

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Account Executive	2-19, 21-24	21
Inside Sales Representative, Remote	2-5, 7-20, 22	2
Inside Sales Representative, Remote	2-5, 7-20, 22	19
Inside Sales Representative, Remote	2-5, 7-20, 22	2
On Air Personality - WPXY-FM	1-5, 7-20, 24	19
Inside Sales Call Center Supervisor	2, 4, 18, 21	21
Call Center Operations Assistant/Sales Development Representative - Remote	1-5, 7-19, 21	21

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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	All Access P.O. Box 6587 Mailbu, California 90264 Phone : 310-457-6616 Joel Denver Manual Posting	N	0
2	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	11
3	Cayuga CC 197 Franklin Street Auburn, New York 13021 Phone : 315-255-1743 Url : https://www.cayuga-cc.edu/ Email : osbornem@cayuga-cc.edu Meg Osborne	N	0
4	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
5	Eastern Monroe Career Center 41 O'Connor Road Fairport, New York 14450 Phone : 585-377-4660 Url : https://www.monroe.edu/emcc Email : Selene_terry@boces.monroe.edu Terry Selene	N	0
6	Empire State College 2 Union Ave Saratogo Springs, New York 12866 Phone : 585-224-3200 Url : https://www.esc.edu Email : robin.oliver@esc.edu Robin Oliver	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	Finger Lakes Community College 3325 Marvin Sands Drive Canandaigua, New York 14424 Phone : 585-394-5005 Url : https://www.flcc.edu Email : petrucce@flcc.edu Cathy Petruccione	N	0
8	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 407-551-2037 Url : https://www.fullsail.edu Email : hthompson@fullsail.com Harmony Thompson	N	0
9	Genesee Community College 1 College Rd Batavia, New York 14020 Phone : 585-343-0050 Url : https://www.genesee.edu/ Email : ctc@genesee.edu Career Center	N	0
10	Ibero-American Action League 817 E Main St Rochester, New York 14605 Phone : 585-256-8900 Url : https://iaal.org/ Email : yolanda@iaal.org Yolanda Albino	N	0
11	Monroe Community College 1000 E Henrietta Rd Rochester, New York 14623 Phone : 585-292-2370 Url : http://www.monroecc.edu Email : jobconnection@monroecc.edu Robin Richardson	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
12	Native American Cultural Center 229 Empire Boulevard Rochester, New York 14609 Phone : 585-442-1100 Url : http://www.nativeamericanculturalcenterinc.com/ Email : netroc@frontiernet.net Wia Program	N	0
13	Newhouse School Communications 215 University Place Syracuse, New York 13244 Phone : 315-443-2911 Url : https://newhouse.syr.edu/ Email : belichti@syr.edu 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 : https://www.labor.ny.gov/home Email : rochesterjobbank@labor.state.ny.us Job Bank	N	0
15	NYS Education Department 89 Washington Ave Albany, New York 12234 Phone : 585-238-2949 Url : http://www.nysed.gov Email : Jennifer.geiger@nysed.gov Jennifer Geiger	N	0
16	Rochester Institute of Technology 1 Lomb Memorial Dr Rochester, New York 14623 Phone : 585-475-2301 Url : https://www.rit.edu Email : cmsoce@rit.edu Cathy Slocum	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
17	SUNY Brockport 350 New Campus Dr Brockport, New York 14420 Phone : 585-395-5000 Url : https://www.brockport.edu/ Email : wkozires@brockport.edu Warren Kozires	N	0
18	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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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
19	Employee Referral	N	9
20	Indeed.com	N	5
21	Internal Candidate	N	9
22	Linked In	N	6
23	Non-Employee Referral	N	1
24	On Air Recruitment Ad	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2022	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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
2	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 organization 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
3	2/15/2022	Participation in Job Fairs	Participated in the Temple University Virtual Career Fair on 2/15/22. We had the pleasure of answering questions, offered networking advice, reviewed resumes and participated in mock interviews.	1	Regional Director of Human Resources
4	5/4/2022	Participation in events sponsored by organizations representing the community	Audacy Rochester attended the Rochester Red Wings Careers in Sports Day. At this event high school students from Rochester area high schools, studying disciplines such as business and marketing attended to learn more about the sports industry. Our brand manager spoke to students about careers in sports broadcasting.	1	Regional Brand Manager
5	5/17/2022	Co Sponsoring Job Fair	Audacy Rochester Co-Sponsored and attended the Ontario County Chamber of Commerce Job Fair. This fair was held at Finger Lakes Community College from 9-11a and featured over 15 companies looking to hire. Professionals of all levels attended. Our Inside Sales Manager and a senior Inside Sales Representative attended, and spoke to job seekers about jobs at Audacy.	2	Inside Sales Manager Inside Sales Representative

