

KALC, KAMP, KQKS, KQMT
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>Denver Corp. Center I 4700 South Syracuse St, Suite 1050 (SRD Suite 850), Denver, CO - 80237</p>	<p><u>Contact Person/Title:</u></p> <p>John Fullam SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>303-967-2747</p>	<p><u>E-Mail Address:</u></p> <p>john.fullam@audacy.com</p>

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
General Sales Manager - Denver	1-10, 12-20, 22-24, 26-28, 31, 33-34, 36-43, 45, 48-70, 73, 75	70
Account Executive - Denver	1-8, 10-11, 13-53, 55-68, 71, 73-75	74
Sales Coordinator - Denver	1-8, 10, 13-20, 23-24, 26-28, 31, 33-34, 36-43, 45, 48-53, 55-56, 58-68, 71-73, 75	71

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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	Adams County Workforce and Business Center 12200 Pecos Street Westminster, Colorado 80234 Phone : 303-375-2980 Email : acbussvc@adcogov.org job listings	N	0
2	Adams State College 208 Edgemont Blvd. Alamosa, Colorado 81102 Phone : 719-587-8105 Email : saatenci@adams.edu Shriley Atencio	N	0
3	Asian Chamber of Commerce 924 W Colfax Ave Denver, Colorado 80204 Phone : 303-595-9737 Email : info@acccolorado.org John Wright	N	0
4	Association of Hispanic Media Professionals 1945 Allen Parkway Houston, Texas 77019 Phone : 713-526-1111 Email : aprilzarias@gmail.com April Arias	N	0
5	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
6	Broomfield Workforce Center 100 Spader Way Broomfield, Colorado 80020 Phone : 303-464-5855 Email : voldham@ci.broomfield.co.us Vanessa Oldham	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	CCLARO 309 West 1st Ave Denver, Colorado 80223 Phone : 303-722-5153 Email : cllaro@cllaro.org job listings	N	0
8	Center for Work Education and Employment (CWEE) 1175 Osage Street #300 Denver, Colorado 80204 Phone : 303-892-8444 Email : leads@cwee.org Kate Schreiber	N	0
9	College America 1385 South Colorado Blvd 5th Floor Denver, Colorado 80222 Phone : 800-622-2894 Email : nathan.mizell@collegeamerica.edu Nathan Mizell	N	0
10	Colorado College 1130 North Cascade Ave Colorado Springs, Colorado 80903 Phone : 719-389-6893 Url : https://app.joinhandshake.com Cari Hanrahan Manual Posting	N	0
11	Colorado Community Church 2220 S Chambers Rd Aurora, Colorado 80014 Phone : 303-783-3838 Email : arussell@coloradocommunity.org job listings	N	0
12	Colorado Department of Regulatory Affairs 1560 Broadway Suite 110 Denver, Colorado 80202 Email : dora_edo_callcenter@state.co.us job listings	N	0

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13	Colorado Division of Veterans Affairs 1355 South Colorado Boulevard Building C Suite 113 Denver, Colorado 80222 Phone : 303-284-6077 Email : cdvainfo@dmva.state.co.us job listings	N	0
14	Colorado Media School 404 S Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0
15	Colorado Mountain College 1330 Bob Adams Dr Steamboat Springs, Colorado 80903 Phone : 970-947-8389 Email : kgnewbury@coloradomtn.edu Kirsten Gauthier-Newbury	N	0
16	Colorado State Univeristy- Pueblo 2200 Bonorte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Url : https://app.joinhandshake.com Michelle Gjerde Manual Posting	N	0
17	Colorado State University- Denver 475 17th Street Ste. 300 Denver, Colorado 80202 Phone : 303-376-2624 Email : career_campusemp@colostate.edu job listings	N	0
18	Colorado State University- Fort Collins 711 Oval Drive Ammons Hall Ft. Collins, Colorado 80523 Phone : 970-491-5707 Url : https://app.joinhandshake.com Katie Flint 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
19	Colorado Women's Chamber of Commerce 1350 17th St Suite 100 Denver, Colorado 80202 Phone : 303-458-0220 Email : dvaiana@cwcc.org Dayna Vaiana	N	0
20	Columbia College 6892 S Yosemite Ct Centennial, Colorado 80112 Phone : 303-771-0176 Email : ejmares@ccis.edu Liz Mares	N	0
21	Community College of Aurora 710 Alton Way Denver, Colorado 80230 Phone : 303-360-4700 Email : kazia.washington@ccaaurora.edu Kazia Washington	N	0
22	Community College of Denver - Auraria Campus 1111 W Colfax Avenue Denver, Colorado 80204 Phone : 303-556-2600 Email : dianda.coe@ahcc.edu Dianda Coe	N	0
23	Community College of Denver - North Campus 6211 Downing Street Denver, Colorado 80216 Phone : 303-556-3823 Email : frances.robles@ccd.edu Frances Robles	N	0
24	Denver Hispanic Chamber of Commerce 924 W Colfax Ave #201 Denver, Colorado 80204 Phone : 303-534-7783 Email : jespinoza@hispanicchamberdenver.org J Espinosa	N	0

