

KEZK-FM, KFTK-FM, KMOX, KYKY, WFUN-FM, WHHL**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023**

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
Account Executive - St. Louis	1-47, 52	52
General Sales Manager	1-25, 28-30, 32-44, 46-47, 49, 52	47
General Sales Manager	1-22, 24-47	47
Staff Chief Engineer	1-22, 24-47, 52	47
Sales Assistant	1-22, 24-35, 37-46, 54	54
Brand Manager	1-22, 24-35, 37-48, 50, 52-53, 56	47
Sales Assistant	1-22, 24-35, 37-46, 49, 52	52
KMOX Reporter	1-22, 24-35, 37-47, 49, 51, 55	3
Digital Content Producer	1-22, 24-35, 37-46, 49, 52, 55	52
Morning Show News & Content Contributor	1-22, 24-35, 37-47, 52	47
KMOX Morning News Editor	1-22, 24-35, 37-46, 49, 55	55
KMOX Reporter	1-22, 24-35, 37-46, 52, 55	52

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	13
4	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
5	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6986 Url : https://app.joinhandshake.com/ Nicolette Yevich Manual Posting	N	0
6	Columbia College of Missouri 1001 Rogers St Columbia, Missouri 65201 Phone : 573-875-7425 Url : https://app.joinhandshake.com/ Dan Gomez-Palacio 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
7	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
8	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
9	Harris Stowe State University 3026 Laclede Ave St. Louis, Missouri 63103 Phone : (314) 340-3366 Url : http://go.hssu.edu/index.cfm Email : CareerEngagement@hssu.edu Career Engagement Center N/A	N	0
10	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-1000 Url : https://app.joinhandshake.com/ Warren Kistner Manual Posting	N	0
11	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63505 Phone : 636-481-3223 Email : lwarner@jeffco.edu Lora Warner	N	0
12	Lewis & Clark Community College 5800 Godfrey Road BA 2418 Godfrey, Illinois 62035 Phone : 618-468-5500 Email : careerservices@lc.edu Terri DeWerff	N	0

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13	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
14	Lindenwood University 209 S. Kingshighway Blvd St. Louis, Missouri 63301 Phone : 636-949-4806 Url : https://app.joinhandshake.com/ Shannon Wright Manual Posting	N	0
15	McKendree University 701 College Road Lebanon, Illinois 62254 Phone : 618-537-6806 Email : careerservices@mckendree.edu Jennifer Pickerell	N	0
16	Missouri Baptist University 1 College Park Drive St. Louis, Missouri 63141 Phone : 314-434-1115 Url : https://app.joinhandshake.com/ Brian Knapp Manual Posting	N	0
17	Missouri Broadcasters Association 1025 NE Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : vsabatino@mbaweb.org Victoria Sabatino	N	0
18	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

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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	Missouri S&T 1201 N State St Rolla, Missouri 65409 Phone : 573-341-4230 Url : https://app.joinhandshake.com/ Sara Earl Manual Posting	N	0
20	Missouri State University 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : https://app.joinhandshake.com/ Kelly Rapp Manual Posting	N	0
21	Missouri Western State University 4525 Downs Drive St. Joseph, Missouri 64507 Phone : 816-714-206 Url : https://app.joinhandshake.com/ Vincent Bowhay Manual Posting	N	0
22	Near Southside Employment Coalition 2649 Pestalozzi St. Louis, Missouri 63118 Phone : 314-865-4453 Email : oward@nsecworks.org Ohala Ward	N	0
23	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
24	Pittsburg State University 1701 South Broadway Street Pittsburg, Kansas 66762 Phone : 620-235-4141 Url : https://app.joinhandshake.com Heather Busch 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
25	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Email : careerservices@ranken.edu Career Services	N	0
26	SLATE MO Jobs 1520 Market Street Room 3050 St. Louis, Missouri 63103 Phone : 314-589-8000 Url : app-jobs.mo.gov Job Center Manual Posting	N	0
27	Southeast Missouri State University 1 University Plaza MS 3333, AC057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://semo-csm.symplicity.com/employers/index.ph Amy Aldridge Manual Posting	N	0
28	Southern Illinois University - Edwardsville 281 Student Success Center Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : csmolar@siue.edu Carrie Smolar	N	0
29	Southern Illinois University-Carbondale 1263 Lincoln Drive Carbondale, Illinois 62901 Phone : (618) 453-2121 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
30	Southwest Missouri State University 901 S. National Springfield, Missouri 65897 Phone : 417-836-6861 Email : careercenter@missouristate.edu Vicki Elders	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
31	St. Charles Community College 4601 Mid Rivers Mall Dr Cottleville, Missouri 63376 Phone : 636-922-8244 Url : https://www.collegecentral.com/stchas/ Jenny Hahn-Schnipper Manual Posting	N	0
32	St. Louis Community College 5600 Oakland Avenue F-342 St. Louis, Missouri 63110 Phone : 314-644-9225 Email : fp-careers@stlcc.edu Davis Moore	N	0
33	St. Louis University One North Grand Blvd St. Louis, Missouri 63103 Phone : 314-977-2828 Url : https://app.joinhandshake.com/ Karl Aldrich Manual Posting	N	0
34	St. Patrick Center 800 N. Tucker Blvd St. Louis, Missouri 63101 Phone : 314-802-5435 Email : shaverman@stpatrickcenter.org Sue Haverman	N	0
35	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
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : https://app.joinhandshake.com/ Amber Goreham Manual Posting	N	0
38	University of Illinois at Urbana-Champaign 901 West Illinois St Urbana, Illinois 61801 Phone : 217-244-4329 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
39	University of Missouri - Columbia 909 Lowry Mall SSC Room 201 Columbia, Missouri 65211 Phone : 573-882-0878 Url : https://app.joinhandshake.com/ Amanda Nell Manual Posting	N	0
40	University of Missouri - Kansas City 5100 Rockhill Rd Kansas City, Missouri 64110 Phone : 816-235-1225 Url : https://app.joinhandshake.com/ Daniel Folk Manual Posting	N	0
41	University of Missouri- St. Louis 278 MSC One University Blvd St. Louis, Missouri 63121 Phone : 314-516-5111 Url : https://app.joinhandshake.com/ Ashley Horton Manual Posting	N	0
42	Urban League of Metro St. Louis 8960 Jennings Station Road Jennings, Missouri 63136 Phone : 314-615-3600 Email : snienkamp@urbanleague-stl.org S Nienkamp	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
43	Valparaiso University 1809 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : https://app.joinhandshake.com/ Tom Cath Manual Posting	N	0
44	Webster University 470 East Lockwood Ave St. Louis, Missouri 63119 Phone : 314-968-6982 Url : https://app.joinhandshake.com/ Rebecca Nelson Manual Posting	N	0
45	Western Governors University 8000 Maryland Ave #410 Clayton, Missouri 63105 Phone : 866-895-9660 ext 7284 Danielle Dottolo Manual Posting	N	0
46	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Employee Referral	N	13
48	Former Employee	N	1
49	Indeed.com	N	8
50	Internal Candidate	N	1
51	Job Board	N	1
52	Linked In	N	19
53	Non-Employee Referral	N	1
54	Other Source	N	1
55	Recruiter	N	5
56	Unknown Referral Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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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	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
2	12/9/2022	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 Managers General Sales Managers All FT & PT Staff
3	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers 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 of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the 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	Director, Talent Acquisition
5	2/6/2023	Sponsorship of events in the community designed to increase public awareness	Princess Stormm and St. Louis hosted a station tour of students from Purpose Driven Academy School on 2/6/2023.	1	Assistant Brand Manager

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6	2/13/2023	Sponsorship of events in the community designed to increase public awareness	Princess Stormm and St. Louis hosted a second station tour in February, this tour hosted students from Harris Stowe State University	1	Assistant Brand Manager
7	6/8/2023	Provision of training to management	Members from Audacy's Talent Acquisition team attended Recruit-adelphia conference. Among the panels was a focus on a "skills first recruiting process" which allows organizations to create a more inclusive interview process. The Audacy Team also met with the keynote speaker from Integrate for Good who spoke to hiring neurodiverse talent and those with disabilities. The material from this conference is now part of the in-take process with the Talent Acquisition Team and Hiring Managers throughout the organization.	2	Talent Acquisition Specialist Talent Acquisition Specialist
8	7/14/2023	Sponsorship of events in the community designed to increase public awareness	Princess Storm spoke about opportunities at Audacy at the University of Missouri-St. Louis' summer camp program.	1	Assistant Brand Manager
9	7/24/2023	Participation in events sponsored by organizations representing the community	July 24, 2023, KMOX Anchor Megan Lynch spoke with a delegation visiting from Italy as part of the IVLP, International Visitor Leadership Program, through the U.S. Department of State, facilitated by the World Affairs Council St. Louis. Two of the visitors were journalists, two constitutional law scholars. We discussed ways to counter disinformation.	1	News Anchor
10	7/28/2023	Sponsorship of events in the community designed to increase public awareness	Alex Rich hosted a tour and presentation for a group of University of Missouri Student Athletes that have interest in broadcast or journalism and media at the end of July. It was a group of about 20 Mizzou students.	1	Account Executive

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11	8/1/2023	Participation in events sponsored by organizations representing the community	August, 1, 2023, KMOX/Audacy St. Louis hosted a visiting delegation from South America, participating in the IVLP, International Visitor Leadership Program, through the U.S. Department of State, facilitated by the World Affairs Council St. Louis. We discussed "New and Traditional Broadcast Media", including a discussion of social media and podcasting. The visitors represented news outlets from Chile, Ecuador, Mexico, Nicaragua, and Venezuela.	1	News Anchor
12	8/28/2023	Sponsorship of events in the community designed to increase public awareness	Michael Langston had a group of students come in for the college course he teaches. Gave them a tour of KMOX and Y98 on 8/28, and Tom Ackerman came out and spoke with them about careers in sports broadcasting	1	Board Operator
13	9/12/2023	Sponsorship of events in the community designed to increase public awareness	St. Louis' KMOX News Station hosted a field trip of students for a station tour from Collinsville High School and the Kahok Broadcasting Club on 9/12.	1	Assistant Brand Manager
14	9/12/2023	Sponsorship of events in the community designed to increase public awareness	St. Louis hosted a field trip for the Collinsville Kahok Broadcasting Club on 9/12/2023.	3	Assistant Brand Manager On Air Personality Reporter