

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

EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>7000 Squibb Road, 2nd Floor, Mission, MO - 66202</p>	<p><u>Contact Person/Title:</u></p> <p>Roxanne Marati SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>913-744-3600</p>	<p><u>E-Mail Address:</u></p> <p>roxanne.marati@audacy.com</p>

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	1-37, 39-40, 43-45	43
Digital Content Producer	1, 4-5, 8-11, 18, 20-24, 27, 29-33, 36-37, 40, 43	43
General Sales Manager	1, 4-5, 8-11, 18, 20-24, 27, 29-33, 36-37, 40-41, 43	40
Account Executive	1, 4-5, 8-11, 18, 20-24, 27, 29-33, 36-38, 40, 42-43	43
Producer	1, 4-5, 8-11, 18, 20-24, 27, 29-33, 36-39, 43	38
Key Account Manager	1, 4-5, 8-11, 18, 20-23, 27, 29-33, 36-37, 43	43
KMBZ Morning Producer	1, 4-5, 8-11, 18, 20-23, 27, 29-33, 36-37, 40-41, 43	41

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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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	10
2	Avila College-Career Services 11901 Wornall Road Kansas City, Missouri 64145 Phone : 816-501-2901 Url : https://www.collegecentral.com/avila/ Susan Wulff Manual Posting	N	0
3	Baker University-Career Development Center PO Box 65 205 Pulliam Center Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.collegecentral.com/bakeru Susan Wade Manual Posting	N	0
4	Benedictine College Director of Career Development 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Url : https://ravenwalk.benedictine.edu/ Email : jdittemore@benedictine.edu Jennifer Ditemore	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Emporia State University 1 College Circle Emporia, Kansas 66801 Phone : 620-341-5465 Url : https://app.joinhandshake.com J Lutz Manual Posting	N	0
7	Fort Hays State University 600 Park Street Sheridan Hall 214 Hays, Kansas 67601 Phone : 785-628-4260 Url : https://app.joinhandshake.com Karen McCullough Manual Posting	N	0
8	Full Sail Real World Education 3300 University Blvd Winer park, Florida 32792 Phone : 800-757-5105 Email : hthompson@fullsail.com Harmony Thompson	N	0
9	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
10	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
11	Johnson County Community College 12345 College Boulevard Overland Park, Kansas 66210 Phone : 913-469-8500 Email : careerdevelopment@jccc.edu Carol Gard	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	Kansas State University 705 North 17th Street Manhattan, Kansas 66502 Phone : 785-532-2769 Url : https://app.joinhandshake.com Candy Walton Manual Posting	N	0
13	Maple Woods Community College 2601 NE Barry Road Kansas City, Missouri 64156 Phone : 816-437-3155 Url : https://mcekc-csm.symplicity.com/ Marylynn Munger Manual Posting	N	0
14	Metropolitan Community College 3200 Broadway Kansas City, Missouri 64111 Phone : 816-604-1001 Url : https://mcekc-csm.symplicity.com/ Mark Murtha Manual Posting	N	0
15	Metropolitan Community College-Blue River 20301 E 78 Hwy Independence, Missouri 64057 Phone : 816-604-6544 Url : https://mcekc-csm.symplicity.com/ Kim Moriconi Manual Posting	N	0
16	Metropolitan Community College-Business & Technology 1775 Universal Ave Kansas City, Missouri 64120 Phone : 816-604-5226 Url : https://mcekc-csm.symplicity.com/ Tatia Shelton 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
17	Missouri Southern State University 3950 E Newman Joplin, Missouri 64801 Phone : 417-625-9343 Url : https://employer.gradleaders.com/mssu/employers/lo Nicole Brown Manual Posting	N	0
18	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4618 Email : bergmant@moval.edu Tiffany Bergman	N	0
19	Missouri Western State University 4525 Downs drive St. Joseph, Missouri 64507 Phone : 816-271-4206 Url : https://app.joinhandshake.com Vincent Bowhay Manual Posting	N	0
20	National Association for the Advancement of Colored People -MO State Conference PO Box 104221 Jefferson City, Missouri 65110 Phone : 816-421-1191 Email : jnaacp@gmail.com Nimrod Chapel, JR	N	0
21	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : Lisa.snyder@ngu.edu Lisa Snyder	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
22	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
23	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
24	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
25	Park University 8700 NW River Park Drive Box 33 Parkville, Missouri 64152 Phone : 816-584-6407 Url : https://app.joinhandshake.com Leah Fletcher Manual Posting	N	0
26	Pittsburg State University 1701 South Broadway Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : https://app.joinhandshake.com Heather Busch Manual Posting	N	0
