

KALC, KAMP, KQKS, KQMT
EEO PUBLIC FILE REPORT
December 1, 2022 - November 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 - Denver	1-16, 18-48, 50-59	59
Account Executive - Denver	1-16, 18-48, 50-59	58
General Sales Manager Denver	1-34, 36-48, 50-56, 58	58
Account Executive - Denver	1-13, 15-16, 18-29, 31-34, 36-42, 44-59	57

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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	3
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 State Univeristy- Pueblo 2200 Bonorte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Url : https://app.joinhandshake.com Michelle Gjerde Manual Posting	N	0
14	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
15	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
16	Columbia College 6892 S Yosemite Ct Centennial, Colorado 80112 Phone : 303-771-0176 Email : ejmares@ccis.edu Liz Mares	N	0
17	Community College of Aurora 710 Alton Way Denver, Colorado 80230 Phone : 303-360-4700 Email : kazia.washington@ccaaurora.edu Kazia Washington	N	0
18	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

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19	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
20	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Email : ryan@denverindiancenter.org Ryan Ryan	N	0
21	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
22	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
23	Emily Griffith Opportunity School 1860 Lincoln St Denver, Colorado 80203 Phone : 720-423-4764 Email : cdc@dpsk12.org Chris McGuire	N	0
24	Haskell Indian Nations University 155 Indian Ave Box 5030 Lawrence, Kansas 66046 Phone : 785-749-8404 Email : registrar@haskell.edu Sherry Girty	N	0

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25	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
26	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-366-2248 Email : advising@lamarcc.edu Ket Winsor	N	0
27	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
28	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
29	Morgan Community College 920 Barlow Rd Fort Morgan, Colorado 80701 Phone : 970-542-3157 Email : maria.cardenas@morgancc.edu Maria Cardenas	N	0
30	Naropa University 2130 Arapahoe Ave Boulder, Colorado 80302 Phone : 303-300-8740 Email : lfaucheux@naropa.edu Linda Faucheux	N	0

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31	National American University 1325 S Colorado Boulevard Suite 100 Denver, Colorado 80222 Phone : 800-609-1431 Email : centadmissions@national.edu job listing	N	0
32	New Mexico Highlands University 1005 Diamond St Las Vegas, New Mexico 87701 Phone : 505-454-3251 Email : careerservices@nmhu.edu job listing	N	0
33	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
34	Northeastern Junior College 100 College Ave Sterling, Colorado 80751 Phone : 800-626-4637 Email : cindy.carey@njc.edu Cindy Carey	N	0
35	Otero Junior College 1802 Colorado Ave La Junta, Colorado 81050 Phone : 719-384-6931 Email : allison.hall@ojc.edu Allison Hall	N	0
36	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

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37	Pueblo Latino Chamber of Commerce 215 S Victoria Ave Pueblo, Colorado 81003 Phone : 719-542-5513 Email : office@pueblolatinochamber.com job listing	N	0
38	Pueblo of Acoma PO Box 309 Acoma Pueblo, New Mexico 87034 Phone : 505-552-6604 Email : administration@poamail.org Governor Kurt Riley	N	0
39	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : 303-458-3508 Url : https://app.joinhandshake.com Virgina Perea Manual Posting	N	0
40	San Juan College 4601 College Blvd Farmington, New Mexico 87402 Phone : 505-326-3311 Email : hailk@sanjuancollege.edu Kathi Hail	N	0
41	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
42	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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43	Shalom Denver 2498 W 2nd Ave Denver, Colorado 80204 Phone : 303-922-2100 Email : sleeper@jewishfamilyservice.org Sara Leeper	N	0
44	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
45	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
46	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
47	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
48	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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49	University of Denver 2199 University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Email : julia.nelson@du.edu Julia Nelson	N	0
50	University of Denver 2199 University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Email : richard.rathburn@du.edu Richard Rathburn	N	0
51	University of the Southwest 6610 N Lovington Hwy Hobbs, New Mexico 88240 Phone : 575-392-6561 Email : jbodine@usw.edu Sheral Painter	N	0
52	Western State Colorado University College Union 102 Gunnison, Colorado 81231 Phone : 970-943-0120 Email : swhiting@western.edu Svea Whiting	N	0
53	Women's College Coalition 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-892-8444 Email : colleges@womenscolleges.org job listing	N	0
54	Women's Foundation of Colorado 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-285-2960 Email : wfco@wfco.org job listing	N	0

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55	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
56	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
57	Employee Referral	N	2
58	Linked In	N	11
59	Recruiter	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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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	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
2	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
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 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
4	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Denver used their social media platforms to promote their open positions.	1	on air personality
6	7/21/2023	Participation in other activities designed by the station employment unit	Audacy Denver hosted a table at the Philip Philips concert. They spoke with concert goers about careers in broadcasting and shared a listing of local jobs at Audacy Denver. This event was also promoted on air.	2	Promotions Director Promotions Coordinator
7	8/5/2023	Co Sponsoring Job Fair	Audacy Denver attended a Sales event job fair at 4 Wheel Park with other local business looking to hire in sales.	1	Promotions Director
8	8/12/2023	Participation in other activities designed by the station employment unit	Audacy Denver attended the Beats and Sneaks Charity Sneaker Drive. The team also promoted career opportunities with attendees. This event was promoted on air and the staff spoke about how careers in broadcasting provide rewarding ways to give back to the local community and invited people to apply to their open positions.	2	Promotions Director Promotions Coordinator