

FCC EEO PROGRAM REPORT

Kansas City

Reporting Date

The stations in the Employment Unit were the subject of a long-form transfer of control, which consummated on November 17, 2017. *See Entercom Communications and CBS Radio*, 32 FCC Rcd 9380 (MB 2017). Therefore, in accordance with Section 73.2080 of Commission's rules, the information contained in this EEO Program Report is from and after such date.

The stations in the Employment Unit are licensed to communities in Kansas, as well as Missouri. This EEO Program Report is being filed in connection with the license renewal applications for the stations in the Employment Unit licensed to communities in Kansas. The Employment Unit prepares its annual EEO Public File Report on October 1 of each year, which is the anniversary of the date of renewal applications for stations in Missouri. Therefore, Licensee is attaching the two most recent reports prepared for the Employment Unit.

Discrimination Complaint

On November 2, 2018, a former air talent on KRBZ-FM, Afentra Bandokoudis, filed a charge with the EEOC and the Kansas Human Rights Commission alleging sex discrimination and retaliation based on perceived disparate treatment in comparison to male colleagues. (Charge Number 5632019-00302.) On March 20, 2020, the administrative proceedings were closed. Bandokoudis filed suit in federal court on March 23, 2020. The Company was served on April 2, 2020. The matter remains pending.

On November 22, 2019, a part-time board operator in Kansas City, Gary Cusumano, filed a charge of discrimination with the EEOC and the Kansas Human Rights Commission alleging age discrimination and retaliation because he did not receive certain promotions. (Charge Numbers 280-2020-00113 (EEOC); 41647-20 (KHRC).) The company filed its position statement and responded to the KHRC's questions on December 10, 2019. The matter settled and was dismissed by the agency on April 29, 2020.

On November 4, 2020, Jaclyn Wilburn, a former Kansas City promotions employee, filed a charge of disability discrimination and retaliation with the EEOC (563-2021-00248) following her termination on April 4, 2020 as part of a COVID-related reduction in force affecting promotions departments. The charge is still pending, but the matter has settled and a dismissal is forthcoming.

Narrative Statement

The Employment Unit regularly reviewed the effectiveness of its EEO program to ensure that its outreach efforts were reaching all segments of the stations' community, including ongoing managerial-level assessment. The Employment Unit also engaged in the supplemental recruitment measures as set forth in the EEO public file reports for the Employment Unit.