

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024**

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
HOT 104.1 On Air Personality	1-34, 36-45, 48, 52-54	53
Account Executive	1-34, 36-47, 49-51	47
Account Executive	1-34, 36-47, 49-51	49
Account Executive	1-34, 36-47, 49-51	46
Director of Sales	3-4, 7-9, 11-13, 15, 17-18, 22, 24, 29, 31, 33-35, 40-41, 49, 51	49
Sales Assistant	3, 7, 49, 51	49
Sales Assistant	3-4, 7-9, 11-13, 15, 17-18, 22, 24, 29, 31, 33-35, 41, 45, 47, 49, 51	47
KMOX Morning News Editor	3-4, 7-9, 11-13, 15, 17-18, 22, 24, 29, 31, 33-35, 40-41, 45, 49, 51	51

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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	All Access 1222 16th Ave S Unit #25 Nashville, Tennessee 37212 Email : psimon@allaccess.com Michael Simon Perry	N	0
2	All Access 1222 16th Ave S Unit #25 Nashville, Tennessee 37212 Email : salexander@allaccess.com Alexander Shawn	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	6
4	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
5	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6986 Url : https://app.joinhandshake.com/ Nicolette Yevich Manual Posting	N	0
6	Columbia College of Missouri 1001 Rogers St Columbia, Missouri 65201 Phone : 573-875-7425 Url : https://app.joinhandshake.com/ Dan Gomez-Palacio Manual Posting	N	0

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL

EEO PUBLIC FILE REPORT

October 1, 2023 - September 30, 2024

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	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
8	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
9	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
10	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-1000 Url : https://app.joinhandshake.com/ Warren Kistner Manual Posting	N	0
11	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63505 Phone : 636-481-3223 Email : lwarner@jeffco.edu Lora Warner	N	0
12	Lewis & Clark Community College 5800 Godfrey Road BA 2418 Godfrey, Illinois 62035 Phone : 618-468-5500 Email : careerservices@lc.edu Terri DeWerff	N	0

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
13	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
14	Lindenwood University 209 S. Kingshighway Blvd St. Louis, Missouri 63301 Phone : 636-949-4806 Url : https://app.joinhandshake.com/ Shannon Wright Manual Posting	N	0
15	McKendree University 701 College Road Lebanon, Illinois 62254 Phone : 618-537-6806 Email : careerservices@mckendree.edu Jennifer Pickerell	N	0
16	Missouri Baptist University 1 College Park Drive St. Louis, Missouri 63141 Phone : 314-434-1115 Url : https://app.joinhandshake.com/ Brian Knapp Manual Posting	N	0
17	Missouri Broadcasters Association 1025 NE Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : vsabatino@mbaweb.org Victoria Sabatino	N	0
18	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

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
19	Missouri S&T 1201 N State St Rolla, Missouri 65409 Phone : 573-341-4230 Url : https://app.joinhandshake.com/ Sara Earl Manual Posting	N	0
20	Missouri State University 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : https://app.joinhandshake.com/ Kelly Rapp Manual Posting	N	0
21	Missouri Western State University 4525 Downs Drive St. Joseph, Missouri 64507 Phone : 816-714-206 Url : https://app.joinhandshake.com/ Vincent Bowhay Manual Posting	N	0
22	Near Southside Employment Coalition 2649 Pestalozzi St. Louis, Missouri 63118 Phone : 314-865-4453 Email : oward@nsecworks.org Ohala Ward	N	0
23	Pittsburg State University 1701 South Broadway Street Pittsburg, Kansas 66762 Phone : 620-235-4141 Url : https://app.joinhandshake.com Heather Busch Manual Posting	N	0
24	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Email : careerservices@ranken.edu Career Services	N	0

