

**KEZK-FM, KFTK-FM, KMOX, KMOX-FM, KYKY, WFUN-FM****EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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|--|---|
| <b><u>Address:</u></b><br><br>1220 Olive Street,<br>3rd Floor,<br>St Louis, MO - 63103 | <b><u>Contact Person/Title:</u></b><br><br>Becky Domyan<br>SVP/Market Manager |
| <b><u>Telephone Number:</u></b><br><br>314-621-2345                                    | <b><u>E-Mail Address:</u></b><br><br>becky.domyan@audacy.com                  |

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>      | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-----------------------|--|-------------------------------|
| Brand Manager         | 1-22, 26   | 22                            |
| Account Executive     | 1, 3-22, 24, 26-29   | 22                            |
| Account Executive     | 1, 3-22, 24, 26-29   | 22                            |
| Account Executive     | 1, 3-22, 24, 26-29   | 22                            |
| Account Executive     | 1, 3-22, 24, 26-29   | 22                            |
| Account Executive     | 1, 3-22, 24, 26-29   | 1                             |
| Account Executive     | 1, 3-22, 24, 26-29   | 26                            |
| Account Executive     | 1, 3-22, 24, 26-29   | 22                            |
| General Sales Manager | 1, 3-22, 24, 26  | 26                            |
| Chief Engineer        | 1, 3-24  | 24                            |
| IT Specialist         | 1, 3-15, 17-21, 24-26                                      | 1                             |

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| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 1                | Audacy, Inc. Career Site<br>2400 Market Street<br>Philadelphia, Pennsylvania 19103<br>Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a><br>Careers Page<br>Manual Posting   | N  | 7   |
| 2                | Center for Specialized Services<br>11786 Westline Industrial Drive<br>St. Louis, Missouri 63146<br>Phone : 314-983-9230<br>Email : <a href="mailto:mjannings@headinjuryctr-stl.org">mjannings@headinjuryctr-stl.org</a><br>Matthew Jannings   | N  | 0   |
| 3                | Direct Employers Association<br>9002 N. Purdue Rd. Suite 100<br>Indianapolis, Indiana 46268<br>Phone : 866-268-6206<br>Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a><br>Diversity Outreach<br>Manual Posting  | N  | 0   |
| 4                | Harris Stowe State College<br>3026 Laclede<br>St. Louis, Missouri 63103<br>Phone : 314-340-3512<br>Email : <a href="mailto:careerservices@hssu.edu">careerservices@hssu.edu</a><br>Wanda Mcneil   | N  | 0   |
| 5                | Harris Stowe State University<br>3026 Laclede Ave<br>St. Louis, Missouri 63103<br>Phone : (314) 340-3366<br>Url : <a href="http://go.hssu.edu/index.cfm">http://go.hssu.edu/index.cfm</a><br>Email : <a href="mailto:CareerEngagement@hssu.edu">CareerEngagement@hssu.edu</a><br>Career Engagement Center N/A | N  | 0   |
| 6                | Jefferson College<br>1000 Viking Drive<br>Hillsboro, Missouri 63505<br>Phone : 636-481-3223<br>Email : <a href="mailto:lwarner@jeffco.edu">lwarner@jeffco.edu</a><br>Lora Warner  | N  | 0   |

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|------------------|---|--|---|
| 7                | Lewis & Clark Community College<br>5800 Godfrey Road BA 2418<br>Godfrey, Illinois 62035<br>Phone : 618-468-5500<br>Email : careerservices@lc.edu<br>Terri DeWerff                     | N  | 0   |
| 8                | Lincoln University<br>820 Chestnut St Page Library Building<br>Jefferson City, Missouri 65102<br>Phone : 573-681-5987<br>Email : careerservices@lincolnu.edu<br>Marnita Stovall-Brown | N  | 0   |
| 9                | McKendree University<br>701 College Road<br>Lebanon, Illinois 62254<br>Phone : 618-537-6806<br>Email : careerservices@mckendree.edu<br>Jennifer Pickerell                             | N  | 0   |
| 10               | Missouri Broadcasters Association<br>1025 NE Drive<br>Jefferson City, Missouri 65109<br>Phone : 573-636-6692<br>Email : vsabatino@mbaweb.org<br>Victoria Sabatino                     | N  | 0   |
| 11               | Missouri Division of Vocational Rehab<br>9900 Page Avenue Ste 104<br>St. Louis, Missouri 63132<br>Phone : 314-877-1500<br>Email : karen.klenke@vr.dese.mo.gov<br>Karen Klenke         | N  | 0   |
| 12               | Near Southside Employment Coalition<br>2649 Pestalozzi<br>St. Louis, Missouri 63118<br>Phone : 314-865-4453<br>Email : oward@nsecworks.org<br>Ohala Ward                              | N  | 0   |

