

WHLL, WMAS-FM, WWEI
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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| <u>Address:</u> 100 Hall of Fame Avenue, Springfield, MA - 01105 | <u>Contact Person/Title:</u> Craig Swimm SVP/Market Manager |
| <u>Telephone Number:</u> 413-737-1414 | <u>E-Mail Address:</u> craig.swimm@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 |
|---------------------------------|--|-----------------------|
| Account Executive - Springfield | 1-55, 57 | 57 |
| Account Executive | 1-33, 35-36, 38-54, 56 | 56 |

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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 | 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 : 781-891-2000 Email : ga_recruiting_info@bentley.edu Career Center | Y | 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 | Berkshire Community College 1350 West Street Pittsfield, Massachusetts 1201 Phone : 413-236-1637 Email : jcornman@berkshirecc.edu Career Center | N | 0 |
| 6 | Boston College 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-4769 Url : https://bc-csm.symplicity.com/students/?signin_tab Employer Recruiting Manual Posting | Y | 0 |

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|------------------|---|--|---|
| 7 | Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-2000 Url : https://app.joinhandshake.com Heather Fink Manual Posting | Y | 0 |
| 8 | Boston Women's Commission 1 City Hall Square Boston, Massachusetts 2201 Phone : 617-635-4427 Email : bostonwomen@cityofboston.gov Career Services | N | 0 |
| 9 | Brandeis University 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Url : https://app.joinhandshake.com Cary Weir-Lytle Manual Posting | N | 0 |
| 10 | 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 |
| 11 | Bunker Hill Community College 250 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-228-2000 Email : workjobpostings@BHCC.Mass.edu Delores Gatley | N | 0 |
| 12 | Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services | N | 0 |

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|------------------|--|--|---|
| 13 | 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 |
| 14 | Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : swilliams@gocsb.com Steve Williams | Y | 0 |
| 15 | 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 |
| 16 | Division of Employment & Training 210 South St Boston, Massachusetts 2114 Phone : 617-338-0809 Email : dlund@detma.org Career Services | N | 0 |
| 17 | Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : https://app.joinhandshake.com Blaine Butler Manual Posting | Y | 0 |
| 18 | Endicott College 376 Hale Street Beverly, Massachusetts 1915 Phone : 978-816-7619 Url : https://app.joinhandshake.com Brenda Campbell Manual Posting | N | 0 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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|------------------|--|--|---|
| 19 | Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services | N | 0 |
| 20 | Framingham State College 100 State Street Framingham, Massachusetts 1701 Phone : 508-626-4625 Url : https://app.joinhandshake.com Carol Spector Manual Posting | N | 0 |
| 21 | Keene State College 229 Main Street Keene, New Hampshire 3435 Phone : 603-352-1909 Email : aca@keene.edu Career Services | N | 0 |
| 22 | Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services | N | 0 |
| 23 | MA College of Liberal Arts 375 Church Street North Adams, Massachusetts 1247 Phone : 413-662-5000 Email : career@mcla.edu Career Services | N | 0 |
| 24 | Mass Commonwealth of Unemployment 19 Staniford Street Boston, Massachusetts 2114 Phone : 617-626-6800 Email : moffer@bristoljobs.org Marilyn Offer | N | 0 |

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|------------------|--|--|---|
| 25 | Massachusetts Association of Broadcasters PO Box 857 Clark, New Jersey 7066 Phone : 800-471-1875 Email : jordan@massbroadcasters.org Jordan Walton | N | 0 |
| 26 | 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 |
| 27 | Massasoit Community College 1 Massasoit Blvd. Brockton, Massachusetts 2302 Phone : 508-588-9100 Url : https://www.focus2career.com/portal/login.cfm?sid=Allessandra Monteiro Manual Posting | N | 0 |
| 28 | Merrimack College 315 Turnpike Street North Andover, Massachusetts 1845 Phone : 978-837-5143 Url : https://app.joinhandshake.com Laura Hillier Manual Posting | N | 0 |
| 29 | 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 |
| 30 | Mt. Wachusett Community College 444 Green Street Gardner, Massachusetts 1440 Phone : 978-630-9134 Email : pbrewerton@mwcc.mass.edu Christine Davis | N | 0 |

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|------------------|--|--|---|
| 31 | NAACP/ South Middlesex Branch 330 M.L.K. Jr Blvd Roxbury, Massachusetts 2119 Phone : 617-427-9494 Email : washingtonbureau@naacpnet.org Career Services | N | 0 |
| 32 | New England College 98 Bridge Street Henniker, New Hampshire 3242 Phone : 603-428-2211 Email : edurkee@nec.edu Career Services | N | 0 |
| 33 | New England School of Communication 1 College Circle Bangor, Maine 4401 Phone : 207-941-7176 Email : bill@nescom.edu Career Services | N | 0 |
| 34 | New North Citizens Council 2455 Main Street Springfield, Massachusetts 1107 Phone : 413-746-4885 Email : klmorales@newnorthcc.org Career Services | N | 0 |
| 35 | Nichols College 129 Center Road Dudley, Massachusetts 1571 Phone : 508-213-2482 Url : https://app.joinhandshake.com Abby DePasquale Manual Posting | Y | 0 |
| 36 | North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services | N | 0 |

