

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 9111 E Douglas Ave, Suite 130, Wichita, KS - 67207	<u>Contact Person/Title:</u> Becky Domyan Market Manager
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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
Digital and Radio Account Executive	1-38, 40-58	57
KDGS Morning Show Co-Host	1-56	5

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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 Avenue South, Suite 25 Nashville, Tennessee 37212 Url : www.allaccess.com Joel Denver Manual Posting	N	0
2	Audacy Wichita Team 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	N	0
3	Audacy Wichita's on-air ads 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	N	2
4	Audacy Wichita's stations' social media sites 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	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	8
6	Baker University-Career Development Center 205 Pulliam Center PO Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Email : gary.handy@bakeru.edu Gary Handy	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	Bates Technical College Work Source Specialist 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7008 Url : http://batestech.edu Email : jcarroll@batestech.edu Jason Carroll	N	0
8	Butler County Community College 901 S Haverhill Rd El Dorado, Kansas 67042 Phone : 316-322-3294 Url : https://employers.emsicc.com/butlercc/signup Email : achaneyprofi@butlercc.edu Aletra Chaney-Profit	N	0
9	Cloud Community College 2221 Campus Drive Concordia, Kansas 66901 Phone : 800-729-5101 Email : bhanson@cloud.edu Brenda Hanson	N	0
10	Colby Community College 1255 S Range Colby, Kansas 67701 Phone : 785-462-3984 Url : http://www.colbycc.edu Email : Lisa.stithem@colbycc.edu Lisa Stithem	N	0
11	Cowley Co. Community College – Career Placement 125 S 2nd St Arkansas City, Kansas 67005 Phone : 620-441-5279 Url : http://www.cowley.edu Email : career@cowley.edu Beverly Frank	N	0
12	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

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13	Dodge City Community College 2501 N 14th Ave Dodge City, Kansas 67801 Phone : 620-225-1321 Ext. 9400 Url : http://dc3.edu/ Email : lgleason@dc3.edu Logan Gleason	N	0
14	Emporia State University 1 College Circle Emporia, Kansas 66801 Phone : 620-341-5465 Url : https://app.joinhandshake.com J Lutz Manual Posting	N	0
15	Flint Hills Job Corp 4620 Eureka Dr Manhattan, Kansas 66503 Phone : 800-733-5627 Email : Escamilla.gina@jobcorps.org Gina Escamilla	N	0
16	Fort Hays State University 600 Park Street Hays, Kansas 67601 Phone : 785-628-3478 Url : https://app.joinhandshake.com Karen McCullough Manual Posting	N	0
17	Fort Hays State University Dept Info Network Technology 600 Park Street Hays, Kansas 67601 Phone : 785-628-3475 Email : markbannister@fhsu.edu Mark Bannister	N	0
18	Friends University 2100 W University Ave Wichita, Kansas 67213 Phone : 316-295-5000 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0

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19	Garden City Community College 801 Campus Dr Garden City, Kansas 67846 Phone : 620-276-7611 Url : http://www.gcccks.edu Email : ryan.ruda@gcccks.edu Ryan Ruda	N	0
20	Hispanic Social Services 437 N Topeka Topeka, Kansas 67202 Phone : 316-264-8344 Email : msmith@catholiccharitieswichita.org M Smith	N	0
21	Hutchinson Community College 1300 N Plum Hutchinson, Kansas 67501 Phone : 620-665-3377 Url : http://www1.hutchcc.edu Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0
22	IAM & AW 24494 Placid Harbor Way Hollywood, Maryland 20636 Phone : 301-373-3300 Url : http://www.goiam.org Email : jpunion@aol.com J Punion	N	0
23	Kansas Association of Broadcasters 214 SW 6th St. Suite 300 Topeka, Kansas 66603 Url : www.kab.net Kent Cornish Manual Posting	N	0
24	Kansas Professional Communicators 810 Avenue A Dodge City, Kansas 67801 Phone : 620-801-4147 Url : http://www.kansasprofessionalcommunicators.org Email : monica.springer@servitech.com Monica Springer	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	Kansas State University 1720 Anderson Ave Manhattan, Kansas 66506 Phone : 785-532-2769 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
26	Kansas Wesleyan University 100 E Claflin Ave Salina, Kansas 67401 Phone : 785-833-4326 Email : patsy.stockham@kwu.edu Patsy Stockham	N	0
27	KANSEL 1650 N Fairview Ave Wichita, Kansas 67203 Phone : 316-263-9620 Url : http://www.kansel.org Email : kwoolley@kansel.org Katie Woolley	N	0
28	Ketch Employment 1006 E Waterman St Wichita, Kansas 67211 Phone : 316-383-8700 Email : JSchneider@ketch.org Fax : 1-316-383-8715 June Schneider	N	0
29	KU University Career Center Summerfield Hall, 203 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Email : KUCareer@ku.edu Ann Hartley	N	0
30	McPherson College 1600 East Euclid Street McPherson, Kansas 67450 Phone : 800-365-7402 Url : https://app.joinhandshake.com Kevin Mokhtarian Manual Posting	N	0

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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
31	Mississippi State University 75 BS Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/?sign Email : career@career.msstate.edu Amy Skelton	N	0
32	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
33	National Association of Broadcasters – NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Career Services	N	0
34	Newman University Student Support Services 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : https://www.collegecentral.com/ Career Services Manual Posting	N	0
35	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	N	0
36	North Western Oklahoma State University 709 Oklahoma Blvd Alva, Oklahoma 73717 Phone : 580-327-1700 Taylor Wilson 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
37	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
38	Radio and Music Pros (R.A.M.P.) 24307 Magic Mountain Parkway #65 Valencia, California 91355 Phone : 661-294-9408 Url : ramp247.com Email : Kevin@RAMP247.com Kevin Carter	N	0
39	Radio Facts 11054 Ventura Blvd. #142 Studio City, California 91604 Url : radiofacts.com Email : kevin@radiofacts.com Kevin Ross	N	0
40	Right Management 100 Manpower Place Milwaukee, Wisconsin 53212 Phone : 619-216-2583 Url : http://www.right.com Email : rightmarketconnections@right.com Pamela Sanchez	N	0
41	Rogers State University 1701 West Will Rogers Boulevard Claremore, Oklahoma 74017 Phone : 918-343-7864 Url : https://app.joinhandshake.com Calli Payne Manual Posting	N	0
42	Southwestern College 2040 South Rock Rd Wichita, Kansas 67207 Phone : 888-864-5335 Url : https://ps.sckans.edu/ Email : ses@swccd.edu Dan Falk	N	0

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43	Sterling College 125 W Cooper Sterling, Kansas 67579 Phone : 620-278-2173 Url : https://www.sterling.edu Email : career@sterling.edu Career Services	N	0
44	Tabor College 7348 W 21st St Suite 117 Wichita, Kansas 67205 Phone : 620-947-3121 ext 1082 Url : https://tabor.edu Email : celesteworthy@tabor.edu Celeste Worthy	N	0
45	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
46	University of Colorado at Boulder Center for Community S440 133UCB Boulder, Colorado 80309 Phone : 303-492-6514 Url : https://app.joinhandshake.com Elizabeth Gaeddert Manual Posting	N	0
47	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Email : ahartley@ku.edu Ann Hartley	N	0
48	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

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49	University of North Texas 1155 Union Circle #311277 Denton, Texas 76203 Phone : 940-565-2105 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
50	Urban League of Kansas 2418 E Ninth Wichita, Kansas 67214 Phone : 316-262-2463 Url : https://www.kansasul.org Email : ksurbanleague@gmail.com Frankie Kirkendoll	N	0
51	Washburn University 1700 Southwest College Ave Topeka, Kansas 66621 Phone : 785-670-1450 Url : https://app.joinhandshake.com Kent McAnally Manual Posting	N	0
52	Wichita Public Library 711 W 2nd Wichita, Kansas 67203 Phone : 316-261-8500 Url : http://www.wichitalibrary.org/ Email : admin@wichitalibrary.org Kevin McWhorter	N	0
53	Wichita Public Schools #259 903 S Edgemoore Wichita, Kansas 67218 Phone : 316-973-4511 Url : https://www.usd259.org/ Email : info@usd259.net Jim Means	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
54	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-978-3688 Url : https://app.joinhandshake.com Brian Austin Manual Posting	N	0
55	Wichita Workforce Center 2021 N Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6800 Url : https://workforce-ks.com Email : info@workforce-ks.com Job Listing	N	0
56	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. 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	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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	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 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
3	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
4	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 was to help foster an inclusive work environment as well as prevent discrimination in the workplace.	4	Market Manager Director of Sales All FT & PT Staff
5	2/17/2022	Participation in Job Fairs	The Business Administrator attended the KansasWorks Virtual Statewide Job Fair held from 2/16/22 to 2/17/22. Our virtual booth contained a link to our Careers website to where potential candidates could apply for our current open position--Digital and Radio Account Executive. Also, potential candidates were advised to direct any questions regarding our open position to the Business Administrator via the chat box.	1	Business Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	5/19/2022	Participation in Job Fairs	The Business Administrator attended the KansasWorks Virtual Statewide Job Fair held from 5/18/22 to 5/19/22. Our virtual booth contained a link to our Careers website to where potential candidates could apply for our current open position--Digital and Radio Account Executive. Also, potential candidates were advised to direct any questions regarding our open position to the Business Administrator via the chat box.	1	Business Administrator
7	6/27/2022	Participation in events or programs sponsored by educational institutions	A student from Butler Community College participated in a job shadow with Audacy Wichita for 1-2 times per week for 3-5 weeks. The student learned how to run a live sports talk show, which included preparation, production, and board operations for the show.	1	Brand Manager
8	7/5/2022	Participation in other activities designed by the station employment unit	The Brand Manager for KFH and KNSS conducted a station tour for students who were participating in the Wichita State University's Kansas Kids @ GEAR UP, which is a college access program to help students in foster care prepare for post-secondary education.	1	Brand Manager
9	7/8/2022	Participation in other activities designed by the station employment unit	The Brand Manager for KFH and KNSS conducted a station tour for students who were participating in the Wichita State University Fluency Camp.	1	Brand Manager
10	7/20/2022	Establishment of training programs for station personnel	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	400	General Managers General Sales Manager Brand Managers Promotions Managers

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11	7/21/2022	Participation in Job Fairs	The Business Administrator attended the KansasWorks Virtual Statewide Job Fair held from 7/20/22 to 7/21/22. Our virtual booth contained a link to our Careers website to where potential candidates could apply for our current open positions. Also, potential candidates were advised to direct any questions regarding our open positions to the Business Administrator via the chat box.	1	Business Administrator
12	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
13	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
14	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

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15	12/6/2022	Participation in events or programs sponsored by educational institutions	A student from Butler Community College participated in a job shadow with the Director of Sales (DOS) at Audacy Wichita. The student learned about the sales process and how we develop customized marketing strategies for clients. The DOS talked about all of our platforms (over the air, sports, digital, entitlements, endorsements, remotes, promotional opportunities, etc.) and how we determine which products are best fits for the client. The DOS also discussed managing client expectations and how to measure success with analytic tools we have available.	1	Director of Sales
16	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
17	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