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
25	SLATE MO Jobs 1520 Market Street Room 3050 St. Louis, Missouri 63103 Phone : 314-589-8000 Url : app-jobs.mo.gov Job Center Manual Posting	N	0
26	Southeast Missouri State University 1 University Plaza MS 3333, AC057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://semo-csm.symplicity.com/employers/index.ph Amy Aldridge Manual Posting	N	0
27	Southern Illinois University - Edwardsville 281 Student Success Center Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : csmolar@siue.edu Carrie Smolar	N	0
28	Southern Illinois University-Carbondale 1263 Lincoln Drive Carbondale, Illinois 62901 Phone : (618) 453-2121 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
29	Southwest Missouri State University 901 S. National Springfield, Missouri 65897 Phone : 417-836-6861 Email : careercenter@missouristate.edu Vicki Elders	N	0
30	St. Charles Community College 4601 Mid Rivers Mall Dr Cottleville, Missouri 63376 Phone : 636-922-8244 Url : https://www.collegecentral.com/stchas/ Jenny Hahn-Schnipper Manual Posting	N	0

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
31	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
32	St. Louis University One North Grand Blvd St. Louis, Missouri 63103 Phone : 314-977-2828 Url : https://app.joinhandshake.com/ Karl Aldrich Manual Posting	N	0
33	St. Patrick Center 800 N. Tucker Blvd St. Louis, Missouri 63101 Phone : 314-802-5435 Email : shaverman@stpatrickcenter.org Sue Haverman	N	0
34	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
35	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
36	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : https://app.joinhandshake.com/ Amber Goreham Manual Posting	N	0

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
37	University of Illinois at Urbana-Champaign 901 West Illinois St Urbana, Illinois 61801 Phone : 217-244-4329 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
38	University of Missouri - Columbia 909 Lowry Mall SSC Room 201 Columbia, Missouri 65211 Phone : 573-882-0878 Url : https://app.joinhandshake.com/ Amanda Nell Manual Posting	N	0
39	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
40	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
41	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
42	Valparaiso University 1809 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : https://app.joinhandshake.com/ Tom Cath Manual Posting	N	0

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
43	Webster University 470 East Lockwood Ave St. Louis, Missouri 63119 Phone : 314-968-6982 Url : https://app.joinhandshake.com/ Rebecca Nelson Manual Posting	N	0
44	Western Governors University 8000 Maryland Ave #410 Clayton, Missouri 63105 Phone : 866-895-9660 ext 7284 Danielle Dottolo Manual Posting	N	0
45	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

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
46	Current Employee - Transfer/Promotion	N	1
47	Employee Referral	N	2
48	Facebook post	N	1
49	Indeed.com	N	6
50	Job Board	N	1
51	Linked In	N	12
52	On Air Recruitment Ad	N	2
53	On-Air Announcement (One or More SEU Stations)	N	1
54	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL

EEO PUBLIC FILE REPORT

October 1, 2023 - September 30, 2024

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 post career opportunities on their website	1	Market Managers
2	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
3	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
4	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
5	3/22/2024	Participation in events or programs sponsored by educational institutions	St Louis Audacy participated in a career fair at Civic Memorial High School. We spoke with students interested in pursuing a career in broadcasting	1	Producer
6	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

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL

EEO PUBLIC FILE REPORT

October 1, 2023 - September 30, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/30/2024	Participation in events sponsored by organizations representing the community	St. Louis Audacy spoke with students who are interested in broadcasting careers at KIPP Inspire Academy	1	Assistant Brand Manager
8	6/3/2024	Participation in events or programs sponsored by educational institutions	Audacy St Louis spoke with journalist from International Visitor Leadership Program about their career at Audacy.	1	News Anchor
9	6/6/2024	Participation in events sponsored by organizations representing the community	Audacy St. Louis hosted a station tour with Girl Scouts troops 9 and discussed their careers at Audacy.	2	Assistant Brand Manager On Air Personality
10	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
11	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.	1	Talent Acquisition
12	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

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL

EEO PUBLIC FILE REPORT

October 1, 2023 - September 30, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	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
14	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
15	9/19/2024	Participation in events sponsored by organizations representing the community	Audacy St Louis participated in the Missouri Broadcasters Association Sportscaster Forum where they discussed their careers, reporting, anchoring, and approaching athletes for interviews.	1	Vice President Programming