

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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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 - St. Louis	1-18, 20-32, 34-48, 50	50
KMOX Anchor/Reporter - St. Louis	1-18, 20-25, 27-32, 34-48, 50-52, 55	1
Sports Reporter/Host - KMOX St. Louis	1-18, 20-32, 34-48, 50-52, 55-56	50
Program Director - St. Louis	1-18, 20-32, 34-49, 52-54	54
Traffic Reporter - St. Louis	1-18, 20-32, 34-48, 50, 52	50
Y98 Morning Show Co-Host - St. Louis (KYKY)	1-18, 20-32, 34-48, 50-52, 54	50
Executive Producer	1-45, 47-50, 52	50
General Sales Manager	1-18, 20-26, 28-32, 34-48, 50, 54	50

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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. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	18
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	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
4	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
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	Fontbonne College 6800 Wydown Blvd St. Louis, Missouri 63105 Phone : 314-889-4516 Email : careers@fontbonne.edu Christine Keller	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	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
8	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
9	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-1000 Url : https://app.joinhandshake.com/ Warren Kistner Manual Posting	N	0
10	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63505 Phone : 636-481-3223 Email : lwarner@jeffco.edu Lora Warner	N	0
11	Lewis & Clark Community College 5800 Godfrey Road BA 2418 Godfrey, Illinois 62035 Phone : 618-468-5500 Email : tdlane@lc.edu Terry Lane	N	0
12	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

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13	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
14	Mathews Dickey Boys & Girls Club 4245 N. Kingshighway Blvd St. Louis, Missouri 63115 Phone : 314-382-5952 ext234 Email : sparacha@mathews-dickey.com Sara Paracha	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

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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	Philip Merrill College of Journalism Univeristy of Maryland 3105A Knight Hall College Park, Maryland 20742 Phone : 301-405-7247 Email : aflynn1@umd.edu Adrienne Flynn	N	0
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Email : careerservices@ranken.edu Career Services	N	0
26	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
27	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
28	Southern Illinois University - Edwardsville 281 Student Success Center Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : csmolar@siue.edu Carrie Smolar	N	0
29	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
30	Southwest Missouri State University 901 S. National Springfield, Missouri 65897 Phone : 417-836-6861 Email : careercenter@missouristate.edu Vicki Elders	N	0

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31	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
32	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
33	St. Louis Job Corps Center 4333 Goodfellow St. Louis, Missouri 63120 Phone : 314-814-9236 Email : taylor.jeffrey@jobcorps.org Jeffrey Taylor	N	0
34	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
35	St. Patrick Center 800 N. Tucker Blvd St. Louis, Missouri 63101 Phone : 314-802-5435 Email : shaverman@stpatrickcenter.org Sue Haverman	N	0
36	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

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37	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
38	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
39	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
40	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
41	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
42	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	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
44	Valparaiso University 1809 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : https://app.joinhandshake.com/ Tom Cath Manual Posting	N	0
45	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
46	Western Governors University 8000 Maryland Ave #410 Clayton, Missouri 63105 Phone : 866-895-9660 ext 7284 Danielle Dottolo Manual Posting	N	0
47	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
48	YMCA of Metro St. Louis 3820 W Pine Blvd St. Louis, Missouri 63108 Phone : 314-531-1115 Email : sophia.kelley@gwrymca.org Sophia Kelley	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
49	Did not indicate (Source Unknown)	N	2
50	Employee Referral	N	8
51	Indeed.com	N	4
52	Internal Candidate	N	18
53	Job posting on internet	N	2
54	Linked In	N	3
55	Non-Employee Referral	N	2
56	Other Source	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

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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	<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
2	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.	100	Market Manager General Sales Managers Brand Managers All Full Time & Part Time Staff
3	3/29/2021	Participation in events or programs sponsored by educational institutions	Digital Content Producer was invited to speak to a Sports Marketing Communications class with Webster University to discuss sports video production and type of work he does with Audacy.	1	Digital Content Producer

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4	4/7/2021	Participation in Job Fairs	St. Louis Community College held a virtual career fair on 4/7/21. HR met with students individually via Zoom to discuss the broadcast business, jobs that are currently open, other positions that can be found in the broadcast industry and answer questions about our industry and company.	1	Market HR
5	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
6	5/6/2021	Participation in events sponsored by organizations representing the community	The News Director participated in a virtual coffee mentorship meeting to discuss the roles and importance of broadcast news and media with Nonprofit Marketers Network-STL. This program provides professional and organizational development opportunities by utilizing mentorship programs.	1	News Director
7	8/3/2021	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.	8	Market Manager General Sales Managers Brand Managers Business Administrator

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8	9/19/2021	Participation in scholarship programs	Infinite Scholars Scholarship College Fair is to provide all students, especially low income and first generation high school students of diversity, with the access to the resources, guidance, and funding necessary to successfully further their education at accredited institutions of higher education. Talent met with and interviewed students and reps from colleges and universities to discuss the broadcast media and audio field. She also did several Facebook live videos that are posted on the station FB page. Many students awarded certificate of scholarship as well.	1	On-Air Personality
9	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 Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
10	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Audacy EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager