

**KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><b><u>Address:</u></b></p> <p>9111 E Douglas Ave, Suite 130, Wichita, KS - 67207</p>	<p><b><u>Contact Person/Title:</u></b></p> <p>Jackie Wise SVP/Market Manager</p>
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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
KDGS Afternoon Drive On Air Talent/Imaging	1-56	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 1222 16th Avenue South, Suite 25 Nashville, Tennessee 37212 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Joel Denver Manual Posting	N	4
2	Audacy Wichita Team 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	N	0
3	Audacy Wichita's on-air ads 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	N	2
4	Audacy Wichita's stations' social media sites 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	N	0
5	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	1
6	Baker University-Career Development Center 205 Pulliam Center PO Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Email : <a href="mailto:gary.handy@bakeru.edu">gary.handy@bakeru.edu</a> Gary Handy	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	Bates Technical College Work Source Specialist 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7008 Url : <a href="http://batestech.edu">http://batestech.edu</a> Email : <a href="mailto:jcarroll@batestech.edu">jcarroll@batestech.edu</a> Jason Carroll	N	0
8	Butler County Community College 901 S Haverhill Rd El Dorado, Kansas 67042 Phone : 316-322-3294 Url : <a href="https://employers.emsicc.com/butlercc/signup">https://employers.emsicc.com/butlercc/signup</a> Email : <a href="mailto:achaneyprofi@butlercc.edu">achaneyprofi@butlercc.edu</a> Aletra Chaney-Profit	N	0
9	Cloud Community College 2221 Campus Drive Concordia, Kansas 66901 Phone : 800-729-5101 Email : <a href="mailto:bhanson@cloud.edu">bhanson@cloud.edu</a> Brenda Hanson	N	0
10	Colby Community College 1255 S Range Colby, Kansas 67701 Phone : 785-462-3984 Url : <a href="http://www.colbycc.edu">http://www.colbycc.edu</a> Email : <a href="mailto:Lisa.stithem@colbycc.edu">Lisa.stithem@colbycc.edu</a> Lisa Stithem	N	0
11	Cowley Co. Community College – Career Placement 125 S 2nd St Arkansas City, Kansas 67005 Phone : 620-441-5279 Url : <a href="http://www.cowley.edu">http://www.cowley.edu</a> Email : <a href="mailto:career@cowley.edu">career@cowley.edu</a> Beverly Frank	N	0
12	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Dodge City Community College 2501 N 14th Ave Dodge City, Kansas 67801 Phone : 620-225-1321 Ext. 9400 Url : <a href="http://dc3.edu/">http://dc3.edu/</a> Email : <a href="mailto:lgleason@dc3.edu">lgleason@dc3.edu</a> Logan Gleason	N	0
14	Emporia State University 1 College Circle Emporia, Kansas 66801 Phone : 620-341-5465 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> J Lutz Manual Posting	N	0
15	Flint Hills Job Corp 4620 Eureka Dr Manhattan, Kansas 66503 Phone : 800-733-5627 Email : <a href="mailto:Escamilla.gina@jobcorps.org">Escamilla.gina@jobcorps.org</a> Gina Escamilla	N	0
16	Fort Hays State University 600 Park Street Hays, Kansas 67601 Phone : 785-628-3478 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Karen McCullough Manual Posting	N	0
17	Fort Hays State University Dept Info Network Technology 600 Park Street Hays, Kansas 67601 Phone : 785-628-3475 Email : <a href="mailto:markbannister@fhsu.edu">markbannister@fhsu.edu</a> Mark Bannister	N	0
18	Friends University 2100 W University Ave Wichita, Kansas 67213 Phone : 316-295-5000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Center Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
19	Garden City Community College 801 Campus Dr Garden City, Kansas 67846 Phone : 620-276-7611 Url : <a href="http://www.gcccks.edu">http://www.gcccks.edu</a> Email : <a href="mailto:ryan.ruda@gcccks.edu">ryan.ruda@gcccks.edu</a> Ryan Ruda	N	0
20	Hispanic Social Services 437 N Topeka Topeka, Kansas 67202 Phone : 316-264-8344 Email : <a href="mailto:msmith@catholiccharitieswichita.org">msmith@catholiccharitieswichita.org</a> M Smith	N	0
21	Hutchinson Community College 1300 N Plum Hutchinson, Kansas 67501 Phone : 620-665-3377 Url : <a href="http://www1.hutchcc.edu">http://www1.hutchcc.edu</a> Email : <a href="mailto:worthamm@hutchcc.edu">worthamm@hutchcc.edu</a> Fax : 1-620-728-8155 Michelle Wortham	N	0
22	IAM & AW 24494 Placid Harbor Way Hollywood, Maryland 20636 Phone : 301-373-3300 Url : <a href="http://www.goiam.org">http://www.goiam.org</a> Email : <a href="mailto:jpunion@aol.com">jpunion@aol.com</a> J Punion	N	0
23	Kansas Association of Broadcasters 214 SW 6th St. Suite 300 Topeka, Kansas 66603 Url : <a href="http://www.kab.net">www.kab.net</a> Kent Cornish Manual Posting	N	0
24	Kansas Professional Communicators 810 Avenue A Dodge City, Kansas 67801 Phone : 620-801-4147 Url : <a href="http://www.kansasprofessionalcommunicators.org">http://www.kansasprofessionalcommunicators.org</a> Email : <a href="mailto:monica.springer@servitech.com">monica.springer@servitech.com</a> Monica Springer	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	Kansas State University 1720 Anderson Ave Manhattan, Kansas 66506 Phone : 785-532-2769 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0
26	Kansas Wesleyan University 100 E Claflin Ave Salina, Kansas 67401 Phone : 785-833-4326 Email : <a href="mailto:patsy.stockham@kwu.edu">patsy.stockham@kwu.edu</a> Patsy Stockham	N	0
27	KANSEL 1650 N Fairview Ave Wichita, Kansas 67203 Phone : 316-263-9620 Url : <a href="http://www.kansel.org">http://www.kansel.org</a> Email : <a href="mailto:kwoolley@kansel.org">kwoolley@kansel.org</a> Katie Woolley	N	0
28	Ketch Employment 1006 E Waterman St Wichita, Kansas 67211 Phone : 316-383-8700 Email : <a href="mailto:JSchneider@ketch.org">JSchneider@ketch.org</a> Fax : 1-316-383-8715 June Schneider	N	0
29	KU University Career Center Summerfield Hall, 203 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 785-864-4517 Url : <a href="https://ku-csm.symplicity.com/employers/?signin_ta">https://ku-csm.symplicity.com/employers/?signin_ta</a> Email : <a href="mailto:KUCareer@ku.edu">KUCareer@ku.edu</a> Ann Hartley	N	0
30	McPherson College 1600 East Euclid Street McPherson, Kansas 67450 Phone : 800-365-7402 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Kevin Mokhtarian Manual Posting	N	0