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|------------------|--|--|---|
| 13               | Ranken Technical College<br>4431 Finney Avenue<br>St. Louis, Missouri 63113<br>Phone : 314-286-3665<br>Email : careerservices@ranken.edu<br>Career Services                  | N  | 0   |
| 14               | Southwest Missouri State University<br>901 S. National<br>Springfield, Missouri 65897<br>Phone : 417-836-6861<br>Email : careercenter@missouristate.edu<br>Vicki Elders      | N  | 0   |
| 15               | St. Louis Community College<br>5600 Oakland Avenue F-342<br>St. Louis, Missouri 63110<br>Phone : 314-644-9225<br>Email : fp-careers@stlcc.edu<br>Davis Moore                 | N  | 0   |
| 16               | St. Patrick Center<br>800 N. Tucker Blvd<br>St. Louis, Missouri 63101<br>Phone : 314-802-5435<br>Email : shaverman@stpatrickcenter.org<br>Sue Haverman                       | N  | 0   |
| 17               | Stevens Institute of Business & Arts<br>1521 Washingotn<br>St. Louis, Missouri 63103<br>Phone : 314-421-0949 ext 20<br>Email : sasher@siba.edu<br>Steve Asher                | N  | 0   |
| 18               | Truman State University<br>100 E. Normal Ave Student Union Building #3100<br>Kirksville, Missouri 63501<br>Phone : 660-543-4985<br>Email : jnuhn@truman.edu<br>Jennifer Nuhn | N  | 0   |

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| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 19               | University of Missouri- St. Louis<br>278 MSC One University Blvd<br>St. Louis, Missouri 63121<br>Phone : 314-516-5111<br>Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a><br>Ashley Horton<br>Manual Posting  | N  | 0   |
| 20               | Urban League of Metro St. Louis<br>8960 Jennings Station Road<br>Jennings, Missouri 63136<br>Phone : 314-615-3600<br>Email : <a href="mailto:snienkamp@urbanleague-stl.org">snienkamp@urbanleague-stl.org</a><br>S Nienkamp  | N  | 0   |
| 21               | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>625 West Adams St. Suite 20-110<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N  | 0   |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b> | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|-----------------------|--|---|
| 22   | Employee Referral     | N  | 10  |
| 23   | Facebook post         | N  | 1   |
| 24   | Indeed.com            | N  | 9   |
| 25   | Job Board             | N  | 1   |
| 26   | Linked In             | N  | 7   |
| 27   | Local Newspaper       | N  | 1   |
| 28   | On Air Recruitment Ad | N  | 1   |
| 29   | Recruiter             | N  | 2   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                       |  | <b>39</b>   |

**KEZK-FM, KFTK-FM, KMOX, KMOX-FM, KYKY, WFUN-FM****EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

|   | <b>Date</b>   | <b>Type of Recruitment Initiative (Menu Selection)</b>                      | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>                  |
|---|---------------|---|--|-------------------------------------|---|
| 1 | Ongoing Event | Participation in other activities designed by the station employment unit   | Audacy St. Louis provides the link to Audacy's career site on their website giving listeners access to job opportunities.  | 1                                   | Market Managers                           |
| 2 | 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 |
| 3 | 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              |
| 4 | 11/19/2024    | Participation in other activities designed by the station employment unit   | Audacy St Louis hosted a station tour with students from Lewis and Clark Community College and spoke with leaders in various departments about their career in broadcasting  | 1                                   | On Air Personality                        |
| 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<br>Regional HR Director    |

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|----|---------------|---|--|-------------------------------------|--|
| 6  | 2/13/2025     | Participation in other activities designed by the station employment unit                     | Audacy St. Louis hosted a group of high school students from Vashon High School.   | 1                                   | On Air Personality                               |
| 7  | 2/21/2025     | Participation in events or programs sponsored by educational institutions                     | Audacy St. Louis spoke to students & donated a Tricaster at Southern Illinois University Edwardsville who are interested in careers in Broadcasting.   | 1                                   | Vice President Programming                       |
| 8  | 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                                   | Regional Talent Acquisition Associate            |
| 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<br>Brand Manager<br>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 | 6/10/2025     | Participation in other activities designed by the station employment unit                     | Audacy St. Louis hosted an educational station tour for a young fan exploring opportunities in the field of radio. He discussed different career paths and avenues for entering the industry.  | 1                                   | Vice President Programming                       |



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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<br>Communications<br>Manager<br>Communications<br>Director of Talent<br>Acquisition<br>Brand Manager |
| 13 | Ongoing<br>Event | Participation in other activities designed by the station employment unit | Audacy St. Louis broadcasts over-the-air spot ads year-round on all our stations, informing the public about careers in radio and our EEO practices.  | 1   | Traffic Manager   |