

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> High Falls Studios 70 Commercial Street, Rochester, NY - 14614	<u>Contact Person/Title:</u> Sue Munn SVP/Market Manager
<u>Telephone Number:</u> 585-423-2900	<u>E-Mail Address:</u> sue.munn@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 On Air Personality	1-19, 21, 23	19
Morning Show On Air Personality	1-19, 21, 23	19
Sales Assistant	1-18, 22-24	23
Brand Manager (Sports/Talk)	1-20	19

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC**EEO PUBLIC FILE REPORT**

February 1, 2023 - January 31, 2024

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	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	3
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	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

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****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
7	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
8	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
9	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
10	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
11	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

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****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
12	Nazareth College 4245 E Avenue Rochester, New York 14618 Phone : 585-389-2571 Url : https://www2.naz.edu Email : mkahl6@naz.edu Michael Kahl	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 : cmsoc@rit.edu Cathy Slocum	N	0

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC**EEO PUBLIC FILE REPORT****February 1, 2023 - January 31, 2024****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
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

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	7
20	Indeed.com	N	2
21	Internal Candidate	N	1
22	Job Board	N	1
23	Linked In	N	6
24	On Air Recruitment Ad	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC

EEO PUBLIC FILE REPORT

February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/9/2023	Participation in events or programs sponsored by educational institutions	Audacy Rochester hosted a college student from St. John Fisher University to tour the studio, shadow a live broadcast and talk about careers in broadcasting.	2	Regional Brand Manager/Co-host Account Executive/Co-host
2	2/20/2023	Participation in events or programs sponsored by educational institutions	Our morning show host attended a meeting at SUNY Brockport's student radio station 89.1 The Point. She spoke with the students about a career in radio and had a Q & A session.	1	On Air Personality
3	2/28/2023	Participation in events or programs sponsored by educational institutions	Audacy Rochester's Creative Services Director visited SUNY Brockport's Audio Production class to speak about careers in media and audio production.	1	Creative Services Director
4	3/30/2023	Participation in events or programs sponsored by educational institutions	Account Executives hosted Mercy High School students for a tour of the studio and a discussion of careers in broadcasting.	1	Account Executive
5	4/27/2023	Participation in events sponsored by organizations representing the community	The regional brand manager attended a Careers in Sports Day hosted by the Rochester Red Wings. Many area high school sports/business students attended this event. He spoke on a panel of professionals in the sports industry about careers in broadcasting.	1	Regional Brand Manager/Co-host
6	5/26/2023	Participation in events or programs sponsored by educational institutions	The regional brand manager visited St. Mary's in Canandaigua. He spoke to students about careers in broadcasting and gave them advice about their podcasts.	1	Regional Brand Manager/Co-host
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

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	7/14/2023	Participation in events or programs sponsored by educational institutions	Two local students attended the Career in Sports Day where they toured our studio, shadowed our staff, watched a live broadcast, and spoke about careers in the industry.	2	Regional Brand Manager/Co-host Account Executive/Co-host
9	7/14/2023	Participation in events or programs sponsored by educational institutions	On-Air personality for 98.9 The Buzz spoke with students from SUNY Oswego regarding careers in broadcasting/journalism.	1	On Air Personality
10	8/16/2023	Participation in Job Fairs	The Director of Technical Operations attended the August virtual job fair through the NYS DOL for the Western NY region. He spoke with job seekers about positions open at Audacy Rochester.	1	Director of Technical Operations
11	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
12	10/18/2023	Participation in Job Fairs	The Director of Technical Operations attended the October virtual job fair through the NYS DOL for the Western NY region. He spoke with job seekers about positions open at Audacy Rochester.	1	Director of Technical Operations
13	11/15/2023	Participation in Job Fairs	The Director of Technical Operations attended the November virtual job fair through the NYS DOL for the Western NY region. He spoke with job seekers about positions open at Audacy Rochester.	1	Director of Technical Operations
14	11/20/2023	Participation in events or programs sponsored by educational institutions	On-air personality & brand manager attended a career day at Spry Middle School in the Webster school district. He spoke with students about careers in broadcasting.	1	On-air Personality/Brand Manager
15	11/28/2023	Participation in events sponsored by organizations representing the community	Brand Manager & On-Air Personality hosted a visually impaired Fairport High School student for a tour of our studios. They talked about careers in the radio industry and created a mock sports broadcast.	1	On-air Personality/Brand Manager

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	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
17	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