

KCSP, KMBZ, KMBZ-FM, KQRC-FM, KRBZ, KWOD, KYYS, KZPT, WDAF-FM**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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| <u>Address:</u> 7000 Squibb Road, 2nd Floor, Mission, MO - 66202 | <u>Contact Person/Title:</u> Roxanne Marati SVP/Market Manager |
| <u>Telephone Number:</u> 913-744-3600 | <u>E-Mail Address:</u> roxanne.marati@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 |
|---|--|-------------------------------|
| Account Executive - Kansas City | 1-3, 5-7, 12-17, 19, 25-26, 28, 32, 34-35, 42-43, 46 | 42 |
| Account Executive - Kansas City | 1-3, 5-7, 12-17, 19, 25-26, 28, 32, 34-35, 42-43, 46 | 42 |
| Market Manager -Entercom Kansas City | 1-38, 40-42 | 40 |
| KMBZ Kansas City's Morning News Co-Anchor (full time) | 1-39, 42, 46 | 42 |
| KMBZ Show Producer (full time) - Kansas City | 1-38, 40, 44 | 40 |
| Business Accounting Administrator - Kansas City | 1-38, 42, 44, 48 | 42 |
| Producer, KCSP 610 Sports | 1-38, 40, 42, 44, 46 | 1 |
| WDAF 106.5 The Wolf On-Air Personality (Full Time) | 1-21, 25-38, 40, 42, 44, 47 | 42 |
| Project Coordinator - Audacy Kansas City | 1, 5, 40, 43, 45-46 | 40 |

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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 | Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting | N | 7 |
| 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 : mklebba@benedictine.edu Megan Klebba | 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 |
| 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 |

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|------------------|--|--|---|
| 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 |
| 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 |

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|------------------|--|--|---|
| 13 | Maple Woods Community College 2601 NE Barry Road Kansas City, Missouri 64156 Phone : 816-437-3155 Url : https://mckkc-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://mckkc-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://mckkc-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://mckkc-csm.symplicity.com/ Tatia Shelton Manual Posting | N | 0 |
| 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 |

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|------------------|---|--|---|
| 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 : jcnaacp@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 |
| 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 |

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|------------------|--|--|---|
| 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 |
| 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@SBUniv.edu Career Services | N | 0 |

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a. Agencies Notified by Outreach

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|------------------|--|--|---|
| 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 |
| 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 | William Jewell College Director of Career Development 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 816-415-5936 Email : blandm@william.jewell.edu Marissa Bland | 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 |
|------------------|---|--|---|
| 37 | 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 |
| 38 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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 |
|--|--|--|---|
| 39 | Consultant Referral | N | 1 |
| 40 | Current Employee | N | 8 |
| 41 | Did not indicate (Source Unknown) | N | 1 |
| 42 | Employee Referral | N | 13 |
| 43 | Former Employee | N | 3 |
| 44 | Indeed.com | N | 4 |
| 45 | Job Board | N | 1 |
| 46 | Linked In | N | 6 |
| 47 | Non-Employee Referral | N | 1 |
| 48 | Station Website Posting (One or More SEU Stations) | N | 3 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 48 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|---|---|-------------------------------------|--|
| 1 | 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 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 | EEO Coordinator |
| 2 | Ongoing Event | Participation in other activities designed by the station employment unit | The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting. | 1 | EEO Coordinator |
| 3 | Ongoing Event | Participation in other activities designed by the station employment unit | Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number. | 3 | Business Administrator EEO Coordinator Regional Controller |

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|---|---------------|---|---|-------------------------------------|---|
| 4 | Ongoing Event | Participation in other activities designed by the station employment unit | <p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p> | 48 | Chief Executive Officer SVP/Market Manager Talent Acquisition Manager |
| 5 | 10/29/2020 | Participation in job banks, internet programs and other programs designed to promote outreach | LinkedIn Recruiter / LinkedIn Talent Seat training with Entercom Talent Acquisition team via webinar | 1 | EEO Coordinator |
| 6 | 12/10/2020 | Provision of training to management | All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discrimination in the workplace. | 109 | Market Manager General Sales Managers Brand Managers All FT & PT staff |

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|---|-------------|---|---|-------------------------------------|---|
| 7 | 2/17/2021 | Participation in Job Fairs | University of Kansas Virtual Career & Internship Fair held through CareerFairPlus.com. Interviewed twelve students virtually. | 2 | Regional Promotions Director Executive Assistant |
| 8 | 4/15/2021 | Participation in events sponsored by organizations representing the community | Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace. | 1 | Talent Acquisition Specialist |
| 9 | 8/3/2021 | Provision of training to management | The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination. | 5 | Market Hiring Managers |