

WCBS, WCBS-FM, WFAN, WFAN-FM, WINS, WINS-FM, WNEW-FM, WXBK**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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|---|---|
| <u>Address:</u> 345 Hudson Street, 10th Floor, New York, NY - 10014 | <u>Contact Person/Title:</u> Chris Oliviero Market President |
| <u>Telephone Number:</u> 212-242-6190 | <u>E-Mail Address:</u> chris.oliviero@audacy.com |

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 |
|---|--|-------------------------------|
| Morning Show Talent (WCBS-FM) | 1-17, 20 | 17 |
| Play-by-Play Announcer (WCBS-AM) Seasonal | 1-17, 20, 24-25 | 17 |
| Sales Assistant | 1-17, 21-22 | 17 |
| Account Executive | 1-17, 19, 21-22 | 17 |
| Account Executive | 1-17, 19, 21-22 | 2 |
| Account Executive | 1-17, 19, 21-22 | 17 |
| Sales Assistant | 1-17, 19 | 19 |
| News Anchor | 1-16, 18, 20, 22 | 20 |
| Digital Content Producer | 1-17, 19, 22-24 | 22 |
| Digital Content Producer | 1-17, 19, 22-24 | 19 |
| Digital Content Producer | 1-17, 19, 22-24 | 17 |
| Executive Producer (Sports Radio Network) | 1-17, 20, 22 | 17 |
| Desk Assistant/Guest Booker | 1-16, 20, 22 | 22 |

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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 | Asian American Journalists Federation-New York 75 Vandam St c/o LaColombe New York, New York 10013 Phone : 000-000-0000 Url : http://www.aaaja-newyork.org Email : aajanychapter@gmail.com Hannah Bea | 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 | 13 |
| 3 | Chinese American Planning Council 150 Elizabeth St. New York, New York 10012 Phone : 212-941-0041 Url : http://www.cpc-nyc.org Email : vwong@cpc-nyc.org Vickie Wong | 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 | Job Path 256 West 38th Street 2nd Floor New York, New York 10018 Phone : 212-944-0564 Url : http://www.jobpathnyc.org Email : aalthoff@jobpathnyc.org Aimee Althoff | N | 0 |

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|------------------|--|--|---|
| 6 | National Association for the Advancement of Colored People (NAACP) 147 Prince St #19 Brooklyn, New York 11201 Phone : 347-836-9025 Url : http://www.naacp.org Email : nysnaacp@aol.com Job Listings | N | 0 |
| 7 | National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org Email : info@nlgja.org Job Listings | N | 0 |
| 8 | New York Association of Black Journalists 2214 Frederick Douglass Blvd. P.O. Box 234 New York, New York 10026 Phone : 646-558-8656 Url : http://www.nyabj.org Email : president@nyabj.org Julie Walker | N | 0 |
| 9 | New York Market 345 Hudson St 10th Floor New York, New York 10014 Phone : 212-649-9667 Email : Jennifer.Valenti-Smith@entercom.com Jennifer Valenti-Smith | N | 0 |
| 10 | Project Ezra 95 Cedar Lane, Suite 12 Englewood, New Jersey 7631 Phone : 201-569-9047 Url : http://www.ezrah.org Email : Leora@ezrah.org Leora Cohen | N | 0 |