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25	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Email : ryan@denverindiancenter.org Ryan Ryan	N	0
26	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
27	Eastern New Mexico University 1500 S Avenue K Portales, New Mexico 88130 Phone : 505-562-2211 Url : https://app.joinhandshake.com Melissa Yazzie Manual Posting	N	0
28	Emily Griffith Opportunity School 1860 Lincoln St Denver, Colorado 80203 Phone : 720-423-4764 Email : cdc@dpsk12.org Chris McGuire	N	0
29	Haskell Indian Nations University 155 Indian Ave Box 5030 Lawrence, Kansas 66046 Phone : 785-749-8404 Email : registrar@haskell.edu Sherry Girty	N	0
30	Institute of American Indian Arts 83 A Van Nu Po Santa Fe, New Mexico 87508 Phone : 505-424-2319 Email : karen.gomez@iaia.edu Karen Gomez	N	0

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31	Johnson & Wales University - Denver 7150 Montview Blvd Denver, Colorado 80220 Phone : 303-256-9300 Url : https://app.joinhandshake.com Carrie Marshall Manual Posting	N	0
32	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-366-2248 Email : advising@lamarcc.edu Ket Winsor	N	0
33	LARASA 309 W 1st Ave Denver, Colorado 80223 Phone : 303-722-5150 Email : fredfell@cllaro.org job listing	N	0
34	Little Priest Tribal College 601 East College Drive PO Box 270 Winnebago, Nebraska 68071 Phone : 402-878-2380 Email : sandra.francis@littlepriest.edu Sandra Francis	N	0
35	Mi Casa Business Center for Women 345 S Grover St Denver, Colorado 80219 Phone : 303-573-1302 Email : lmccallrodriguez@micasaresourcecenter.org Leonor McCall-Rodriguez	N	0
36	Morgan Community College 920 Barlow Rd Fort Morgan, Colorado 80701 Phone : 970-542-3157 Email : maria.cardenas@morgancc.edu Maria Cardenas	N	0

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37	Naropa University 2130 Arapahoe Ave Boulder, Colorado 80302 Phone : 303-300-8740 Email : lfaucheux@naropa.edu Linda Faucheux	N	0
38	National American University 1325 S Colorado Boulevard Suite 100 Denver, Colorado 80222 Phone : 800-609-1431 Email : centadmissions@national.edu job listing	N	0
39	New Mexico Highlands University 1005 Diamond St Las Vegas, New Mexico 87701 Phone : 505-454-3251 Email : careerservices@nmhu.edu job listing	N	0
40	New Mexico State University 1780 E University Ave Las Cruces, New Mexico 88003 Phone : 575-646-1631 Email : employer@nmsu.edu job listing	N	0
41	Northeastern Junior College 100 College Ave Sterling, Colorado 80751 Phone : 800-626-4637 Email : cindy.carey@njc.edu Cindy Carey	N	0
42	Otero Junior College 1802 Colorado Ave La Junta, Colorado 81050 Phone : 719-384-6931 Email : allison.hall@ojc.edu Allison Hall	N	0

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43	Pike's Peak Community College 5675 S Academy Blvd Colorado Springs, Colorado 80906 Phone : 800-456-6847 Email : career@ppcc.edu Christine Chavez	N	0
44	Pueblo Community College 900 W Orman Ave Pueblo, Colorado 81004 Phone : 719-549-3200 Email : officampusjobs@pueblocc.edu job listing	N	0
45	Pueblo Latino Chamber of Commerce 215 S Victoria Ave Pueblo, Colorado 81003 Phone : 719-542-5513 Email : office@pueblolatinochamber.com job listing	N	0
46	Pueblo of Acoma PO Box 309 Acoma Pueblo, New Mexico 87034 Phone : 505-552-6604 Email : administration@poamail.org Governor Kurt Riley	N	0
47	Red Rocks Community College 13300 W 6th Ave Lakewood, Colorado 80228 Phone : 303-914-6258 Email : student.employment@rrcc.edu Suzanne Sullivan	N	0
48	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : 303-458-3508 Url : https://app.joinhandshake.com Virgina Perea Manual Posting	N	0

