

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.

<u>Address:</u> 1220 Olive Street, 3rd Floor, St Louis, MO - 63103	<u>Contact Person/Title:</u> Becky Domyan SVP/Market Manager
<u>Telephone Number:</u> 314-621-2345	<u>E-Mail Address:</u> becky.domyan@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
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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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	7
2	Center for Specialized Services 11786 Westline Industrial Drive St. Louis, Missouri 63146 Phone : 314-983-9230 Email : mjannings@headinjuryctr-stl.org Matthew Jannings	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	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
5	Harris Stowe State University 3026 Laclede Ave St. Louis, Missouri 63103 Phone : (314) 340-3366 Url : http://go.hssu.edu/index.cfm Email : CareerEngagement@hssu.edu Career Engagement Center N/A	N	0
6	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63505 Phone : 636-481-3223 Email : lwarner@jeffco.edu Lora Warner	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
7	Lewis & Clark Community College 5800 Godfrey Road BA 2418 Godfrey, Illinois 62035 Phone : 618-468-5500 Email : careerservices@lc.edu Terri DeWerff	N	0
8	Lincoln University 820 Chestnut St Page Library Building Jefferson City, Missouri 65102 Phone : 573-681-5987 Email : careerservices@lincolnu.edu Marnita Stovall-Brown	N	0
9	McKendree University 701 College Road Lebanon, Illinois 62254 Phone : 618-537-6806 Email : careerservices@mckendree.edu Jennifer Pickerell	N	0
10	Missouri Broadcasters Association 1025 NE Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : vsabatino@mbaweb.org Victoria Sabatino	N	0
11	Missouri Division of Vocational Rehab 9900 Page Avenue Ste 104 St. Louis, Missouri 63132 Phone : 314-877-1500 Email : karen.klenke@vr.dese.mo.gov Karen Klenke	N	0
12	Near Southside Employment Coalition 2649 Pestalozzi St. Louis, Missouri 63118 Phone : 314-865-4453 Email : oward@nsecworks.org Ohala Ward	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	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Email : careerservices@ranken.edu Career Services	N	0
14	Southwest Missouri State University 901 S. National Springfield, Missouri 65897 Phone : 417-836-6861 Email : careercenter@missouristate.edu Vicki Elders	N	0
15	St. Louis Community College 5600 Oakland Avenue F-342 St. Louis, Missouri 63110 Phone : 314-644-9225 Email : fp-careers@stlcc.edu Davis Moore	N	0
16	St. Patrick Center 800 N. Tucker Blvd St. Louis, Missouri 63101 Phone : 314-802-5435 Email : shaverman@stpatrickcenter.org Sue Haverman	N	0
17	Stevens Institute of Business & Arts 1521 Washingotn St. Louis, Missouri 63103 Phone : 314-421-0949 ext 20 Email : sasher@siba.edu Steve Asher	N	0
18	Truman State University 100 E. Normal Ave Student Union Building #3100 Kirksville, Missouri 63501 Phone : 660-543-4985 Email : jnuhn@truman.edu Jennifer Nuhn	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
19	University of Missouri- St. Louis 278 MSC One University Blvd St. Louis, Missouri 63121 Phone : 314-516-5111 Url : https://app.joinhandshake.com/ Ashley Horton Manual Posting	N	0
20	Urban League of Metro St. Louis 8960 Jennings Station Road Jennings, Missouri 63136 Phone : 314-615-3600 Email : snienkamp@urbanleague-stl.org S Nienkamp	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			39

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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 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 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 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	6/10/2025	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 Communications Manager Communications Director of Talent Acquisition Brand Manager
13	Ongoing 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