

KAMX, KJCE, KKMJ-FM
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

ENTERCOM Austin, TX 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 - Austin	1-15, 17-19	15
Account Executive - Austin	1-12, 16-18	16

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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	American Broadcasting School - Arlington 712 N. Watson Rd Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : http://radioschool.com/home.htm Email : michelle@radioschool.com Michelle McConnell	N	0
2	American Institute of Graphic Arts - Austin 4505 Russell Dr Austin, Texas 78745 Phone : 212-965-1998 Url : https://austin.aiga.org/ Email : designjobs@aiga.org Erica Fos	N	0
3	Austin Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : https://awmaustin.org/ Email : info@awmaustin.org Liz Land	N	0
4	Austin Area Urban League 8011 A Cameron Rd A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://aaul.org/ Email : communications@aaul.org Darnise Jones	N	0
5	Austin Chamber of Commerce 535 East 5th St Austin, Texas 78701 Phone : 512-322-5612 Url : https://www.austinchamber.com/ Email : sleal@austinchamber.com Simonne Leal	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
6	Austin Community College 5930 Middle Fiskville Rd Austin, Texas 78752 Phone : 512-223-0399 Url : https://app.purplebriefcase.com/pb/account/login?s Email : employers-group@austincc.edu N/A N/A	N	0
7	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
8	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	4
9	Greater Austin Black Chamber 912 E. 11th St, Suite A Austin, Texas 78702 Phone : 512-459-1181 Url : https://austinbcc.org/ Email : admin@austinbcc.org LaGina Harris	N	0
10	National Hispanic Media Coalition 150 South Arroyo Parkway Ste 101 Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org/ Email : avelasco@nhmc.org Araceli Velasco	N	0
11	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : https://www.tab.org/job-bank Email : jobs@tab.org Anna Romero	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
12	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
13	Current Employee	N	2
14	Employee Referral	N	1
15	Facebook post	N	1
16	Former Employee	N	1
17	Linked In	N	5
18	Non-Employee Referral	N	2
19	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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	5/13/2020	Provision of training to management	The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	5	Market Hiring Managers
2	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	6	Business Administrator
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 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
4	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 Entercom Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
5	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
6	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director
7	10/14/2020	Participation in Job Fairs	Participated in the University of Texas Moody College Marketing and Sales virtual recruiting event. Entercom representative shared information on employment opportunities within the Entercom Texas markets.	1	Business Administrator

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8	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
9	2/24/2021	Participation in events or programs sponsored by educational institutions	Participated in Westlake High School's Senior Career Day. The Business Administrator hosted a student for a question and answer session about careers in radio and provided a tour of the facilities.	1	Business Administrator