27	Prep-KC 700 W 47th Kansas City, Missouri 64112 Phone : 816-817-0890 Email : ajohnston@prepkc.org Anne Johnston	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
28	Rockhurst University-Career Services 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4861 Url : https://rockhurst-csm.symplicity.com/employers/?si Mike Theobald Manual Posting	N	0
29	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
30	Southern Baptist University 1600 University Avenue Boliver, Missouri 65613 Phone : 417-328-1689 Url : https://www.collegecentral.com/sbuniv/employer.cfm Email : CareerServices@SBUuniv.edu Career Services	N	0
31	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
32	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Email : jsporter@ucmo.edu J S Porter	N	0
33	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	University of Missouri - Kansas City 5100 Rockhill Rd Kansas City, Missouri 64110 Phone : 816-235-1225 Url : https://app.joinhandshake.com/ Daniel Folk Manual Posting	N	0
35	Washburn University 1700 Southwest College Ave Topeka, Kansas 66621 Phone : 785-670-1450 Url : https://app.joinhandshake.com Kent McAnally Manual Posting	N	0
36	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
37	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
38	Current Employee	N	2
39	Employee Referral	N	5
40	Indeed.com	N	8
41	Job Board	N	2
42	Job posting on internet	N	1
43	Linked In	N	21
44	On-Air Announcement (One or More SEU Stations)	N	1
45	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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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	Audacy Kansas City broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.	3	Administrative Assistant Business Administrator SVP Market Manager Traffic Manager
2	11/5/2023	Participation in other activities designed by the station employment unit	Audacy Kansas City runs segments on air discussing job opportunities at Audacy and around the KC market.	2	Brand Manager Creative Director
3	12/5/2023	Sponsorship of events in the community designed to increase public awareness	Audacy Kansas City promoted an Acoustic Christmas at The Midland Theater. This event raised money for FISH - Friend In Service of Heros (veterans). The event was promoted on air and they spoke about how careers in broadcasting provide rewarding ways to give back to local communities and invited listeners and concert goers to apply to our open job opportunities.	4	VP/Operations Manager General Sales Manager on air personality on air personality
4	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
5	1/1/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Kansas City staff attended the WIN for KC event recognizing women & girls in the KC area making a difference through sports and fitness. This event was promoted on air and the staff spoke how careers in broadcasting provide opportunities to give back to local communities.	4	SVP Market Manager VP/Operations Manager Account Executive on air personality

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6	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
7	2/22/2024	Participation in events or programs sponsored by educational institutions	Audacy Kansas City spoke to a group of about 20 college students at Benedictine College on broadcasting and audio production.	1	Commercial Producer
8	2/24/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Kansas City partnered with the American Heart Association to provide publicity and awareness for fundraising efforts as well as emceed The Heart Ball event. During the event attendees were provided with information about Audacy's career opportunities.	2	on air personality on air personality
9	4/10/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Kansas City promoted and spoke about the first stadium built for a women's professional sports team. Literally laying the groundwork for women's sports in Kansas City. During the broadcast the on air staff promoted and spoke about careers in broadcasting specifically at Audacy Kansas City where they work with so many sports teams.	1	on air personality
10	4/19/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Kansas City partnered with the American Heart Association to raise funds for the Go Red For Women event. This event was promoted on air where Audacy spoke about careers in broadcasting provide opportunities to give back to local communities. Participants at the event were provided with information about opportunities at Audacy and a link to our career site.	4	SVP Market Manager on air personality on air personality on air personality