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49	San Juan College 4601 College Blvd Farmington, New Mexico 87402 Phone : 505-326-3311 Email : hailk@sanjuancollege.edu Kathi Hail	N	0
50	Santa Fe Community College 6401 Richards Ave Santa Fe, New Mexico 87508 Phone : 505-428-1406 Email : patty.armstrong@sfcc.edu Patty Armstrong	N	0
51	Santa Fe University of Art and Design 1600 St Michael's Dr Santa Fe, New Mexico 87505 Phone : 877-762-9801 Email : careerservices@santafeuniversity.edu job listing	N	0
52	Servicios de La Raza 3131 w 14th Ave Denver, Colorado 80204 Phone : 303-458-5851 Email : silviag@serviciosdelaraza.org Silvia G	N	0
53	Shalom Denver 2498 W 2nd Ave Denver, Colorado 80204 Phone : 303-922-2100 Email : sleeper@jewishfamilyservice.org Sara Leeper	N	0
54	The Gathering Place 1535 High St Denver, Colorado 80218 Phone : 303-996-9046 Email : bj@tgpdenver.org job listing	N	0

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55	Trinidad State Jr. College-Valley Campus 600 Prospect St Trinidad, Colorado 81082 Phone : 719-589-7000 Email : roberta.taylor-hill@trinidadstate.edu Roberta Taylor-Hill	N	0
56	Univ. of Oklahoma; American Indian Institute 900 Asp Ave Norman, Oklahoma 73019 Phone : 405-325-4127 Url : https://app.joinhandshake.com Noetta Harjo Manual Posting	N	0
57	Univeristy of Colorado- Colorado Springs 1420 Austin Bluffs Parkway PO Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3723 Email : dpape@uccs.edu Danny Pape	N	0
58	University of Colorado - Denver- Employer Outreach and Recruitment 1201 Larimer St Denver, Colorado 80204 Phone : 303-315-5969 Url : https://app.joinhandshake.com Sarah Trzeciak Manual Posting	N	0
59	University of Colorado-Boulder Campus 2010 Wilard Loop Dr Boulder, Colorado 80305 Phone : 303-492-6541 Url : https://app.joinhandshake.com Jacob Jedamus-Denu Manual Posting	N	0
60	University of Denver 2199 University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Email : julia.nelson@du.edu Julia Nelson	N	0

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61	University of the Southwest 6610 N Lovington Hwy Hobbs, New Mexico 88240 Phone : 575-392-6561 Email : jbodine@usw.edu Sheral Painter	N	0
62	Webster University of Denver 9250 W Costilla Ave Suite 310 Aurora, Colorado 80112 Phone : 303-708-8305 Email : mreed@webster.edu job listing	N	0
63	Western State Colorado University College Union 102 Gunnison, Colorado 81231 Phone : 970-943-0120 Email : swhiting@western.edu Svea Whiting	N	0
64	Women's College Coalition 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-892-8444 Email : colleges@womenscolleges.org job listing	N	0
65	Women's Foundation of Colorado 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-285-2960 Email : wfco@wfco.org job listing	N	0
66	Women's Resource Agency, Inc 750 Citadel Dr E #3128 Colorado Springs, Colorado 80909 Phone : 719-471-3170 Email : reception@wrainc.org job listing	N	0

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67	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
68	YWCA of Boulder County 2222 14th St Boulder, Colorado 80302 Phone : 303-443-0419 Email : renee@ywcaboulder.org Renee Rieder	N	0

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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
69	Current Employee	N	2
70	Current Employee - Transfer/Promotion	N	1
71	Employee Referral	N	4
72	Job posting on internet	N	1
73	Linked In	N	11
74	On Air Recruitment Ad	N	1
75	Station Website	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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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	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
2	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
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy 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. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	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
5	12/10/2020	Establishment of training programs for station personnel	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 was to help foster an inclusive work environment as well as prevent discrimination in the workplace	85	All Staff
6	1/19/2021	Participation in events or programs sponsored by educational institutions	Podcast: Guest speaker on Colorado State University-Pueblo's podcast in partnership with CSU Pueblo Alumni Association.	1	On-Air Personality
7	2/8/2021	Participation in events or programs sponsored by educational institutions	Zoom Call with Colorado State University-Pueblo staff and students mentoring the Broadcast Media Classes on overview of what working in radio is like & highlighted that there are many opportunities for employment in the industry.	1	On-Air Personality
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

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9	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	6	Talent Acquisition Specialist Talent Acquisition Specialist Talent Acquisition Specialist Talent Acquisition Team Specialist
10	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list was of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
11	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 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
12	11/29/2021	Participation in events or programs sponsored by educational institutions	CSU Pueblo invited On-Air Personality to be a guest speaker and mentor the students in broadcasting. The On-Air Talent spoke on day to day radio with a focus on air checks.	1	On-Air Personality