

**KMNB, KZJK, WCCO**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

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
Market Manager	1-32, 35-36, 38-39	39
Producer	1-31, 35, 37-38	35
Chief Engineer - Minneapolis	1-31, 38	38
Sales Assistant	1-31, 35	35
Commercial Production Director	1-31, 36-38	38
Account Executive	1-31, 33, 36, 38	33
Account Executive	1-31, 33, 36, 38	33
Account Executive	1-31, 33, 36, 38	33
Broadcast Journalist	1-32, 34, 38, 40, 42	32
General Sales Manager	1-31, 33	33
Sales Project Coordinator	1-31, 39	39
General Sales Manager	1-31, 39	39
Broadcast Journalist and News Anchor	1, 3, 11, 31, 33, 36, 38, 41	41
Sales Assistant/Coordinator	1-31, 33	33

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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	All Access 24955 Pacific Coast Highway C303 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Job Listings Manual Posting	N	0
2	Anoka-Ramsey Community College 11200 Mississippi Blvd Coon Rapids, Minnesota 55433 Phone : 763-433-1100 Url : <a href="https://www.collegecentral.com/anokaramsey/employe">https://www.collegecentral.com/anokaramsey/employe</a> Job Listings Manual Posting	N	0
3	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	2
4	Augsburg University 2211 Riverside Ave Minneapolis, Minnesota 55454 Phone : 612-330-1000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
5	Bemidji State University/Northwest Technical College 1500 Birchmont Drive Northeast Bemidji, Minnesota 56601 Phone : 218-755-2038 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
6	Capella University 225 South 6th St Minneapolis, Minnesota 55402 Phone : 888-227-3552 Email : <a href="mailto:careerconnection@capella.edu">careerconnection@capella.edu</a> Job Listings	N	0

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7	Century College 3300 Century Ave N White Bear Lake, Minnesota 55110 Phone : 651-779-3300 Url : <a href="https://www.collegecentral.com/century/">https://www.collegecentral.com/century/</a> Job Listings Manual Posting	N	0
8	College of Saint Benedict & Saint John's University 2850 Abbey Plaza Collegeville, Minnesota 56321 Phone : 320-363-2011 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
9	Concordia College 901 8th St S Moorhead, Minnesota 56562 Phone : 218-299-4000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
10	Concordia University St. Paul 1282 Concordia Ave St Paul, Minnesota 55104 Phone : 651-641-8230 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
11	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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12	Gustavus Adolphus College 800 W College Ave St Peter, Minnesota 56082 Phone : 507-993-8000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
13	Hamline University 1536 Hewitt Ave St Paul, Minnesota 55104 Phone : 651-523-2800 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
14	Hennepin Technical College 9000 Brooklyn Blvd Brooklyn Park, Minnesota 55445 Phone : 952-995-1300 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
15	Macalester College 1600 Grand Ave St Paul, Minnesota 55105 Phone : 651-696-6000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
16	Metropolitan State University 700 7th St E St Paul, Minnesota 55106 Phone : 651-793-1300 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0

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17	Minnesota Broadcasters Association 408 St. Peter Street Suite 423 St. Paul, Minnesota 55102 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : tim.hyde@minnesotabroadcasters.com Tim Hyde	N	1
18	Minnesota State University Moorhead 1105 7th Ave S Moorhead, Minnesota 56563 Phone : 218-477-2161 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
19	Minnesota State University, Mankato 730 Maywood Ave Mankato, Minnesota 56001 Phone : 507-389-1866 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
20	Minnesota Works 332 Minnesota Street Suite E200 St Paul, Minnesota 55101 Phone : 651-259-7500 Url : https://www.minnesotaworks.net Job Listings Manual Posting	N	0
21	Saint Mary's University of Minnesota 2500 Park Ave Minneapolis, Minnesota 55404 Phone : 612-728-5100 Url : https://app.joinhandshake.com Job Listings 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>
22	Southwest Minnesota State University 1501 Sate St Marshall, Minnesota 56258 Phone : 800-642-0684 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
23	St. Catherine University 2004 Randolph Ave St Paul, Minnesota 55105 Phone : 651-690-6000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
24	St. Cloud State University 720 4th Ave S St Cloud, Minnesota 56301 Phone : 320-308-0121 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
25	St. Olaf College 1520 St Olaf Ave Northfield, Minnesota 55057 Phone : 507-786-2222 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
26	The College of St. Scholastica 1200 Kenwood Ave Duluth, Minnesota 55811 Phone : 800-447-5444 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0

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27	University of Minnesota 3 Morrill Hall 100 Church St SE Minneapolis, Minnesota 55455 Phone : 612-625-5000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
28	University of Northwestern- St. Paul 3003 Snelling Ave N Roseville, Minnesota 55113 Phone : 651-631-5100 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
29	University of St Thomas 2115 Summit Avenue St Paul, Minnesota 55105 Phone : 651-962-6761 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
30	Winona State University 175 W Mark St Winona, Minnesota 55987 Phone : 507-457-5000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Listings Manual Posting	N	0
31	<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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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**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>
32	Current Employee	N	2
33	Employee Referral	N	13
34	Facebook post	N	1
35	Former Employee	N	3
36	Indeed.com	N	4
37	Job posting on internet	N	4
38	Linked In	N	12
39	Recruiter	N	3
40	Station Website	N	2
41	Twitter	N	1
42	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</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	Ongoing Event	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.	4	Market Manager General Sales Manager All FT & PT Staff
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	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
4	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 Entercom Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
5	8/24/2022	Participation in other activities designed by the station employment unit	Adam Sprenger at KZJK-FM: Over the past 12 months we have given a few tours to young people. These were individual events, with people who reached out to me. One of them being Zach meeting Remy Maxwell, Adam's afternoon talent.	2	Brand Manager Talent
6	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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7	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
8	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