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|------------------|--|--|---|
| 37 | Northeastern University 360 Huntington Ave Boston, Massachusetts 2115 Phone : 617-373-2000 Email : student-affairs@neu.edu Career Services | N | 0 |
| 38 | Rhode Island Indian Council 807 Broad Street Providence, Rhode Island 2907 Phone : 401-781-1098 Email : dwaldron@rhodeislandindiancouncil.org Darrell Waldron | N | 0 |
| 39 | Southern New Hampshire University 2500 N River Road Hooksett, New Hampshire 3106 Phone : 888-672-1458 Christina Cassella Manual Posting | N | 0 |
| 40 | Springfield College 263 Alden Street Springfield, Massachusetts 1109 Phone : 413-748-3000 Email : smosier@springfieldcollege.edu Sharon Mosier | N | 0 |
| 41 | Stonehill College 320 Washington Street North Easton, Massachusetts 2357 Phone : 508-565-1000 Url : https://app.joinhandshake.com Kristine Shatas Manual Posting | N | 0 |
| 42 | Thayer Academy 745 Washington Street Braintree, Massachusetts 2184 Phone : 781-843-3580 Email : dking@thayer.org Denise King | N | 0 |

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|------------------|--|--|---|
| 43 | 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 |
| 44 | University of Vermont University of Vermont Burlington, Vermont 5405 Phone : 802-656-3450 Url : https://app.joinhandshake.com Sarah Heath Manual Posting | N | 0 |
| 45 | WBRS-FM (Brandeis University) 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Email : gm@wbrs.org Career Services | N | 0 |
| 46 | Wentworth Institute of Technology 550 Huntington Ave Boston, Massachusetts 2115 Phone : 617-989-4590 Email : jobs@wit.edu Career Services | N | 0 |
| 47 | Western New England College 1215 Wilbraham Road Springfield, Massachusetts 1119 Phone : 413-782-3111 Email : jsteffes@wne.edu Jeanne Hart-Steffes | N | 0 |
| 48 | 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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|------------------|--|--|---|
| 49 | Worcester State University 486 Chandler Street Worcester, Massachusetts 1602 Phone : 508-929-8000 Url : https://app.joinhandshake.com Career Services Manual Posting | N | 0 |
| 50 | WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6919 Email : wumb@umb.edu Career Services | N | 0 |
| 51 | 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 |
| 52 | WZBC-FM 90.3FM (Boston College) 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-3511 Email : Internship.director@wzbc.org Career Services | N | 0 |
| 53 | YMCA Boston 316 Huntington Ave Boston, Massachusetts 2115 Phone : 617-927-8060 Email : hrdepartment@ymcaboston.org Career Services | N | 0 |
| 54 | YMCA of New Bedford 25 S Water Street New Bedford, Massachusetts 2740 Phone : 508-997-0734 Email : kstrangis@ymcasouthcoast.org Career Services | N | 0 |

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|----------------------|---|--|---|
| 55 | YWCA Cambridge 7 Temple Street Cambridge, Massachusetts 2139 Phone : 617-661-9622 Email : nobrien@cambymca.org Career Services | 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 |
|--|-------------------------|--|---|
| 56 | Indeed.com | N | 1 |
| 57 | Job posting on internet | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 2 |

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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 | Participation in other activities designed by the station employment unit | Internal email publishing the current open positions listed in Audacy career sites, including position title, station and reference number. | 1 | Business Administrator |
| 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 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 |
| 3 | Ongoing Event | Participation in other activities designed by the station employment unit | The website for each of the stations in the Employment Unit includes a link to the Audacy Careers page, which has information about careers in broadcasting. | 1 | EEO Coordinator |
| 4 | Ongoing Event | Participation in other activities designed by the station employment unit | Once a week, the Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process. | 2 | EEO Coordinator Traffic Manager |
| 5 | 12/10/2020 | 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 discrimination in the workplace. | 1 | Market Manager |

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|----|-------------|---|---|-------------------------------------|---|
| 6 | 2/1/2021 | Participation in scholarship programs | Audacy Springfield's Market Manager took part in the MBA Student Broadcaster Scholarship Program - a statewide station/association-funded program, the Student Broadcaster Scholarship Program awards qualified students with a scholarship toward pursuing a degree in over-the-air broadcasting. | 1 | Market Manager |
| 7 | 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 |
| 8 | 8/3/2021 | 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. | 1 | Market Manager |
| 9 | 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 |
| 10 | 10/1/2021 | Participation in Job Fairs | Audacy's Talent Acquisition Specialist attended a virtual career fair at Syracuse University – Martin H. Whitman School of Management and the S.I. Newhouse School of Public Communications. We spoke with students one on one, that are graduating in the Spring of 2022 about our Fellowship program. | 1 | Talent Acquisition Specialist |

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|----|-------------|---|---|-------------------------------------|-------------------------------|
| 11 | 10/13/2021 | Participation in Job Fairs | JA Inspire Virtual Career Expo is Junior Achievement's capstone career development program for 7th – 12th grade students. Using virtual technology, the Inspire Virtual Expo features a mega online career event filled with 100 local business exhibits providing downloadable career information and exhibitor videos. Our Audacy Market Manager discussed a career in the radio industry. | 1 | Market Manager |
| 12 | 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 |
| 13 | 10/25/2021 | Participation in Job Fairs | MassHire brings the best of our community's employment and training resources in two central locations: Worcester and Southbridge. As a federally and state-funded Massachusetts One-Stop Career Center, we provide employment services for both job seekers and employers. The City of Worcester Division of Workforce Development operates the Career Center in partnership with the Massachusetts Department of Career Services. | 1 | Market Manager |