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|------------------|--|--|---|
| 11 | Statewide Hispanic Chamber of Commerce of New Jersey 1280 Wall Street West Suite 312 Lyndhurst, New Jersey 7071 Phone : 201-935-0035 Url : http://www.shccnj.org Email : chamber@shccnj.org Job Listings | N | 0 |
| 12 | The Bridge to Independence & Career Opportunity 22 Eagle Road Danbury, Connecticut 6810 Phone : 203-743-6695 Url : http://www.tbicoworks.org Email : info@tbicoworks.org Job Listings | N | 0 |
| 13 | The Career Center - City College of New York 160 Convent Avenue New York, New York 10031 Phone : 212-650-6789 Url : http://www.ccnycuny.edu/cpdi Email : rchristian@ccny.cuny.edu Rhea Faniel | N | 0 |
| 14 | The Harlem Business Alliance 275 Malcolm X Blvd, New York, New York 10027 Phone : 212-665-7010 Url : http://hbany.org Email : rsmith@hbany.org Regina Smith | N | 0 |
| 15 | 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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|----------------------|--|--|---|
| 16 | Yeshiva University Office of Placement and Careers 500 West 185th Street New York, New York 10033 Phone : 212-960-5400 Url : http://www.yu.edu/cjf/rabbinics/placement Email : JCareerPlacement@yu.edu Job Listings | N | 0 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 |
|--|------------------------|--|---|
| 17 | Employee Referral | N | 16 |
| 18 | Former Employee | N | 1 |
| 19 | Indeed.com | N | 6 |
| 20 | Internal Candidate | N | 16 |
| 21 | Job Board | N | 2 |
| 22 | Linked In | N | 15 |
| 23 | On Air Recruitment Ad | N | 1 |
| 24 | Other Source | N | 2 |
| 25 | Word of Mouth Referral | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 73 |

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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 | Ongoing Event | Establishment of an intern program designed to assist members of the community | Audacy New York provided 6 college students with an educational experience tailored to their interests and career aspirations in broadcasting. The paid internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, digital media and sales. | 14 | VP News Programming Brand Manager News Programming (WCBS-AM) Brand Manager, WFAN VP Programming |
| 2 | 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 EEO policy and invites all organizations to be part of the recruitment process. | 2 | EEO Coordinator Traffic Manager |
| 3 | 2/15/2023 | Participation in events sponsored by organizations representing the community | Audacy New York's DEI Coordinator was a panelist at the NY Urban League Champions Breakfast celebrating Diversity, Equity, and Inclusion. She spoke about the continued change in DEI practices and careers in broadcasting. | 1 | DEI Coordinator |
| 4 | 3/30/2023 | Participation in events or programs sponsored by educational institutions | Audacy New York's DEI Coordinator participated in the Brooklyn College Career Fair where she spoke to students about open positions, including internship and fellowship openings within Audacy New York | 1 | DEI Coordinator |
| 5 | 4/19/2023 | Participation in events or programs sponsored by educational institutions | Audacy New York's Director Sports & Entertainment was a panelist at The College of New Jersey Career Panel where she spoke to students about careers in broadcasting. | 1 | Director Sports & Entertainment |
| 6 | 4/20/2023 | Participation in events sponsored by organizations representing the community | Audacy New York and New York Urban league partner for the 1st Annual Diversity Leadership Summit at the Hard Rock Hotel. The theme of the day was Driving Diversity and Inclusion Within Your Organization | 15 | |

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| 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 | 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 |
| 9 | 10/26/2023 | Participation in Job Fairs | Representatives from the NY Market and Audacy's Corporate Talent Acquisition Team hosted a table at the NAB Job Fair at the Javits Center in NYC. Over 100 students were in attendance. Audacy was one of 12 companies represented at the NAB job fair. | 2 | DEI Coordinator Ta Specialist |
| 10 | 11/11/2023 | Participation in Job Fairs | Representatives from the NY Market and Audacy's Corporate Talent Acquisition Team hosted a table and DJ booth at the HBCU College Fair in relation with New York Urban League. 8,000 attendees were at the event including numerous HBCU representatives. | 4 | On Air Personality DEI Coordinator TA Specialist Brand Manager |
| 11 | 11/17/2023 | Participation in job banks, internet programs and other programs designed to promote outreach | Representatives from the NY Market and Audacy's Corporate Talent Acquisition Team hosted a table at the IRTS Multicultural Career Workshop. 160 students were selected to attend the fair and Audacy was one of 19 companies that participated. | 2 | DEI Coordinator Ta Specialist |

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| 12 | 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 |
| 13 | 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 |