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31	Mississippi State University 75 BS Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : <a href="https://msstate-csm.symplicity.com/employers/?sign">https://msstate-csm.symplicity.com/employers/?sign</a> Email : <a href="mailto:career@career.msstate.edu">career@career.msstate.edu</a> Amy Skelton	N	0
32	Missouri Western State University 4525 Downs Drive St. Joseph, Missouri 64507 Phone : 816-714-206 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Vincent Bowhay Manual Posting	N	0
33	National Association of Broadcasters – NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Career Services	N	0
34	Newman University Student Support Services 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : <a href="https://www.collegecentral.com/">https://www.collegecentral.com/</a> Career Services Manual Posting	N	0
35	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : <a href="mailto:lisa.snyder@ngu.edu">lisa.snyder@ngu.edu</a> Lisa Snyder	N	0
36	North Western Oklahoma State University 709 Oklahoma Blvd Alva, Oklahoma 73717 Phone : 580-327-1700 Taylor Wilson Manual Posting	N	0

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37	Pittsburg State University 1701 South Broadway Street Pittsburg, Kansas 66762 Phone : 620-235-4141 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Heather Busch Manual Posting	N	0
38	Radio and Music Pros (R.A.M.P.) 24307 Magic Mountain Parkway #65 Valencia, California 91355 Phone : 661-294-9408 Url : <a href="http://ramp247.com">ramp247.com</a> Email : <a href="mailto:Kevin@RAMP247.com">Kevin@RAMP247.com</a> Kevin Carter	N	0
39	Right Management 100 Manpower Place Milwaukee, Wisconsin 53212 Phone : 619-216-2583 Url : <a href="http://www.right.com">http://www.right.com</a> Email : <a href="mailto:pamela.sanchez@right.com">pamela.sanchez@right.com</a> Pamela Sanchez	N	0
40	Rogers State University 1701 West Will Rogers Boulevard Claremore, Oklahoma 74017 Phone : 918-343-7864 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Calli Payne Manual Posting	N	0
41	Southwestern College 2040 South Rock Rd Wichita, Kansas 67207 Phone : 888-864-5335 Url : <a href="https://ps.sckans.edu/">https://ps.sckans.edu/</a> Email : <a href="mailto:ses@swccd.edu">ses@swccd.edu</a> Dan Falk	N	0

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42	Sterling College 125 W Cooper Sterling, Kansas 67579 Phone : 620-278-2173 Url : <a href="https://www.sterling.edu">https://www.sterling.edu</a> Email : <a href="mailto:career@sterling.edu">career@sterling.edu</a> Career Services	N	0
43	Tabor College 7348 W 21st St Suite 117 Wichita, Kansas 67205 Phone : 620-947-3121 ext 1222 Url : <a href="https://tabor.edu">https://tabor.edu</a> Email : <a href="mailto:sydneyfountain@tabor.edu">sydneyfountain@tabor.edu</a> Sydney Fountain	N	0
44	Truman State University 100 E. Normal Ave Student Union Building #3100 Kirksville, Missouri 63501 Phone : 660-543-4985 Email : <a href="mailto:jnuhn@truman.edu">jnuhn@truman.edu</a> Jennifer Nuhn	N	0
45	University of Colorado at Boulder Center for Community S440 133UCB Boulder, Colorado 80309 Phone : 303-492-6514 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Elizabeth Gaeddert Manual Posting	N	0
46	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : <a href="https://ku-csm.symplicity.com/employers/?signin_ta">https://ku-csm.symplicity.com/employers/?signin_ta</a> Email : <a href="mailto:ahartley@ku.edu">ahartley@ku.edu</a> Ann Hartley	N	0
47	University of Missouri - Kansas City 5100 Rockhill Rd Kansas City, Missouri 64110 Phone : 816-235-1225 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Daniel Folk Manual Posting	N	0

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48	University of North Texas 1155 Union Circle #311277 Denton, Texas 76203 Phone : 940-565-2105 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0
49	Urban League of Kansas 2418 E Ninth Wichita, Kansas 67214 Phone : 316-262-2463 Url : <a href="https://www.kansasul.org">https://www.kansasul.org</a> Email : <a href="mailto:ksurbanleague@gmail.com">ksurbanleague@gmail.com</a> Frankie Kirkendoll	N	0
50	Washburn University 1700 Southwest College Ave Topeka, Kansas 66621 Phone : 785-670-1450 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Kent McAnally Manual Posting	N	0
51	Wichita Public Library 711 W 2nd Wichita, Kansas 67203 Phone : 316-262-68500 Url : <a href="http://www.wichitalibrary.org/">http://www.wichitalibrary.org/</a> Email : <a href="mailto:admin@wichita.lib.ks.us">admin@wichita.lib.ks.us</a> Kevin McWhorter	N	0
52	Wichita Public Schools #259 903 S Edgemoore Wichita, Kansas 67218 Phone : 316-973-4511 Url : <a href="https://www.usd259.org/">https://www.usd259.org/</a> Email : <a href="mailto:info@usd259.net">info@usd259.net</a> Jim Means	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
53	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-978-3688 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Brian Austin Manual Posting	N	0
54	Wichita Workforce Center 2021 N Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6800 Url : <a href="https://workforce-ks.com">https://workforce-ks.com</a> Email : <a href="mailto:info@workforce-ks.com">info@workforce-ks.com</a> Job Listing	N	0
55	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
56	Indeed.com	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2021	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	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
3	2/23/2021	Participation in Job Fairs	The Business Administrator attended the KansasWorks Statewide Virtual Job Fair held from 2/23/21 to 2/25/21. Via the chat box, potential candidates were directed to apply online at our Entercom careers website.	1	Business Administrator
4	3/25/2021	Participation in Job Fairs	The Business Administrator attended the KansasWorks Statewide Virtual Job Fair held from 3/23/21 to 3/25/21. Via the chat box, potential candidates were directed to apply online at our Entercom careers website.	1	Business Administrator
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

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6	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.	7	VP/General Manager Director of Sales Business Administrator Brand Managers
7	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
8	9/30/2021	Participation in Job Fairs	The Business Administrator attended the KansasWorks Virtual Statewide Job Fair held from 9/29/21 to 9/30/21. Our virtual booth contained a link to our Careers website to where potential candidates could apply for our current open positions.	1	Business Administrator
9	10/8/2021	Participation in events or programs sponsored by educational institutions	A student from Andale High School participated in a Career Shadow Program with Audacy Wichita. The student shadowed our Sports Daily show on KFH, and learned about preparation, production, and board operations for the show.	1	Brand Manager
10	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

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11	12/9/2021	Participation in Job Fairs	The Business Administrator attended the KansasWorks Virtual Statewide Job Fair held from 12/8/21 to 12/9/21. Our virtual booth contained a link to our Careers website to where potential candidates could apply for our current open positions. Also, potential candidates were advised to direct any questions about our current open positions to the Business Administrator via the chat box.	1	Business Administrator