

WCBS, WCBS-FM, WFAN, WFAN-FM, WINS, WNEW-FM, WNYL, WXBK
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
Morning Show - Content Producer / On Air Host NY Country	1-19, 23, 25, 30	23
Sales Assistant - NY Radio (WFAN, WCBS-FM, 1010WINS, WCBS-AM, 92.3, 102.7, 94.7)	1-19, 23, 29-30	23
VICE PRESIDENT PROGRAMMING, WFAN-FM/AM NEW YORK AND CBS SPORTS RADIO	1-23, 27	22
Morning Show Content Producer (WCBS-FM)	1-19, 23-24, 27	24
Producer - WFAN	1-19, 23, 27, 30	23
Producer - WFAN	1-19, 23, 27, 30	30
Sales Assistant - NY Radio (WFAN, WCBS-FM, 1010WINS, WCBS-AM, 92.3, 102.7, 94.7)	1-5, 7-19, 23, 26-28, 30	23
Sales Assistant - NY Radio (WFAN, WCBS-FM, 1010WINS, WCBS-AM, 92.3, 102.7, 94.7)	1-5, 7-19, 23, 26-28, 30	23
Sales Assistant - NY Radio (WFAN, WCBS-FM, 1010WINS, WCBS-AM, 92.3, 102.7, 94.7)	1-5, 7-19, 23, 26-28, 30	27
Sales Assistant - NY Radio (WFAN, WCBS-FM, 1010WINS, WCBS-AM, 92.3, 102.7, 94.7)	1-5, 7-19, 23, 26-28, 30	23
Sales Operations Manager	1-5, 7-19, 23	23
Chief Engineer / Director of Technical Operations New York	1-5, 7-20	20
Digital Content Producer - WINS and WCBS-AM	1-5, 7-20, 22-23, 25-27, 30	22
Digital Content Producer - WINS and WCBS-AM	1-5, 7-20, 22-23, 25-27, 30	27
Digital Content Producer - WINS and WCBS-AM	1-5, 7-20, 22-23, 25-27, 30	25
Digital Content Producer - WINS and WCBS-AM	1-5, 7-20, 22-23, 25-27, 30	25

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Managing Producer of Podcast WINS-AM and WCBS-AM	1-5, 7-19, 22, 27	22
Social & Engagement Editor - WINS and WCBS-AM	1-5, 7-20, 23, 27, 30	23
Podcast & MultiMedia Producer Ex WINS and WCBS-AM	1-5, 7-20, 22, 25-27, 30	22
Podcast & MultiMedia Producer Ex WINS and WCBS-AM	1-5, 7-20, 22, 25-27, 30	25
Podcast & MultiMedia Producer Ex WINS and WCBS-AM	1-5, 7-20, 22, 25-27, 30	27
Desk Side Support	1-5, 7-19, 25, 27	25
Editor	1-5, 7-19, 22	22
Editor	1-5, 7-19, 22	22
Digital Content Producer - WINS and WCBS-AM	1-5, 7-20, 22-23, 27, 30	22
Digital Content Producer - WINS and WCBS-AM	1-5, 7-20, 22-23, 27, 30	30
Brand Manager (94.7 The Block)	1-5, 7-20, 23, 27	23

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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.aaja-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	0
3	Bronxnet 250 Bedford Park Blvd. W c/o Lehman College Bronx, New York 10468 Phone : 718-960-8769 Url : http://www.bronxnet.org/ Email : marisa@bronxnet.org Marisa White	N	0
4	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
5	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
6	Emma Bowen Foundation 524 W 57 Street New York, New York 10019 Phone : (516) 341-9776 HQ Url : https://www.emmabowenfoundation.com Email : rice.sandra@nbcuni.com Rice Sandra	N	0

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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	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
8	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
9	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
10	National Urban League 80 Pine St 9th Floor New York, New York 10005 Phone : 212-558-5300 Url : http://www.nuljobsnetwork.com Email : dcoleman@nyul.org Job Listings	N	0
11	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

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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	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
13	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
14	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
15	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
16	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	Y	0
17	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

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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
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
19	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
20	Current Employee	N	21
21	E-mail Inquiry	N	5
22	Employee Promotion	N	7
23	Employee Referral	N	24
24	Former Employee	N	1
25	Indeed.com	N	7
26	Job Board	N	3
27	Linked In	N	29
28	Non-Employee Referral	N	2
29	Recruiter	N	1
30	Station Website	N	14
TOTAL INTERVIEWS OVER REPORTING PERIOD:			114

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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	2/1/2021	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
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 EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager

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3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manger Talent Acquisition Manager
4	3/6/2021	Participation in events or programs sponsored by educational institutions	Audacy New York News Brand Manager Organized and presented to at Syracuse University SI Newhouse School of Public Communication's State of the Field Journalism Conference. The Saturday morning virtual conference had 300+ young journalists and journalism students take part to discuss storytelling, equity in the media, and beat reporting.	1	News Brand Manager
5	3/13/2021	Participation in events or programs sponsored by educational institutions	Audacy New York's WNYL On Air Talent was a virtual speaker where he spoke to a group of students in Nassau Community College's Broadcasting Program.	1	On Air Talent

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6	3/27/2021	Participation in events or programs sponsored by educational institutions	Audacy New York WCBS News Radio 880 reporter speaks to the Livingston Alumni Association and Rutgers School of Communication and Information Alumni Association in an one-on-one conversation "Covering New York City in Good Times and Bad."	1	Reporter
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	4/17/2021	Participation in events sponsored by organizations representing the community	Audacy's WINS Service Aid is The STEP/CSTEP Manhattan/Bronx Regional Chapter keynote speaker for the conference promoting careers in news media	1	News Service Aid
9	5/12/2021	Participation in events sponsored by organizations representing the community	Audacy New York Service Aid moderated the New York Urban League, Greater New York Links, Incorporated and Audacy Media Women in the Trenches COVID 19 where panel shared insights on being in media.	1	News Service Aid
10	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	130	General Managers General Sales Managers Brand Managers Business Administrators
11	8/5/2021	Participation in events sponsored by organizations representing the community	Audacy Talent and Acquisition Team sat on a panel for Big Brothers Big Sisters and TechBae to discuss their mentorship program aimed to help women break into the ad tech and media industries.	2	Talent Acquisition Manager, Human Resources Director Human Resources, Diversity, Equity and Inclusion

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12	9/27/2021	Participation in events sponsored by organizations representing the community	Audacy New York's WCBS-AM News Radio 880 News Brand Manager was the virtual speaker at the CUNY - Fordham University in the Bronx, Journalism Class.	1	News Brand Manager
13	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
14	10/1/2021	Participation in events or programs sponsored by educational institutions	Audacy Talent and Acquisition team attended a virtual Career Fair with Syracuse University.	1	Talent Acquisition Specialist
15	10/14/2021	Participation in events sponsored by organizations representing the community	Employing U.S. VETS Conference This semi-annual conference includes discussions of best practices and challenges related to veteran employment, recognition of companies going above and beyond for vets and their families, and lots of opportunities to network. The conference is designed to offer attendees actionable tools and information to establish and build upon veteran initiatives. It will also provide a great opportunity to network with peers from leading companies.	1	Talent Acquisition Specialist
16	10/27/2021	Participation in events sponsored by organizations representing the community	Audacy New York's WCBS News Radio 880 Reporter was a on a panel for CBI College Radio Conference where he shared the skills you can prepare now to succeed in your career after college.	1	Reporter

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17	11/13/2021	Sponsorship of events in the community designed to increase public awareness	Audacy New York participated in New York Urban League College and Career Fair. This event will engage High School and College Seniors across New York City eager to learn about opportunities to pursue higher education and enter the workforce. We anticipate attendance of approximately 1,500 high school students, college seniors and/or graduates and career seekers. We are extending you this opportunity to engage attendees with information, small group presentations, and/or recruiting various employment opportunities.	3	SVP, Market Manager News Service Aide HR Business Manager
18	11/15/2021	Participation in other activities designed by the station employment unit	Audacy New York Regional Promotions Director, Marketing/Promotions participates virtually in Wayne Valley High School Week Career Fair where spoke to students about promotions in career.	1	Regional Promotions Director, Marketing/Promotions
19	11/18/2021	Participation in events or programs sponsored by educational institutions	Audacy New York WCBS 880 News Radio speaks to CUNY Fordham University spoke to the News Broadcasting class.	1	Reporter
20	12/7/2021	Participation in events sponsored by organizations representing the community	Audacy New York participated in New Urban League Quarterly Diversity and Inclusion Roundtable Discussion on what can be done to see greater diversity in middle and upper management.	2	SVP, Market Manager Regional Director, HR
21	12/21/2021	Participation in events sponsored by organizations representing the community	Audacy New York SVP Market Manager and Regional HR Director lead speakers for New York Urban League's discussion on careers in radio and what it can be for you for a group of NYUL partners.	2	SVP, Market Manager Regional Direct, HR
22	1/11/2022	Participation in events or programs sponsored by educational institutions	Audacy New York WCBS News Radio 880 reporter, was the guest speaker at CUNY Fordham University, News Broadcasting class.	1	Reporter

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23	1/13/2022	Participation in events or programs sponsored by educational institutions	As part of Lafayette's Career Track program through its Gateway Career Center, Audacy's Regional Director, Human Resources spoke to students and its Associate Director about the company as well as careers at Audacy in New York and elsewhere as part of the Media & Entertainment career track.	1	Regional HR Director