

**KAMX, KJCE, KKMJ-FM**  
**EEO PUBLIC FILE REPORT**  
**September 30, 2024 - March 31, 2025**

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	1-14	12

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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	American Broadcasting School - Arlington 712 N. Watson Rd Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : <a href="http://radioschool.com/home.htm">http://radioschool.com/home.htm</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
2	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="https://audacyinc.com/careers/">https://audacyinc.com/careers/</a> Careers Page Manual Posting	N	0
3	Austin Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Phone : 646-279-4783 Url : <a href="https://awmaustin.org/">https://awmaustin.org/</a> Email : <a href="mailto:info@awmaustin.org">info@awmaustin.org</a> Michelle Washington	N	0
4	Austin Area Urban League 8011 A Cameron Rd A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : <a href="http://aaul.org/">http://aaul.org/</a> Email : <a href="mailto:communications@aaul.org">communications@aaul.org</a> Darnise Jones	N	0
5	Austin Chamber of Commerce 535 East 5th St Austin, Texas 78701 Phone : 512-322-5612 Url : <a href="https://www.austinchamber.com/">https://www.austinchamber.com/</a> Email : <a href="mailto:sleal@austinchamber.com">sleal@austinchamber.com</a> Simonne Leal	N	0
6	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

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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>
7	Greater Austin Black Chamber 912 E. 11th St, Suite A Austin, Texas 78702 Phone : 512-459-1181 Url : <a href="https://austinbcc.org/">https://austinbcc.org/</a> Email : <a href="mailto:admin@austinbcc.org">admin@austinbcc.org</a> LaGina Harris	N	0
8	National Hispanic Media Coalition 150 South Arroyo Parkway Ste 101 Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="http://www.nhmc.org/">http://www.nhmc.org/</a> Email : <a href="mailto:avelasco@nhmc.org">avelasco@nhmc.org</a> Araceli Velasco	N	0
9	Texas A&M University-San Antonio One University Way San Antonio, Texas 78224 Phone : 210-784-1356 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Clarissa Tejeda Manual Posting	N	0
10	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="https://www.tab.org/job-bank">https://www.tab.org/job-bank</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Anna Romero	N	0
11	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**b. Exemptions or Other Sources of Candidate Referral**

<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>
12	Employee Referral	N	2
13	Indeed.com	N	1
14	Linked In	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</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	10/2/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Magic Morning DJ was a moderator at the Texas Conference for Women. This representative spoke to attendees about their role at Audacy and career opportunities within the organization.	1	Magic Morning DJ
2	10/2/2024	Participation in Job Fairs	Two of Audacy's Talent Acquisition representatives participated in a career fair hosted by the Moody College of Communication at the University of Texas at Austin. Talent Acquisition discussed numerous topics and answered questions from students that represented all markets across Texas.	2	Talent Acquisition Specialist Talent Acquisition Specialist
3	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
4	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition

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5	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
6	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Austin broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	1	
7	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	
8	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Austin provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	
9	3/4/2025	Participation in Job Fairs	Audacy representatives participated in a career fair hosted by the Moody College of Communication at the University of Texas at Austin. Audacy discussed numerous topics and answered questions from students that represented all markets across Texas.	3	Talent Acquisition Specialist General Sales Manager Regional Promotions Director

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10	3/13/2025	Participation in events or programs sponsored by educational institutions	Audacy Austin Morning Show DJ participated in a Career Fair hosted by Sunset Valley Elementary School. During the event, Audacy Austin representative spoke to attendees about opportunities at Audacy.	1	Morning Show DJ