

**KALC, KAMP, KQKS, QQMT
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> Denver Corp. Center I 4700 South Syracuse St, Suite 1050 (Digital Suite 350), Denver, CO - 80237	<u>Contact Person/Title:</u> Micah Goldberg SVP/Market Manager
<u>Telephone Number:</u> 303-967-2743	<u>E-Mail Address:</u> micah.goldberg@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
Senior Vice President Market Manager - Denver	1-42, 44-64, 66-67, 70-72	66
Account Executive - Denver	1-9, 11-21, 23-25, 28, 30, 32-39, 41, 44 -51, 53-55, 57-64, 67, 70, 73	70
Key Account Specialist	1-18, 20-39, 41-42, 44-55, 57-64, 69- 70, 73	69
Sales Coordinator Local & National	1-18, 20-65, 69-70, 73	70
General Sales Manager	1-12, 14-17, 20-24, 26, 28-34, 36-39, 41-42, 44-54, 56-64, 67, 70, 73	67
Director of Sales - Denver	1-12, 14-16, 18, 20-24, 26, 28-39, 41- 42, 44-45, 47-54, 56-64, 68, 70	70

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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@accolorado.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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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	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
10	Colorado Community Church 2220 S Chambers Rd Aurora, Colorado 80014 Phone : 303-783-3838 Email : arussell@coloradocommunity.org job listings	N	0
11	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
12	Colorado Media School 404 S Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0

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13	Colorado Mountain College 1330 Bob Adams Dr Steamboat Springs, Colorado 80903 Phone : 970-947-8389 Email : kgnewbury@coloradomtn.edu Kirsten Gauthier-Newbury	N	0
14	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
15	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
16	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
17	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
18	Columbia College 6892 S Yosemite Ct Centennial, Colorado 80112 Phone : 303-771-0176 Email : ejmares@ccis.edu Liz Mares	N	0

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19	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
20	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
21	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
22	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Email : ryan@denverindiancenter.org Ryan Ryan	N	0
23	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
24	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

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25	Emily Griffith Opportunity School 1860 Lincoln St Denver, Colorado 80203 Phone : 720-423-4764 Email : cdc@dpsk12.org Chris McGuire	N	0
26	Haskell Indian Nations University 155 Indian Ave Box 5030 Lawrence, Kansas 66046 Phone : 785-749-8404 Email : registrar@haskell.edu Sherry Girty	N	0
27	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
28	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
29	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-366-2248 Email : advising@lamarcc.edu Ket Winsor	N	0
30	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

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31	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
32	Morgan Community College 920 Barlow Rd Fort Morgan, Colorado 80701 Phone : 970-542-3157 Email : maria.cardenas@morgancc.edu Maria Cardenas	N	0
33	Naropa University 2130 Arapahoe Ave Boulder, Colorado 80302 Phone : 303-300-8740 Email : lfaucheux@naropa.edu Linda Faucheux	N	0
34	National American University 1325 S Colorado Boulevard Suite 100 Denver, Colorado 80222 Phone : 800-609-1431 Email : centadmissions@national.edu job listing	N	0
35	New Mexico Highlands University 1005 Diamond St Las Vegas, New Mexico 87701 Phone : 505-454-3251 Email : careerservices@nmhu.edu job listing	N	0
36	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

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37	Northeastern Junior College 100 College Ave Sterling, Colorado 80751 Phone : 800-626-4637 Email : cindy.carey@njc.edu Cindy Carey	N	0
38	Otero Junior College 1802 Colorado Ave La Junta, Colorado 81050 Phone : 719-384-6931 Email : allison.hall@ojc.edu Allison Hall	N	0
39	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
40	Pueblo Community College 900 W Orman Ave Pueblo, Colorado 81004 Phone : 719-549-3200 Email : officampusjobs@pueblocc.edu job listing	N	0
41	Pueblo Latino Chamber of Commerce 215 S Victoria Ave Pueblo, Colorado 81003 Phone : 719-542-5513 Email : office@pueblolatinochamber.com job listing	N	0
42	Pueblo of Acoma PO Box 309 Acoma Pueblo, New Mexico 87034 Phone : 505-552-6604 Email : administration@poamail.org Governor Kurt Riley	N	0

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43	Red Rocks Community College 13300 W 6th Ave Lakewood, Colorado 80228 Phone : 303-914-6258 Email : student.employment@rrcc.edu Suzanne Sullivan	N	0
44	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : 303-458-3508 Url : https://app.joinhandshake.com Virginia Perea Manual Posting	N	0
45	San Juan College 4601 College Blvd Farmington, New Mexico 87402 Phone : 505-326-3311 Email : hailk@sanjuancollege.edu Kathi Hail	N	0
46	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
47	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
48	Servicios de La Raza 3131 w 14th Ave Denver, Colorado 80204 Phone : 303-458-5851 Email : silviag@serviciosdelaraza.org Silvia G	N	0

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49	Shalom Denver 2498 W 2nd Ave Denver, Colorado 80204 Phone : 303-922-2100 Email : sleeper@jewishfamilyservice.org Sara Leeper	N	0
50	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
51	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
52	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
53	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
54	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

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55	University of Denver 2199 University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Email : julia.nelson@du.edu Julia Nelson	N	0
56	University of Denver 2199 University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Email : richard.rathburn@du.edu Richard Rathburn	N	0
57	University of the Southwest 6610 N Lovington Hwy Hobbs, New Mexico 88240 Phone : 575-392-6561 Email : jbodine@usw.edu Sheral Painter	N	0
58	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
59	Western State Colorado University College Union 102 Gunnison, Colorado 81231 Phone : 970-943-0120 Email : swhiting@western.edu Svea Whiting	N	0
60	Women's College Coalition 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-892-8444 Email : colleges@womenscolleges.org job listing	N	0

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61	Women's Foundation of Colorado 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-285-2960 Email : wfco@wfco.org job listing	N	0
62	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
63	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
64	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
65	Consultant Referral	N	1
66	Current Employee - Transfer/Promotion	N	1
67	Employee Referral	N	4
68	Indeed.com	N	1
69	Job Board	N	2
70	Linked In	N	17
71	Radio Recruitment Ad	N	1
72	Recruiter	N	1
73	Station Website	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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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 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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
3	12/1/2021	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 discriminations in the workplace	4	Market Manager General Sales Manager All FT & PT Staff
4	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 organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include participations 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
5	2/2/2022	Participation in events or programs sponsored by educational institutions	Mark Randal Audacy's Regional Promotions Director met with Deborah Byrd, Career Services Director of Colorado Media School. Mark Randal is new to the market and met with Deborah to build a relationship of potential new hires from Colorado Media School. He went over the current job openings for Audacy Denver	1	Regional Promotions Director

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6	3/3/2022	Participation in other activities designed by the station employment unit	On Air Personalities Dan Hardee KQMT & Toshamakia Acevedo KQKS met with Deborah Byrd, Career Services Director for Colorado Media School. They met to reestablish a relationship after the COVID Pandemic for potential new hires for Audacy Denver.	2	On-Air Personality On-Air Personality
7	4/21/2022	Participation in other activities designed by the station employment unit	On Air Talent Toshamakia Acevedo for KQKS met with Colorado Media School as their guest speaker. She covered with the students a broad introduction to radio and the different job opportunities it has to offer.	1	On-Air Personality
8	6/2/2022	Participation in events or programs sponsored by educational institutions	On-Air Personality, Dan Hardee, was a guest speaker at Colorado Media School. Dan spoke to a group of students on how he broke into the radio world and spoke on the different opportunities that radio has to offer	1	On-Air Personality
9	8/3/2022	Participation in events or programs sponsored by educational institutions	Mark Randal, Regional Promotions Director, attend the Program Advisory Committee meeting hosted by Colorado Media School and was invited by Debbie Byrd, Director of Career Services. They covered key points of continued job openings and potential future internships, the development of the curriculum to better match what the current radio atmosphere is, and did a deep dive into what media, as a whole, is looking for from future employment from the student body.	1	Regional Promotions Director
10	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
11	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist

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12	10/13/2022	Participation in events or programs sponsored by educational institutions	High School program that initiates students to look for career paths to promote higher education. A high school student participated in a Job Shadow with our morning show talent. The student observed the many different skill sets that are required	1	Student
13	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician