

WBGB, WEEL, WEEL-FM, WMJX, WWBX
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

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	1-43	43
Account Executive	1-43	40
Account Executive	1-43	40
Digital Sales Manager	1-4, 6, 9, 11-13, 16, 18-21, 26-27, 29-30, 32, 35, 38-40, 43	40

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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 : http://www.entercom.com/careers Careers Page Manual Posting	N	0
2	Bay State College 31 St James Ave Boston, Massachusetts 2116 Phone : 617-217-9301 Email : careers@baystate.edu Jeff Mason	N	0
3	Bentley University 175 Forest Street Waltham, Massachusetts 2452 Phone : xxxxxxxxx Email : ga_recruiting_info@bentley.edu General Recruiting	N	0
4	Berklee College of Music 921 Boylston Street Boston, Massachusetts 2215 Phone : 617-266-1400 Email : careercenter@berklee.edu Career Center	N	0
5	Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-2000 Url : https://app.joinhandshake.com Heather Fink Manual Posting	N	0
6	Boston Women's Commission 1 City Hall Square Boston, Massachusetts 2201 Phone : 617-635-4427 Email : bostonwomen@cityofboston.gov Career Services	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	Brandeis University 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Url : https://app.joinhandshake.com Cary Weir-Lytle Manual Posting	N	0
8	Bridgewater State University 131 Summer Street Bridgewater, Massachusetts 2324 Phone : 508-531-1328 Url : https://employer.gradleaders.com/bridgewater/emplo John Paganelli Manual Posting	N	0
9	Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services	N	0
10	College of the Holy Cross 1 College Street Worcester, Massachusetts 1610 Phone : 508-793-3880 Url : https://app.joinhandshake.com Pam Ahearn Manual Posting	N	0
11	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : swilliams@gocsb.com Steve Williams	N	0
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Division of Employment & Training 210 South St Boston, Massachusetts 2114 Phone : 617-338-0809 Email : dlund@detma.org Career Services	N	0
14	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : https://app.joinhandshake.com Blaine Butler Manual Posting	N	0
15	Endicott College 376 Hale Street Beverly, Massachusetts 1915 Phone : 978-816-7619 Url : https://app.joinhandshake.com Brenda Campbell Manual Posting	N	0
16	Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services	N	0
17	Framingham State College 100 State Street Framingham, Massachusetts 1701 Phone : 508-626-4625 Url : https://app.joinhandshake.com Carol Spector Manual Posting	N	0
18	Keene State College 229 Main Street Keene, New Hampshire 3435 Phone : 603-352-1909 Email : aca@keene.edu Career Services	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
19	Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services	N	0
20	Mass Commonwealth of Unemployment 19 Staniford Street Boston, Massachusetts 2114 Phone : 617-626-6800 Email : moffer@bristoljobs.org Marilyn Offer	N	0
21	Massachusetts Association of Broadcasters PO Box 857 Clark, New Jersey 7066 Phone : 800-471-1875 Email : jordan@massbroadcasters.org Jordan Walton	N	0
22	Massachusetts Institute of Technology - MIT 77 Massachusetts Ave Cambridge, Massachusetts 2139 Phone : 617-715-5327 Url : https://app.joinhandshake.com Brian Hanna Manual Posting	N	0
23	Massasoit Community College 1 Massasoit Blvd. Brockton, Massachusetts 2302 Phone : 508-588-9100 Url : https://www.focus2career.com/portal/login.cfm?sid=AllessandraMonteiro Allessandra Monteiro Manual Posting	N	0
24	Merrimack College 315 Turnpike Street North Andover, Massachusetts 1845 Phone : 978-837-5143 Url : https://app.joinhandshake.com Laura Hillier Manual Posting	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
25	Mount Holyoke College 50 College Street South Hadley, Massachusetts 1075 Phone : 413-538-2080 Url : https://app.joinhandshake.com Kelly Uccello Manual Posting	N	0
26	New England College 98 Bridge Street Henniker, New Hampshire 3242 Phone : 603-428-2211 Email : edurkee@nec.edu Career Services	N	0
27	New England School of Communication 1 College Circle Bangor, Maine 4401 Phone : 207-941-7176 Email : bill@nescom.edu Career Services	N	0
28	Nichols College 129 Center Road Dudley, Massachusetts 1571 Phone : 508-213-2482 Url : https://app.joinhandshake.com Abby DePasquale Manual Posting	N	0
29	North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services	N	0
30	Rhode Island Indian Council 807 Broad Street Providence, Rhode Island 2907 Phone : 401-781-1098 Email : dwaldron@rhodeislandindiancouncil.org Darrell Waldron	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
31	Southern New Hampshire University 2500 N River Road Hooksett, New Hampshire 3106 Phone : 888-672-1458 Christina Cassella Manual Posting	N	0
32	Springfield College 263 Alden Street Springfield, Massachusetts 1109 Phone : 413-748-3000 Email : smosier@springfieldcollege.edu Sharon Mosier	N	0
33	Stonehill College 320 Washington Street North Easton, Massachusetts 2357 Phone : 508-565-1000 Url : https://app.joinhandshake.com Kristine Shatas Manual Posting	N	0
34	University of Massachusetts at Dartmouth 285 Old Westport Road North Dartmouth, Massachusetts 2747 Phone : 508-999-8658 Url : https://app.joinhandshake.com Sheldon Straker Manual Posting	N	0
35	Wentworth Institute of Technology 550 Huntington Ave Boston, Massachusetts 2115 Phone : 617-989-4590 Email : jobs@wit.edu Career Services	N	0
36	Westfield State College 577 Western Ave Westfield, Massachusetts 1086 Phone : 413-572-5206 Url : https://app.joinhandshake.com Career Services Manual Posting	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
37	Worcester State University 486 Chandler Street Worcester, Massachusetts 1602 Phone : 508-929-8000 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
38	WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6919 Email : wumb@umb.edu Career Services	N	0
39	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Employee Referral	N	6
41	Internal Candidate	N	1
42	Job Board	N	1
43	Linked In	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/5/2022	Participation in Job Fairs	Participated in the MBA (Massachusetts Broadcasters Assoc.) Virtual Broadcasters Job Fair week of 12/5/22. We had the opportunity to upload our current job opportunities and discuss possible opportunities with candidates as they reached out to us via the virtual job fair portal.	2	Talent Acquisitions Specialist HR Generalist
2	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
3	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
4	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	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
6	11/8/2023	Establishment of an intern program designed to assist members of the community	Our programming/operations manager for Boston met a current college students family at The Greg Hill Foundation held the week of 10/30/23. After some discussions the family asked if he would connect with their daughter, currently a student at the University of Massachusetts in Boston, to give her an overview of the sports radio industry seeing it's a passion of hers. Our Programming and Operations Manager held a zoom call with the student on 11/8/23 and discussed the many aspects of sports radio in Boston and tips on how to gain more experience. He connected her with one of our On -Air Personalities who can further help with learning the ropes of the industry. The student has since applied for an internship with us in the spring.	2	Programming/Operations Mgr On Air Personality