales Representative, Remote	1-11, 13-18, 20, 23-25	25
Inside Sales Representative, Remote	1-11, 13-18, 20, 23-25	25
Inside Sales Representative, Remote	1-11, 13-18, 20, 23-25	20
Inside Sales Representative, Remote	1-11, 13-18, 20, 23-25	25
Account Executive	1-11, 13-19, 26	19

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**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
1	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
2	Cayuga CC 197 Franklin Street Auburn, New York 13021 Phone : 315-255-1743 Url : <a href="https://www.cayuga-cc.edu/">https://www.cayuga-cc.edu/</a> Email : <a href="mailto:osbornem@cayuga-cc.edu">osbornem@cayuga-cc.edu</a> Meg Osborne	N	0
3	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
4	Eastern Monroe Career Center 41 O'Connor Road Fairport, New York 14450 Phone : 585-377-4660 Url : <a href="https://www.monroe.edu/emcc">https://www.monroe.edu/emcc</a> Email : <a href="mailto:Selene_terry@boces.monroe.edu">Selene_terry@boces.monroe.edu</a> Terry Selene	N	0
5	Empire State College 2 Union Ave Saratogo Springs, New York 12866 Phone : 585-224-3200 Url : <a href="https://www.esc.edu">https://www.esc.edu</a> Email : <a href="mailto:robin.oliver@esc.edu">robin.oliver@esc.edu</a> Robin Oliver	N	0
6	Finger Lakes Community College 3325 Marvin Sands Drive Canandaigua, New York 14424 Phone : 585-394-5005 Url : <a href="https://www.flcc.edu">https://www.flcc.edu</a> Email : <a href="mailto:petrucce@flcc.edu">petrucce@flcc.edu</a> Cathy Petruccione	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>
7	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 407-551-2037 Url : <a href="https://www.fullsail.edu">https://www.fullsail.edu</a> Email : <a href="mailto:hthompson@fullsail.com">hthompson@fullsail.com</a> Harmony Thompson	N	0
8	Genesee Community College 1 College Rd Batavia, New York 14020 Phone : 585-343-0050 Url : <a href="https://www.genesee.edu/">https://www.genesee.edu/</a> Email : <a href="mailto:ctc@genesee.edu">ctc@genesee.edu</a> Career Center	N	0
9	Ibero-American Action League 817 E Main St Rochester, New York 14605 Phone : 585-256-8900 Url : <a href="https://iaal.org/">https://iaal.org/</a> Email : <a href="mailto:yolanda@iaal.org">yolanda@iaal.org</a> Yolanda Albino	N	0
10	Monroe Community College 1000 E Henrietta Rd Rochester, New York 14623 Phone : 585-292-2370 Url : <a href="http://www.monroecc.edu">http://www.monroecc.edu</a> Email : <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a> Robin Richardson	N	0
11	Native American Cultural Center 229 Empire Boulevard Rochester, New York 14609 Phone : 585-442-1100 Url : <a href="http://www.nativeamericanculturalcenterinc.com/">http://www.nativeamericanculturalcenterinc.com/</a> Email : <a href="mailto:netroc@frontiernet.net">netroc@frontiernet.net</a> Wia Program	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>
12	Nazareth College 4245 E Avenue Rochester, New York 14618 Phone : 585-389-2571 Url : <a href="https://www2.naz.edu">https://www2.naz.edu</a> Email : <a href="mailto:mkahl6@naz.edu">mkahl6@naz.edu</a> Michael Kahl	N	0
13	Newhouse School Communications 215 University Place Syracuse, New York 13244 Phone : 315-443-2911 Url : <a href="https://newhouse.syr.edu/">https://newhouse.syr.edu/</a> Email : <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> Career Services	N	0
14	NYS Dept. of Labor Building 12 W. Averell Harriman State Office Campus Albany, New York 12240 Phone : 585-258-4550 Url : <a href="https://www.labor.ny.gov/home">https://www.labor.ny.gov/home</a> Email : <a href="mailto:rochesterjobbank@labor.state.ny.us">rochesterjobbank@labor.state.ny.us</a> Job Bank	N	0
15	NYS Education Department 89 Washington Ave Albany, New York 12234 Phone : 585-238-2949 Url : <a href="http://www.nysed.gov">http://www.nysed.gov</a> Email : <a href="mailto:Jennifer.geiger@nysed.gov">Jennifer.geiger@nysed.gov</a> Jennifer Geiger	N	0
16	Rochester Institute of Technology 1 Lomb Memorial Dr Rochester, New York 14623 Phone : 585-475-2301 Url : <a href="https://www.rit.edu">https://www.rit.edu</a> Email : <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a> Cathy Slocum	N	0

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**a. Agencies Notified by Outreach**

<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>
17	SUNY Brockport 350 New Campus Dr Brockport, New York 14420 Phone : 585-395-5000 Url : <a href="https://www.brockport.edu/">https://www.brockport.edu/</a> Email : <a href="mailto:wkozires@brockport.edu">wkozires@brockport.edu</a> Warren Kozires	N	0
18	<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>
19	Current Employee	N	4
20	Employee Referral	N	2
21	Former Employee	N	3
22	On Air Recruitment Ad	N	4
23	Radio Recruitment Ad	N	10
24	Station On-Air Advertisement	N	4
25	Station Website	N	11
26	Word of Mouth Referral	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</b>

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**III. RECRUITMENT INITIATIVES**

	<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 other activities designed by the station employment unit	Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse College and Spelman College, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer Talent Acquisition, Manager SVP/Market Manager
2	2/1/2021	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

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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>
3	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 EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
4	4/15/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
5	8/3/2021	Provision of training to management	FCC and OFCCP's EEO Requirements-Management Training.	7	General Manager General Sales Managers Brand Managers Business Administrator
6	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
7	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist