

KFNZ, KFNZ-FM, KMBZ, KMBZ-FM, KQRC-FM, KWOD, KYYS, KZPT, WDAF-FM

EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	1-12, 14-15, 17-22, 24-25	25
Account Executive	1-11, 13-18, 20-21, 25	25
Account Executive	1-11, 13-18, 20-21, 25	25
Digital Content & Social Media Producer	1-11, 13-17, 20-23, 25	22

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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	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	0
2	Benedictine College Director of Career Development 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Url : https://ravenwalk.benedictine.edu/ Email : jditemore@benedictine.edu Jennifer Ditemore	N	0
3	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
4	Full Sail Real World Education 3300 University Blvd Winer park, Florida 32792 Phone : 800-757-5105 Email : hthompson@fullsail.com Harmony Thompson	N	0
5	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
6	Independence Employment Resource Ctr - Church of Latter Day Saints 517 W Walnut Ste 5 Independence, Missouri 64050 Phone : 816-461-5481 Email : wel-ec-independence@ldschurch.org Bill Ellibee	N	0

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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
7	Johnson County Community College 12345 College Boulevard Overland Park, Kansas 66210 Phone : 913-469-8500 Email : careerdevelopment@jccc.edu Carol Gard	N	0
8	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4618 Email : bergmant@moval.edu Tiffany Bergman	N	0
9	National Association for the Advancement of Colored People -MO State Conference PO Box 104221 Jefferson City, Missouri 65110 Phone : 816-421-1191 Email : jcnaacp@gmail.com Nimrod Chapel, JR	N	0
10	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0
11	Northwest Missouri State University -Department of Mass Communications 800 University Drive Wells Hall 237 Maryville, Missouri 64468 Phone : 660-562-1361 Email : marlam@nwmissouri.edu Marla McCrary	N	0
12	Northwest Missouri State University-Administrations 800 University Drive Administration Bldg # 130 Maryville, Missouri 64468 Phone : 660-562-1455 Email : career@nwmissouri.edu Rosalie Weathermon	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
13	Northwest Missouri State University-Asst. Professor 800 University Drive Wells Hall 235 Maryville, Missouri 64468 Phone : 660-562-1617 Email : lamer@nwmissouri.edu Fred Lamer	N	0
14	Prep-KC 700 W 47th Kansas City, Missouri 64112 Phone : 816-817-0890 Email : ajohnston@prepkc.org Anne Johnston	N	0
15	Rockhurst University-Dept. of Communication 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4390 Email : katie.clune@rockhurst.edu Dr. Katie Fischer Clune	N	0
16	Southern Baptist University 1600 University Avenue Boliver, Missouri 65613 Phone : 417-328-1689 Url : https://www.collegecentral.com/sbuniv/employer.cfm Email : CareerServices@SBUniv.edu Career Services	N	0
17	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
18	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Email : jsporter@ucmo.edu J S Porter	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
19	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
20	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
21	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
22	Employee Referral	N	3
23	Indeed.com	N	2
24	Job Board	N	1
25	Linked In	N	12
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	Ongoing Event	Participation in other activities designed by the station employment unit	The Regional Vice President of Audacy Kansas City serves on the board for Kansas Association of Broadcasters. She meets with the group and attends discussion panels throughout the year; reports back information to the market and networks with members regarding opportunities at Audacy.	1	Regional Vice President
2	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Kansas City broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	Regional Vice President Traffic Director
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Kansas City provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	Regional Vice President
4	10/6/2025	Participation in events sponsored by organizations representing the community	Audacy Kansas City spoke at the Kansas Association of Broadcasters yearly convention.	1	Regional Vice President
5	10/17/2025	Participation in events or programs sponsored by educational institutions	Audacy participated in the Fall 2025 Virtual Communications, Journalism, and Media Career Fair hosted by Syracuse University. Representatives spoke to students regarding multiple divisions of the organization, including sales, programming, marketing, and more.	1	Talent Acquisition
6	10/23/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition and a station representative attended the National Association of Broadcasters Leadership Foundation Career Fair at the NAB Show and connected with candidates from across the country regarding opportunities at Audacy.	2	Director of Talent Acquisition Executive Producer
7	10/24/2025	Participation in Job Fairs	Audacy's Talent Acquisition Representative and HR Generalist participated in the CBI National Student Media Convention and Career Fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Talent Acquisition HR Generalist

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8	11/7/2025	Participation in Job Fairs	Audacy's Director of Talent Acquisition attended the IRTS workshop and career fair and connected with undergrad, recent grads, and graduate students across the country regarding opportunities at Audacy.	1	Director of Talent Acquisition
9	11/12/2025	Participation in other activities designed by the station employment unit	Audacy Kansas City attended the Broadcast Engineering Academy seminar.	1	VP Operations
10	12/10/2025	Participation in Job Fairs	Members from Audacy's Talent Acquisition Team participated in the Hiring Our Heroes virtual career fair where they connected with veterans, active military, and spouses or veterans and active military from across the country. Interviews were conducted and candidates were matched to open jobs to proceed with the interview process.	3	Director, Talent Acquisition Talent Acquisition Specialist Talent Acquisition Specialist
11	2/11/2026	Participation in Job Fairs	Audacy's Talent Acquisition Team attended the University of Texas Austin career fair, and spoke with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	1	Talent Acquisition Specialist
12	2/20/2026	Participation in events sponsored by organizations representing the community	Audacy's programming and production leadership team represented Audacy at the annual IBS National College Radio Conference, held at the Sheraton Times Square in New York City. Skip, Andre Yancy, and Shelley Wade spoke directly with students, sharing industry insights and career perspectives with the next generation of media professionals. Also included on panels at the event were Audacy experts Rob Miller, Mindy Hoffman, Heather Bermudez, John Foxx, Dave Stewart, Jodi Vale, Kristie Keleshian, and Ryan Hurley.	4	Brand Manager Assistant Brand Manager on air personality Brand Manager

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13	2/27/2026	Participation in Job Fairs	Audacy's Talent Acquisition Recruiters attended the Penn State Career Fair and spoke with students from across the country about Audacy and opportunities across all markets from sales, production, engineering/tech, and revenue and corporate central jobs.	3	Talent Acquisition Specialist Talent Acquisition Specialist engineer
14	3/2/2026	Participation in other activities designed by the station employment unit	Audacy Kansas City attended the NAB Conference in Washington DC where they met members of congress to advocate on behalf of Kansas Association of Broadcasters and discuss issues critical to the future of the industry.	1	Regional Vice President
15	3/12/2026	Participation in Job Fairs	Audacy participated in the Employ NV Career Fair and promoted job opportunities across all of Audacy to members who reside all over the country.	1	Promotions Director
16	3/16/2026	Participation in events or programs sponsored by educational institutions	Audacy representatives spoke to a Senior Seminar class at Temple University's Klein College of Media and Communication in Philadelphia about career fair preparation. They discussed Audacy's connection to Klein, shared interview and career fair advice, and highlighted opportunities at Audacy to help students stand out in their job search	1	Regional HR Director
17	3/25/2026	Participation in Job Fairs	Audacy's Director and Manager of Talent Acquisition attended the Syracuse University career fair, speaking with students from across the country about Audacy and opportunities across all markets from sales, production, programming, marketing, engineering/tech, revenue and various corporate central jobs.	2	Director, Talent Acquisition Manager, Talent Acquisition
18	4/9/2026	Participation in events sponsored by organizations representing the community	Audacy Kansas City's team spoke to students at The Kansas Association of Broadcasters Student Broadcast and Sports Seminar about the broadcast industry and how best to explore career opportunities.	3	Regional Vice President General Sales Manager Brand Manager

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19	4/9/2026	Participation in events sponsored by organizations representing the community	Audacy Kansas City was a guest speaker at The Kansas City Symposium. They spoke to attendees about Audacy and careers in broadcasting.	1	On Air Personality
20	Ongoing Event	Provision of training to management	To ensure ongoing compliance with federal regulations and support equitable hiring practices, Audacy provides comprehensive OFCCP training across the company for all personnel involved in the recruitment and employee lifecycle. This training, which covers EEO guidelines, non-discriminatory practices, and our responsibilities as a federal contractor, was officially communicated and assigned via Brainshark on April 28, 2026, with a required completion date of June 1, 2026.	4	RVP Sales SVP Sales Brand Managers Format Captains
21	6/11/2026	Participation in other activities designed by the station employment unit	Audacy hosted participants from across the country in the 2026 Future Now Conference - Media Tour. We provided a robust panel of speakers and two station tours. Speaker line-up included: Director of Talent Acquisition, Corporate Communications Manager, Vice President, Digital Sales, On-Air Personality, VP of News, Brand Manager WFAN, Head of Podcasts, and Senior Creative Director. Participants were provided with advice on how to enter the media industry and were provided with resources to seek out opportunities at Audacy.	5	Director, Talent Acquisition Brand Manager Head of Podcast On Air Personality
22	6/27/2026	Participation in other activities designed by the station employment unit	Audacy Kansas City hosted students to tour the station for the 2026 THRIVE Conference.	2	Regional Vice President On Air Personality

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23	6/30/2026	Participation in other activities designed by the station employment unit	At the 2026 Barrett Media Audio Summit, Audacy was heavily represented across panels, headlined by the CEO in a keynote interview. Top programming executives, on-air personalities and regional leaders shared industry insights. Throughout the event, Audacy's attendees networked with industry professionals and up-and-coming media professionals, making them aware of career opportunities at Audacy.	5	CEO CBO Brand Manager Regional President
24	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