

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u>	<u>Contact Person/Title:</u>
9111 E Douglas Ave, Suite 130, Wichita, KS - 67207	Tommy Castor SVP/Market Manager
<u>Telephone Number:</u>	<u>E-Mail Address:</u>
316-685-2121	tommy.castor@audacy.com

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-34	34

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSList")****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	2
2	Baker University-Career Development Center 205 Pulliam Center PO Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Email : gary.handy@bakeru.edu Gary Handy	N	0
3	Bates Technical College Work Source Specialist 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7008 Url : http://batestech.edu Email : jcarroll@batestech.edu Jason Carroll	N	0
4	Butler County Community College 901 S Haverhill Rd El Dorado, Kansas 67042 Phone : 316-322-3294 Url : https://employers.emsicc.com/butlercc/signup Email : achaneyprofi@butlercc.edu Aletra Chaney-Profit	N	0
5	Cloud Community College 2221 Campus Drive Concordia, Kansas 66901 Phone : 800-729-5101 Email : bhanson@cloud.edu Brenda Hanson	N	0
6	Colby Community College 1255 S Range Colby, Kansas 67701 Phone : 785-462-3984 Url : http://www.colbycc.edu Email : Lisa.stithem@colbycc.edu Lisa Stithem	N	0

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSList")

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	Cowley Co. Community College – Career Placement 125 S 2nd St Arkansas City, Kansas 67005 Phone : 620-441-5279 Url : http://www.cowley.edu Email : career@cowley.edu Beverly Frank	N	0
8	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
9	Flint Hills Job Corp 4620 Eureka Dr Manhattan, Kansas 66503 Phone : 800-733-5627 Email : Escamilla.gina@jobcorps.org Gina Escamilla	N	0
10	Fort Hays State University Dept Info Network Technology 600 Park Street Hays, Kansas 67601 Phone : 785-628-3475 Email : markbannister@fhsu.edu Mark Bannister	N	0
11	Garden City Community College 801 Campus Dr Garden City, Kansas 67846 Phone : 620-276-7611 Url : http://www.gcccks.edu Email : ryan.ruda@gcccks.edu Ryan Ruda	N	0
12	Hispanic Social Services 437 N Topeka Topeka, Kansas 67202 Phone : 316-264-8344 Email : msmith@catholiccharitieswichita.org M Smith	N	0

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSList")

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	Hutchinson Community College 1300 N Plum Hutchinson, Kansas 67501 Phone : 620-665-3377 Url : http://www1.hutchcc.edu Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0
14	IAM & AW 24494 Placid Harbor Way Hollywood, Maryland 20636 Phone : 301-373-3300 Url : http://www.goiam.org Email : jpunion@aol.com J Punion	N	0
15	Kansas Wesleyan University 100 E Claflin Ave Salina, Kansas 67401 Phone : 785-833-4326 Email : patsy.stockham@kwu.edu Patsy Stockham	N	0
16	Ketch Employment 1006 E Waterman St Wichita, Kansas 67211 Phone : 316-383-8700 Email : JSchneider@ketch.org Fax : 1-316-383-8715 June Schneider	N	0
17	KU University Career Center Summerfield Hall, 203 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Email : KUCareer@ku.edu Ann Hartley	N	0

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSList")****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
18	Mississippi State University 75 BS Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/?sign Email : career@career.msstate.edu Amy Skelton	N	0
19	National Association of Broadcasters – NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Career Services	N	0
20	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	N	0
21	Radio and Music Pros (R.A.M.P.) 24307 Magic Mountain Parkway #65 Valenica, California 91355 Phone : 661-294-9408 Url : ramp247.com Email : Kevin@RAMP247.com Kevin Carter	N	0
22	Radio Facts 11054 Ventura Blvd. #142 Studio City, California 91604 Url : radiofacts.com Email : kevin@radiofacts.com Kevin Ross	N	0
23	Right Management 100 Manpower Place Milwaukee, Wisconsin 53212 Phone : 619-216-2583 Url : http://www.right.com Email : rightmarketconnections@right.com Pamela Sanchez	N	0

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSList")****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
24	Southwestern College 2040 South Rock Rd Wichita, Kansas 67207 Phone : 888-864-5335 Url : https://ps.sckans.edu/ Email : ses@swccd.edu Dan Falk	N	0
25	Sterling College 125 W Cooper Sterling, Kansas 67579 Phone : 620-278-2173 Url : https://www.sterling.edu Email : career@sterling.edu Career Services	N	0
26	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
27	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
28	Urban League of Kansas 2418 E Ninth Wichita, Kansas 67214 Phone : 316-262-2463 Url : https://www.kansasul.org Email : ksurbanleague@gmail.com Frankie Kirkendoll	N	0
29	Wichita Public Schools #259 903 S Edgemore Wichita, Kansas 67218 Phone : 316-973-4511 Url : https://www.usd259.org/ Email : info@usd259.net Jim Means	N	0

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSList")****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
30	Wichita Workforce Center 2021 N Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6800 Url : https://workforce-ks.com Email : info@workforce-ks.com Job Listing	N	0
31	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

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM

EEO PUBLIC FILE REPORT

February 1, 2025 - January 31, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSList")

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
32	Employee Referral	N	2
33	Indeed.com	N	1
34	Linked In	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****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 Wichita provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Brand Manager
2	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
3	2/21/2025	Participation in events sponsored by organizations representing the community	Audacy's Talent Acquisition Representative participated in the KANSASWORKS Virtual Job Fair.	1	Regional Talent Acquisition Associate
4	3/18/2025	Participation in other activities designed by the station employment unit	Audacy Wichita conducted a station tour with a Wichita State University student who is interested in a career in radio. The student also job shadowed an On-Air Personality.	1	Programming Operations Manager
5	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

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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
7	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
8	5/16/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative participated in the KANSASWORKS Virtual Job Fair.	1	Regional Talent Acquisition Associate
9	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
10	8/13/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative participated in the KANSASWORKS Virtual Job Fair.	1	Regional Talent Acquisition Associate
11	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Wichita 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
12	10/8/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative participated in the KANSASWORKS Virtual Job Fair.	1	Regional Talent Acquisition Associate

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**EEO PUBLIC FILE REPORT****February 1, 2025 - January 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
14	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist
15	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition
16	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist