

**KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL****EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b> 1220 Olive Street, 3rd Floor, St Louis, MO - 63103	<b><u>Contact Person/Title:</u></b> Becky Domyan SVP/Market Manager
<b><u>Telephone Number:</u></b> 314-621-2345	<b><u>E-Mail Address:</u></b> becky.domyan@audacy.com

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant (St. Louis)	4-51, 54, 58	54
Morning Drive News Editor	4-51, 57	57
Chief Engineer	4-51, 56, 59	56
Account Executive - St. Louis	4-35, 37-51, 54	54
Account Executive - St. Louis	4-35, 37-51, 54	54
Information Technology (IT) Manager	4-35, 37-51, 59-60	60
HR/Payroll Manager (Business Administrator)	4-35, 37-51, 53	53
Sales Assistant   St. Louis	4-35, 37-51, 54	54
Associate Producer	1-35, 37-51	4
Reporter NEX	1-2, 4-35, 37-51	4
Executive Producer Ex	1-2, 4-35, 37-51	4
Office Manager	1-2, 4-35, 37-51, 59	59
On Air Personality Exempt	55	55
On Air Personality Exempt	55	55
On Air Personality Exempt	55	55
Associate Producer	1-2, 4-35, 37-50, 59	59
Sales Assistant	1-2, 4-35, 37-50, 59	59
General Sales Manager	1-2, 4-35, 37-50, 53	53
Digital Content Prodr Ex	1-2, 4-16, 18-35, 37-50, 58-59	58
Digital Content Prodr Ex	1-2, 4-16, 18-35, 37-50, 58-59	59
Sports Anchor/Reporter	1-2, 4-8, 10-16, 18-35, 37-50, 61	61

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Executive Producer	1-2, 4-8, 10-16, 18-35, 37-50, 53	53
Morning News Anchor/ Host	1-2, 4-8, 10-16, 18-35, 37-50, 52, 54, 58-59	52
Account Executive - St. Louis	1-2, 4-8, 10-16, 18-35, 37-50, 54, 59	54
Account Executive - St. Louis	1-2, 4-8, 10-16, 18-35, 37-50, 54, 59	54

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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>
1	All Access 1222 16th Ave S Unit #25 Nashville, Tennessee 37212 Email : psimon@allaccess.com Michael Simon Perry	N	0
2	All Access 1222 16th Ave S Unit #25 Nashville, Tennessee 37212 Email : salexander@allaccess.com Alexander Shawn	N	0
3	All Access 1222 16th Ave S Unit #25 Nashville, Tennessee 37212 Email : pgillen@allaccess.com Pat Gillen	N	0
4	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	7
5	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
6	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6986 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Nicolette Yevich Manual Posting	N	0
7	Columbia College of Missouri 1001 Rogers St Columbia, Missouri 65201 Phone : 573-875-7425 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Dan Gomez-Palacio 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>
8	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
9	Fontbonne College 6800 Wydown Blvd St. Louis, Missouri 63105 Phone : 314-889-4516 Email : <a href="mailto:careers@fontbonne.edu">careers@fontbonne.edu</a> Christine Keller	N	0
10	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : <a href="mailto:careerservices@hssu.edu">careerservices@hssu.edu</a> Wanda Mcneil	N	0
11	Harris Stowe State University 3026 Laclede Ave St. Louis, Missouri 63103 Phone : (314) 340-3366 Url : <a href="http://go.hssu.edu/index.cfm">http://go.hssu.edu/index.cfm</a> Email : <a href="mailto:CareerEngagement@hssu.edu">CareerEngagement@hssu.edu</a> Career Engagement Center N/A	N	0
12	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-1000 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Warren Kistner Manual Posting	N	0
13	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63505 Phone : 636-481-3223 Email : <a href="mailto:lwarner@jeffco.edu">lwarner@jeffco.edu</a> Lora Warner	N	0

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14	Lewis & Clark Community College 5800 Godfrey Road BA 2418 Godfrey, Illinois 62035 Phone : 618-468-5500 Email : tdlane@lc.edu Terry Lane	N	0
15	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
16	Lindenwood University 209 S. Kingshighway Blvd St. Louis, Missouri 63301 Phone : 636-949-4806 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Shannon Wright Manual Posting	N	0
17	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
18	McKendree University 701 College Road Lebanon, Illinois 62254 Phone : 618-537-6806 Email : careerservices@mckendree.edu Jennifer Pickerell	N	0
19	Missouri Baptist University 1 College Park Drive St. Louis, Missouri 63141 Phone : 314-434-1115 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Brian Knapp 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>
20	Missouri Broadcasters Association 1025 NE Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : vsabatino@mbaweb.org Victoria Sabatino	N	0
21	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
22	Missouri S&T 1201 N State St Rolla, Missouri 65409 Phone : 573-341-4230 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Sara Earl Manual Posting	N	0
23	Missouri State University 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Kelly Rapp Manual Posting	N	0
24	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
25	Near Southside Employment Coalition 2649 Pestalozzi St. Louis, Missouri 63118 Phone : 314-865-4453 Email : oward@nsecworks.org Ohala Ward	N	0

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26	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
27	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
28	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Email : careerservices@ranken.edu Career Services	N	0
29	SLATE MO Jobs 1520 Market Street Room 3050 St. Louis, Missouri 63103 Phone : 314-589-8000 Url : <a href="http://app-jobs.mo.gov">app-jobs.mo.gov</a> Job Center Manual Posting	N	0
30	Southeast Missouri State University 1 University Plaza MS 3333, AC057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : <a href="https://semo-csm.symplicity.com/employers/index.ph">https://semo-csm.symplicity.com/employers/index.ph</a> Amy Aldridge Manual Posting	N	0
31	Southern Illinois University - Edwardsville 281 Student Success Center Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : csmolar@siue.edu Carrie Smolar	N	0

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32	Southern Illinois University-Carbondale 1263 Lincoln Drive Carbondale, Illinois 62901 Phone : (618) 453-2121 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Career Services Manual Posting	N	0
33	Southwest Missouri State University 901 S. National Springfield, Missouri 65897 Phone : 417-836-6861 Email : <a href="mailto:careercenter@missouristate.edu">careercenter@missouristate.edu</a> Vicki Elders	N	0
34	St. Charles Community College 4601 Mid Rivers Mall Dr Cottleville, Missouri 63376 Phone : 636-922-8244 Url : <a href="https://www.collegecentral.com/stchas/">https://www.collegecentral.com/stchas/</a> Jenny Hahn-Schnipper Manual Posting	N	0
35	St. Louis Community College 5600 Oakland Avenue F-342 St. Louis, Missouri 63110 Phone : 314-644-9225 Email : <a href="mailto:fp-careers@stlcc.edu">fp-careers@stlcc.edu</a> Davis Moore	N	0
36	St. Louis Job Corps Center 4333 Goodfellow St. Louis, Missouri 63120 Phone : 314-814-9236 Email : <a href="mailto:taylor.jeffrey@jobcorps.org">taylor.jeffrey@jobcorps.org</a> Jeffrey Taylor	N	0
37	St. Louis University One North Grand Blvd St. Louis, Missouri 63103 Phone : 314-977-2828 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Karl Aldrich Manual Posting	N	0



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38	St. Patrick Center 800 N. Tucker Blvd St. Louis, Missouri 63101 Phone : 314-802-5435 Email : shaverman@stpatrickcenter.org Sue Haverman	N	0
39	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
40	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
41	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Amber Goreham Manual Posting	N	0
42	University of Illinois at Urbana-Champaign 901 West Illinois St Urbana, Illinois 61801 Phone : 217-244-4329 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Career Services Manual Posting	N	0
43	University of Missouri - Columbia 909 Lowry Mall SSC Room 201 Columbia, Missouri 65211 Phone : 573-882-0878 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Amanda Nell Manual Posting	N	0

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44	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
45	University of Missouri- St. Louis 278 MSC One University Blvd St. Louis, Missouri 63121 Phone : 314-516-5111 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Ashley Horton Manual Posting	N	0
46	Urban League of Metro St. Louis 8960 Jennings Station Road Jennings, Missouri 63136 Phone : 314-615-3600 Email : <a href="mailto:snienkamp@urbanleague-stl.org">snienkamp@urbanleague-stl.org</a> S Nienkamp	N	0
47	Valparaiso University 1809 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Tom Cath Manual Posting	N	0
48	Webster University 470 East Lockwood Ave St. Louis, Missouri 63119 Phone : 314-968-6982 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Rebecca Nelson Manual Posting	N	0
49	Western Governors University 8000 Maryland Ave #410 Clayton, Missouri 63105 Phone : 866-895-9660 ext 7284 Danielle Dottolo Manual Posting	N	0

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50	www.mediagignow.com 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
51	YMCA of Metro St. Louis 3820 W Pine Blvd St. Louis, Missouri 63108 Phone : 314-531-1115 Email : <a href="mailto:sophia.kelley@gwrymca.org">sophia.kelley@gwrymca.org</a> Sophia Kelley	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>
52	E-mail Inquiry	N	1
53	Employee Promotion	N	3
54	Employee Referral	N	8
55	Exigent Circumstances	N	3
56	Facebook post	N	1
57	Internal Candidate	N	3
58	Job Board	N	4
59	Linked In	N	9
60	Recruiter	N	1
61	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</b>

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	<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	10/1/2021	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the employment unit including upper category openings is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliances. 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.	1	EEO Coordinator
2	10/1/2021	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
3	10/1/2021	Participation in other activities designed by the station employment unit	Once a week, this Audacy station group airs recruitment advertisements on all stations, seeking applications across all departments. Advertisements inform the listening area of Audacy's EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
4	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
5	11/12/2021	Participation in other activities designed by the station employment unit	Communicated job posting to internal staff.	1	Regional HR Director
6	8/1/2022	Provision of training to management	Company wide management training was held to inform managers of Audacy's EEO and OFCCP hiring policy, 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 the hiring efforts.	6	Market Manager General Sales Manager General Sales Manager Brand Manager

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7	8/10/2022	Participation in Job Fairs	We attended the 38th Annual Diversity Job Fair STL.	3	Business Administrator Brand Manager General Sales Manager
8	9/6/2022	Participation in events sponsored by organizations representing the community	Santa's Helpers Board Meeting, Julie Tristian is a board member, Santa's Helpers Inc is a 100% volunteer-based non-profit organization serving St. Louis's under-resourced and seriously ill children and their families since 1968. Santa's Helpers touches the lives of over 2,200 children and their families every holiday season by purchasing, wrapping and delivering gifts for Christmas and Hanukkah to deserving children whose names are provided by local schools and social service agencies....	1	On Air Personality
9	9/10/2022	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	HRC Dinner, Non-profit, Human Rights Campaign Gala, The Human Rights Campaign is an American LGBTQ advocacy group. It is the largest LGBTQ political lobbying organization within the United States.	1	On Air Personality
10	9/11/2022	Participation in events sponsored by organizations representing the community	Clayton 9/11 Stair Climb, we promoted it on the air and helped a local firefighter raise \$5,000 for his climb, the money goes to non-profits "Responder Rescue" & the "Fallen Firefighters Foundation"	3	On Air Personality On Air Personality On Air Personality
11	9/17/2022	Participation in scholarship programs	Beauty Buzz participant, the Beauty Buzz raises money for non-profit the St. Louis Press Club which gives out Journalism scholarships	6	Market Manager On Air Personality