

KAMX, KJCE, KKMJ-FM
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Sales Assistant	1-8, 10-15, 17-22, 26	26
Sales Assistant	1-25	24
Digital Campaign Manager	1-22, 24-25	25
Account Executive	1-24	24
Project Manager	1-22, 25-26	4

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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	Angelo State University ASU Station #11026 San Angelo, Texas 76909 Phone : 325-942-2255 Url : https://app.joinhandshake.com Career Development Manual Posting	N	0
4	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	9
5	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
6	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

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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
7	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
8	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
9	Concordia University Texas 11400 Concordia University Dr. Cedel Hall, C244 Austin, Texas 78726 Phone : 512-313-5045 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
10	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
11	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

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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	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
13	Sam Houston State University PO Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
14	St. Edwards University 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : https://app.joinhandshake.com Jason De La Rosa Manual Posting	N	0
15	Stephen F. Austin State University PO Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : https://app.joinhandshake.com Brent McLemore Manual Posting	N	0
16	Tarleton State University 13333 W. Washington Stephenville, Texas 76402 Phone : 254-968-9078 Url : https://app.joinhandshake.com Alana Hefner Manual Posting	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
17	Texas A&M University-San Antonio One University Way San Antonio, Texas 78224 Phone : 210-784-1356 Url : https://app.joinhandshake.com Clarissa Tejeda Manual Posting	N	0
18	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
19	Texas State University 601 University Dr San Marcos, Texas 78666 Phone : 512-245-2645 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
20	University of Houston-Victoria 3007 N. Ben Wilson St. University North Suite 214 Victoria, Texas 77901 Phone : 361-570-4369 Url : https://app.joinhandshake.com Amy Hatmaker Manual Posting	N	0
21	University of Texas at Austin 110 Inner Campus Drive Austin, Texas 78712 Phone : 512-471-2425 Url : https://app.joinhandshake.com Career Services 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
22	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 ("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
23	Employee Referral	N	5
24	Former Employee	N	4
25	Job Board	N	6
26	Linked In	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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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	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 EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
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	Internal email publishing the current open positions listed in Audacy career sites, including position title, station and reference number.	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 Audacy Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
5	4/15/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Spring 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
6	8/3/2021	Provision of training to management	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.	5	Brand Managers Business Administrator Director of Tech Operations Market Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/30/2021	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition Specialist reached out to over 100 diversity organizations to provide information on Audacy, our openings, and to solicit engagement with our company on recruitment education and needs. The list of organizations was available by the OFCCP.	2	Talent Acquisition Specialist Talent Acquisition Manager
8	10/14/2021	Participation in events sponsored by organizations representing the community	Audacy attended the Fall 2021 Employing U.S. Vets Virtual Conference. The conference focused on best practices in veteran and military spouse employment which included guest speakers, panelists, and moderators who spoke about efforts and strategy on how to attract and hire veterans as well as the benefits of having veterans in the workplace.	1	Talent Acquisition Specialist
9	1/13/2022	Participation in Job Fairs	Regional Business Administrator participated in the University of Houston Bauer College of Business Virtual Recruiting Mixer and provided information to students about employment opportunities within the Audacy Texas markets.	1	Business Administrator
10	2/17/2022	Participation in Job Fairs	Regional Controller participated in the Best Hire Job Fair in Dallas and provided information to attendees about employment opportunities within the Audacy Texas markets.	1	Regional Controller
11	2/23/2022	Participation in events or programs sponsored by educational institutions	Participated in the Westlake High School Senior Career Day. Students spent two hours in the studios with the KAMX-FM Morning Show while they were on air. Next, the Business Administrator hosted a Q&A session about careers in radio and provided a tour of the facilities.	4	On Air Personalities Business Administrator
12	3/2/2022	Participation in Job Fairs	Regional Business Administrator participated in the Texas State University Spring 2022 Virtual Career Fair and provided information to students about employment opportunities within the Audacy Texas markets.	1	Business Administrator