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11	4/23/2024	Participation in events sponsored by organizations representing the community	Audacy Kansas City worked with the Kansas Association of Broadcasters and hosted students from across the state for a sports broadcast seminar at Arrowhead Stadium, Kansas City, MO	2	Executive Producer on air personality
12	4/25/2024	Provision of training to management	Members of Audacy's Talent Acquisition team participated in Reach Out for Happy Hour (ROFHH): Operation Warfighter where they learned how to tap into transitioning service members from all branches of the military for recruitment purposes via the Operation Warfighter program. These resources can be utilized for recruitment efforts across Audacy.	4	Director, Talent Acquisition Talent Acquisition Associate Talent Acquisition Associate Talent Acquisition Associate
13	5/6/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Kansas promoted the 2nd annual sports equipment drive to benefit the Urban Youth Academy. This event was promoted on air and they spoke about careers in broadcasting provide opportunities to give back to local communities. Audacy had a table at the event with information about Audacy including a link to our career site.	4	Brand Manager on air personality on air personality
14	6/13/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Kansas City's Tent Pole Event "Cody & Gold Garage Sale" which benefits the Negro Leagues Baseball Museum was held. At the event, attendees were provided with information about opportunities at Audacy and given a link to our career site.	4	Brand Manager on air personality on air personality
15	6/17/2024	Establishment of an intern program designed to assist members of the community	Audacy Kansas City hosted summer college interns who were interested in careers in broadcasting.	3	SVP Market Manager Business Administrator Account Executive

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16	6/18/2024	Participation in events sponsored by organizations representing the community	On June 18th, leaders from across Audacy, including our COO and EVP of Programming, attended the prestigious Gracies luncheon in New York. This award ceremony and networking event provided a valuable opportunity for our team to connect with rising talent in the industry. It was a platform to discuss potential opportunities at Audacy and share inspiring stories from their careers in broadcasting.	3	COO EVP, Programming On Air Personality
17	6/25/2024	Provision of training to management	A representative from TA attended a webinar hosted by Direct Employers to learn how companies can leverage advanced sourcing platforms and utilize innovative outreach strategies to bridge the talent gap and ensure they attract and retain a diverse, skilled workforce while maintaining compliance with OFCCP guidelines. and disseminated the information to the Talent Acquisition team. The knowledge transfer is disseminated to hiring managers during the in-take process with each open requisition.	2	Talent Acquisition Talent Acquisition
18	Ongoing Event	Provision of training to management	All Audacy personnel were assigned to take Anti-Harassment and Discrimination-US mandatory training.	15	Market Manager Brand Manager Regional President Talent Acquisition Specialist

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19	7/17/2024	Establishment of a mentoring program	Audacy's COO serves as an industry leader and mentor in the Rising Through the Ranks Scholarship program. Each year, two dozen women are selected to participate in a multi-day session, providing them with the opportunity to learn and engage in meaningful discussions on topics such as outperforming the competition, gender in the workplace, emerging best practices, overcoming challenges, and leadership strategies. Among the 2024 class, participants from our New Orleans, LA, and New York offices were selected, joining their peers from across the country.	1	COO
20	9/4/2024	Participation in other activities designed by the station employment unit	An executive from Audacy participated in a panel at The Barrett News Media, a two-day event at George Washington University in Washington, DC, on September 4th and 5th. The series of presentations and panels covered topics such as the state of journalism, the impact of AI, digital audio consumption trends, and revenue and audience strategies. Hundreds of industry professionals attended, along with local college students.	1	Regional President/Market Manager