

KFNZ, KFNZ-FM, KMBZ, KMBZ-FM, KQRC-FM, KWOD, KYYS, KZPT, WDAF-FM

EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

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	1-22, 24, 26-27, 29	27
Account Executive	1-22, 24, 26-27, 29	29
Sales Assistant	1-12, 14-15, 17-21, 23, 27	23
Account Executive	1-12, 14-15, 17-21, 23, 25, 27	23
KMBZ Midday Talk Show Co-Host	1-12, 14-15, 17-21, 23, 27-28	23
Executive Producer	1-12, 14-15, 17-21, 23, 25, 28-30	29

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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. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	3
2	Benedictine College Director of Career Development 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Url : https://ravenwalk.benedictine.edu/ Email : jditemore@benedictine.edu Jennifer Ditemore	N	0
3	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
4	Full Sail Real World Education 3300 University Blvd Winer park, Florida 32792 Phone : 800-757-5105 Email : hthompson@fullsail.com Harmony Thompson	N	0
5	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
6	Independence Employment Resource Ctr - Church of Latter Day Saints 517 W Walnut Ste 5 Independence, Missouri 64050 Phone : 816-461-5481 Email : wel-ec-independence@ldschurch.org Bill Ellibee	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
7	Johnson County Community College 12345 College Boulevard Overland Park, Kansas 66210 Phone : 913-469-8500 Email : careerdevelopment@jccc.edu Carol Gard	N	0
8	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4618 Email : bergmant@moval.edu Tiffany Bergman	N	0
9	National Association for the Advancement of Colored People -MO State Conference PO Box 104221 Jefferson City, Missouri 65110 Phone : 816-421-1191 Email : jenaacp@gmail.com Nimrod Chapel, JR	N	0
10	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0
11	Northwest Missouri State University -Department of Mass Communications 800 University Drive Wells Hall 237 Maryville, Missouri 64468 Phone : 660-562-1361 Email : marlam@nwmissouri.edu Marla McCrary	N	0
12	Northwest Missouri State University-Administrations 800 University Drive Administration Bldg # 130 Maryville, Missouri 64468 Phone : 660-562-1455 Email : career@nwmissouri.edu Rosalie Weathermon	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	Northwest Missouri State University-Asst. Professor 800 University Drive Wells Hall 235 Maryville, Missouri 64468 Phone : 660-562-1617 Email : lamer@nwmissouri.edu Fred Lamer	N	0
14	Prep-KC 700 W 47th Kansas City, Missouri 64112 Phone : 816-817-0890 Email : ajohnston@prepkc.org Anne Johnston	N	0
15	Rockhurst University-Dept. of Communication 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4390 Email : katie.clune@rockhurst.edu Dr. Katie Fischer Clune	N	0
16	Southern Baptist University 1600 University Avenue Boliver, Missouri 65613 Phone : 417-328-1689 Url : https://www.collegecentral.com/sbuniv/employer.cfm Email : CareerServices@SBUniv.edu Career Services	N	0
17	United Minority Media Association 5511 Woodland Ave Ste 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : Ummaseventyfour@yahoo.com M.C. Richardson	N	0
18	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Email : jsporter@ucmo.edu J S Porter	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
19	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Email : ahartley@ku.edu Ann Hartley	N	0
20	Women's Employment Network 910 Main Street Ste 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Email : tbomar@kcwen.org Tonia Bomar	N	0
21	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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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
22	Current Employee	N	1
23	Employee Referral	N	6
24	Indeed.com	N	2
25	Job Board	N	2
26	Job posting on internet	N	1
27	Linked In	N	18
28	On Air Recruitment Ad	N	2
29	Recruiter	N	2
30	Trade Website	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
2	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Kansas City provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	SVP Market Manager
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Kansas City broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	SVP Market Manager Director Traffic Operations
5	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director

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6	2/6/2025	Participation in events sponsored by organizations representing the community	Audacy Kansas City attended the KAB Day at The Hill with Legislators in Topeka to support careers in broadcasting.	1	SVP Market Manager
7	2/11/2025	Participation in events sponsored by organizations representing the community	Audacy Kansas City attended the KC Royals Partnership Summit where they discussed careers in broadcasting.	3	SVP Market Manager Operations Manager General Sales Manager
8	4/23/2025	Participation in events sponsored by organizations representing the community	Audacy Kansas City were guest speakers at the KAB Sports Seminar.	3	SVP Market Manager Promotions Assistant Digital Content Producer
9	5/7/2025	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.	3	Market Manager Brand Manager Sales Manager
10	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the company about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
11	6/25/2025	Participation in other activities designed by the station employment unit	Audacy Kansas City hosted a tour for students who also participated in a one day internship where they learned about careers in broadcasting.	2	SVP Market Manager Business Administrator

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12	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager