

**KCSP, KMBZ, KMBZ-FM, KQRC-FM, KRBZ, KWOD, KYYS, KZPT, WDAF-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2022 - September 30, 2023**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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<p><b><u>Telephone Number:</u></b>  913-744-3600</p>	<p><b><u>E-Mail Address:</u></b>  roxanne.marati@audacy.com</p>

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-38, 40, 44	44
Account Executive	1-38, 40, 44	1
Key Account Specialist	1-39, 44, 47	47
Account Executive	1-35, 37-38, 41, 44-46	44
Account Executive	1-35, 37-38, 41, 44-46	46
Sales and Promotion Coordinator	1-35, 37-40, 44	40
Sales and Promotion Coordinator	1-35, 37-40, 44	40
Sales and Promotion Coordinator	1-35, 37-40, 44	44
Producer - KCSP 610 Sports Kansas City	1-35, 37-39, 41-44	44

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<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	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	6
2	Avila College-Career Services 11901 Wornall Road Kansas City, Missouri 64145 Phone : 816-501-2901 Url : <a href="https://www.collegecentral.com/avila/">https://www.collegecentral.com/avila/</a> Susan Wulff Manual Posting	N	0
3	Baker University-Career Development Center PO Box 65 205 Pulliam Center Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : <a href="http://www.collegecentral.com/bakeru">http://www.collegecentral.com/bakeru</a> Susan Wade Manual Posting	N	0
4	Benedictine College Director of Career Development 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Url : <a href="https://ravenwalk.benedictine.edu/">https://ravenwalk.benedictine.edu/</a> Email : <a href="mailto:jditemore@benedictine.edu">jditemore@benedictine.edu</a> Jennifer Ditemore	N	0
5	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
6	Emporia State University 1 College Circle Emporia, Kansas 66801 Phone : 620-341-5465 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> J Lutz Manual Posting	N	0

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7	Fort Hays State University 600 Park Street Sheridan Hall 214 Hays, Kansas 67601 Phone : 785-628-4260 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Karen McCullough Manual Posting	N	0
8	Full Sail Real World Education 3300 University Blvd Winer park, Florida 32792 Phone : 800-757-5105 Email : <a href="mailto:hthompson@fullsail.com">hthompson@fullsail.com</a> Harmony Thompson	N	0
9	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
10	Independence Employment Resource Ctr - Church of Latter Day Saints 517 W Walnut Ste 5 Independence, Missouri 64050 Phone : 816-461-5481 Email : <a href="mailto:wel-ec-independence@ldschurch.org">wel-ec-independence@ldschurch.org</a> Bill Ellibee	N	0
11	Johnson County Community College 12345 College Boulevard Overland Park, Kansas 66210 Phone : 913-469-8500 Email : <a href="mailto:careerdevelopment@jccc.edu">careerdevelopment@jccc.edu</a> Carol Gard	N	0
12	Kansas State University 705 North 17th Street Manhattan, Kansas 66502 Phone : 785-532-2769 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Candy Walton Manual Posting	N	0

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13	Maple Woods Community College 2601 NE Barry Road Kansas City, Missouri 64156 Phone : 816-437-3155 Url : <a href="https://mckkc-csm.symplicity.com/">https://mckkc-csm.symplicity.com/</a> Marylynn Munger Manual Posting	N	0
14	Metropolitan Community College 3200 Broadway Kansas City, Missouri 64111 Phone : 816-604-1001 Url : <a href="https://mckkc-csm.symplicity.com/">https://mckkc-csm.symplicity.com/</a> Mark Murtha Manual Posting	N	0
15	Metropolitan Community College-Blue River 20301 E 78 Hwy Independence, Missouri 64057 Phone : 816-604-6544 Url : <a href="https://mckkc-csm.symplicity.com/">https://mckkc-csm.symplicity.com/</a> Kim Moriconi Manual Posting	N	0
16	Metropolitan Community College-Business & Technology 1775 Universal Ave Kansas City, Missouri 64120 Phone : 816-604-5226 Url : <a href="https://mckkc-csm.symplicity.com/">https://mckkc-csm.symplicity.com/</a> Tatia Shelton Manual Posting	N	0
17	Missouri Southern State University 3950 E Newman Joplin, Missouri 64801 Phone : 417-625-9343 Url : <a href="https://employer.gradleaders.com/mssu/employers/lo">https://employer.gradleaders.com/mssu/employers/lo</a> Nicole Brown Manual Posting	N	0
18	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4618 Email : <a href="mailto:bergmant@moval.edu">bergmant@moval.edu</a> Tiffany Bergman	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**a. Agencies Notified by Outreach**

<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>
19	Missouri Western State University 4525 Downs drive St. Joseph, Missouri 64507 Phone : 816-271-4206 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Vincent Bowhay Manual Posting	N	0
20	National Association for the Advancement of Colored People -MO State Conference PO Box 104221 Jefferson City, Missouri 65110 Phone : 816-421-1191 Email : <a href="mailto:jcnaacp@gmail.com">jcnaacp@gmail.com</a> Nimrod Chapel, JR	N	0
21	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : <a href="mailto:Lisa.snyder@ngu.edu">Lisa.snyder@ngu.edu</a> Lisa Snyder	N	0
22	Northwest Missouri State University -Department of Mass Communications 800 University Drive Wells Hall 237 Maryville, Missouri 64468 Phone : 660-562-1361 Email : <a href="mailto:marlam@nwmissouri.edu">marlam@nwmissouri.edu</a> Marla McCrary	N	0
23	Northwest Missouri State University-Administrations 800 University Drive Administration Bldg # 130 Maryville, Missouri 64468 Phone : 660-562-1455 Email : <a href="mailto:career@nwmissouri.edu">career@nwmissouri.edu</a> Rosalie Weathermon	N	0
24	Northwest Missouri State University-Asst. Professor 800 University Drive Wells Hall 235 Maryville, Missouri 64468 Phone : 660-562-1617 Email : <a href="mailto:lamer@nwmissouri.edu">lamer@nwmissouri.edu</a> Fred Lamer	N	0

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25	Park University 8700 NW River Park Drive Box 33 Parkville, Missouri 64152 Phone : 816-584-6407 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Leah Fletcher Manual Posting	N	0
26	Pittsburg State University 1701 South Broadway Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Heather Busch Manual Posting	N	0
27	Prep-KC 700 W 47th Kansas City, Missouri 64112 Phone : 816-817-0890 Email : <a href="mailto:ajohnston@prepkc.org">ajohnston@prepkc.org</a> Anne Johnston	N	0
28	Rockhurst University-Career Services 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4861 Url : <a href="https://rockhurst-csm.symplicity.com/employers/?si">https://rockhurst-csm.symplicity.com/employers/?si</a> Mike Theobald Manual Posting	N	0
29	Rockhurst University-Dept. of Communication 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4390 Email : <a href="mailto:katie.clune@rockhurst.edu">katie.clune@rockhurst.edu</a> Dr. Katie Fischer Clune	N	0
30	Southern Baptist University 1600 University Avenue Boliver, Missouri 65613 Phone : 417-328-1689 Url : <a href="https://www.collegecentral.com/sbuniv/employer.cfm">https://www.collegecentral.com/sbuniv/employer.cfm</a> Email : <a href="mailto:CareerServices@SBUniv.edu">CareerServices@SBUniv.edu</a> Career Services	N	0

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**a. Agencies Notified by Outreach**

<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>
31	United Minority Media Association 5511 Woodland Ave Ste 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : Ummaseventyfour@yahoo.com M.C. Richardson	N	0
32	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Email : jsporter@ucmo.edu J S Porter	N	0
33	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : <a href="https://ku-csm.symplicity.com/employers/?signin_ta">https://ku-csm.symplicity.com/employers/?signin_ta</a> Email : ahartley@ku.edu Ann Hartley	N	0
34	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
35	Washburn University 1700 Southwest College Ave Topeka, Kansas 66621 Phone : 785-670-1450 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Kent McAnally Manual Posting	N	0
36	William Jewell College Director of Career Development 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 816-415-5936 Email : blandm@william.jewell.edu Marissa Bland	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>
37	Women's Employment Network 910 Main Street Ste 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Email : tbomar@kcwen.org Tonia Bomar	N	0
38	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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<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>
39	Current Employee	N	3
40	Employee Referral	N	4
41	Indeed.com	N	3
42	Job Board	N	2
43	Job posting on internet	N	1
44	Linked In	N	12
45	On-Air Announcement (One or More SEU Stations)	N	1
46	Recruiter	N	1
47	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>34</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	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

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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>
5	1/27/2023	Sponsorship of events in the community designed to increase public awareness	Audacy KC promoted on air and attended Operation Breakthrough. This organization provides a safe and educational environment for children in poverty and empowers their families through advocacy, emergency aid and education. On air talent promoted the event and discussed how careers in radio provide rewarding opportunities to give back to the community.	4	Account Executive Operations Manager General Sales Manager On Air Personality
6	2/6/2023	Participation in events or programs sponsored by educational institutions	Audacy KC spoke to the Media and Society class (MCOM 1000) at Benedictine College in Atchison.	1	on air personality
7	2/28/2023	Participation in events or programs sponsored by educational institutions	Audacy KC spoke to students at Benedictine College about media and audio production.	1	Commercial Producer Programming
8	4/11/2023	Participation in events or programs sponsored by educational institutions	15 students in the Media and Future Business Leaders class from Pleasant Hill High School came by the station. Programmers, Producers and office staff provided details on radio operations, podcasting and live broadcasting experiences. Students were given a tour of the Audacy KC radio facility and provided information on available careers at Audacy Kansas City.	4	Executive Assistant Building MGR On Air Personality On Air Personality
9	6/5/2023	Establishment of an intern program designed to assist members of the community	Audacy KC had a summer intern from Northwest Missouri State.	1	Brand Manager
10	6/5/2023	Establishment of an intern program designed to assist members of the community	Audacy KC had a summer intern from the University of Central Missouri.	1	Brand Manager

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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>
11	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
12	7/12/2023	Establishment of an intern program designed to assist members of the community	Audacy KC employees provided details on radio operations, podcasting and live broadcasting experiences. Interns were given a tour of the Audacy radio facility and provided with information on available careers at Audacy Kansas City.	4	Sales Manager Digital Content Manager On Air Personality Producer
13	8/24/2023	Hosting of Job Fair	Audacy Kansas City attended Kansas University's job fair .	2	Director of Sales Brand Manager
14	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy KC airs ongoing General Recruitment spots in different dayparts inviting candidates to apply.	2	Sales Assistant SVP/Market Manager
15	9/13/2023	Participation in events or programs sponsored by educational institutions	Audacy KC spoke to the Media and Society class (MCOM 1000) at Benedictine College in Atchison.	1	on air personality