

**KAMX, KJCE, KKMJ-FM**  
**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  4301 Westbank Drive, Austin, TX - 78746	<b><u>Contact Person/Title:</u></b>  Bob Mackay SVP/Market Manager
<b><u>Telephone Number:</u></b>  512-327-9595	<b><u>E-Mail Address:</u></b>  bob.mackay@audacy.com

## 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
On Air Personality	1-23	23

**KAMX, KJCE, KKMJ-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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	Angelo State University ASU Station #11026 San Angelo, Texas 76909 Phone : 325-942-2255 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Development Manual Posting	N	0
3	Audacy, Inc. (formerly Entercom) Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	0
4	Austin Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : <a href="https://awmaustin.org/">https://awmaustin.org/</a> Email : <a href="mailto:info@awmaustin.org">info@awmaustin.org</a> Liz Land	N	0
5	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
6	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

**KAMX, KJCE, KKMJ-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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>
7	Concordia University Texas 11400 Concordia University Dr. Cedel Hall, C244 Austin, Texas 78726 Phone : 512-313-5045 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0
8	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
9	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
10	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
11	Sam Houston State University PO Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0

**KAMX, KJCE, KKMJ-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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>
12	St. Edwards University 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jason De La Rosa Manual Posting	N	0
13	Stephen F. Austin State University PO Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Brent McLemore Manual Posting	N	0
14	Tarleton State University 13333 W. Washington Stephenville, Texas 76402 Phone : 254-968-9078 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Alana Hefner Manual Posting	N	0
15	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
16	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

**KAMX, KJCE, KKMJ-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**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>
17	Texas State University 601 University Dr San Marcos, Texas 78666 Phone : 512-245-2645 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0
18	University of Houston-Victoria 3007 N. Ben Wilson St. University North Suite 214 Victoria, Texas 77901 Phone : 361-570-4369 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Amy Hatmaker Manual Posting	N	0
19	University of Texas at Austin 110 Inner Campus Drive Austin, Texas 78712 Phone : 512-471-2425 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0
20	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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

**KAMX, KJCE, KKMJ-FM  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**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>
21	Current Employee	N	1
22	Employee Referral	N	4
23	Linked In	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</b>

# KAMX, KJCE, KKMJ-FM EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

## 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	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
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	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 EEO policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
4	7/20/2022	Establishment of training programs for station personnel	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.	4	General Managers General Sales Managers Brand Managers Promotions Managers
5	9/28/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Audacy participated in the Reach Out for Happy Hour with Christina Forster from the National MS Society to learn more about outreach opportunities and to provide feedback on potential organizations that Direct Employers can develop a relationship with.	2	Director of Talent Acquisition Regional Talent Acquisition Specialist
6	9/28/2022	Participation in Job Fairs	Talent Acquisition participated in the College Diversity Network Virtual Career Fair hosted by YM Careers where they spoke to 15 - 20 candidates about Audacy.	2	Talent Acquisition Specialist Talent Acquisition Specialist

# KAMX, KJCE, KKMJ-FM EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

## 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>
7	11/17/2022	Participation in Job Fairs	IT and Talent Acquisition attended the "Most Diverse Tech Hub" event hosted by our partners Technical.ly. A table was set up where local diverse individuals in the tech community interacted with us to learn more about Audacy. They were able to provide great insight as to what a future tech opportunity would look like with the company.	2	Talent Acquisition Specialist Senior Desktop Support Technician
8	12/9/2022	Provision of training to management	All employees of Audacy were required to participate in an Unconscious Bias training. The training provided education on recognizing and identifying unconscious bias and how such bias may impact workplace decisions. The purpose of the training to was help foster an inclusive work environment as well as prevent discriminations in the workplace.	4	Market Managers General Sales Managers All FT & PT Staff
9	12/19/2022	Provision of training to management	All employees of Audacy were required to participate in a Dignity and Respect training. The training provided education on preventing discrimination, harassment and retaliation in the workplace as well as educating employees on the process of reporting incidents to management.	4	Market Managers General Sales Managers Brand Managers All FT & PT Staff
10	2/22/2023	Participation in other activities designed by the station employment unit	This was a station tour hosted by Brad Booker to Westlake HS Seniors. Fourteen students were signed up for this tour.	1	On Air Personality