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6	5/24/2022	Participation in events sponsored by organizations representing the community	Two of our morning show hosts invited a local student interning with a BOCES 2 communications specialist to come into the studio to take a tour, and ask questions about the communications/media industry. This student visited for approximately 30 minutes.	2	On Air Personality Producer
7	7/12/2022	Participation in Job Fairs	Two Audacy Rochester employees attended a virtual job fair hosted by the Department of Labor to promote our remote positions to people in the Finger Lakes region.	2	Inside Sales Manager Inside Sales Representative
8	7/20/2022	Establishment of training programs for station personnel	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.	400	General Managers General Sales Manager Brand Managers Promotions Managers
9	9/17/2022	Co Sponsoring Job Fair	Audacy Rochester Co sponsored a job fair/college festival with an organization part of the Greater Rochester Chamber of Commerce called CampusROC. The event was called CollegeFEST and brought students from colleges all around the Rochester area to see what Rochester has to offer post graduation. We were in the jobs/internship area promoting our careers.	1	Inside Sales Manager
10	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	9/28/2022	Participation in events or programs sponsored by educational institutions	Our Regional Brand Manager, Mike Danger, did a classroom discussion with students in a Broadcast Management course at a local university with a Journalism, Broadcast, and Public Relations program. He spoke about careers in broadcasting, specifically management positions with topics such as: managing people, strategic planning, dealing with a crisis, and how to stay current in the field with competitors, and the evolution of podcasting.	1	Regional Brand Manager
12	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
13	11/14/2022	Participation in events or programs sponsored by educational institutions	One of the morning show hosts, Sandy Waters, from the Breakfast Buzz attended a general meeting at a local university's (SUNY Brockport) student run radio station. Sandy spoke to students about her career in broadcasting.	1	On Air Personality
14	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
15	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

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16	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
17	1/9/2023	Participation in events or programs sponsored by educational institutions	Audacy Rochester hosted a college student from SUNY Oswego to shadow The Sports Bar on 95.7 The Fan Rochester. This student sat in on the 3 hour show with hosts Mike Danger and Gene Battaglia. He was able to see the in's and out's of a daily sports show, and was able to ask questions about the broadcasting field.	2	Regional Brand Manager/Co-host Account Executive/Co-host
18	1/12/2023	Participation in events or programs sponsored by educational institutions	Audacy Rochester hosted a college student from SUNY Oswego to shadow The Sports Bar on 95.7 The Fan Rochester. This student sat in on the 3 hour show with hosts Mike Danger and Gene Battaglia. He was able to see the in's and out's of a daily sports show, and was able to ask questions about the broadcasting field.	2	Regional Brand Manager/Co-host Account Executive/Co-host
19	1/16/2023	Participation in events or programs sponsored by educational institutions	Audacy Rochester hosted a college student from SUNY Fredonia to shadow The Sports Bar on 95.7 The Fan Rochester. This student sat in on the 3 hour show with hosts Mike Danger and Gene Battaglia. He was able to see the in's and out's of a daily sports show, and was able to ask questions about the broadcasting field.	2	Regional Brand Manager/Co-host Account Executive/Co-host