

**KAMX, KJCE, KKMJ-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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<b><u>Telephone Number:</u></b> 512-327-9595	<b><u>E-Mail Address:</u></b> doug.abernethy@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
Account Executive	1-22, 25-26	26
Regional Promotions Director - Austin	1, 4-7, 9-24	23

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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	American Institute of Graphic Arts - Austin 4505 Russell Dr Austin, Texas 78745 Phone : 212-965-1998 Url : <a href="https://austin.aiga.org/">https://austin.aiga.org/</a> Email : <a href="mailto:designjobs@aiga.org">designjobs@aiga.org</a> Erica Fos	N	0
3	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
4	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	3
5	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
6	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

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<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	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
8	Austin Community College 5930 Middle Fiskville Rd Austin, Texas 78752 Phone : 512-223-0399 Url : <a href="https://app.purplebriefcase.com/pb/account/login?s">https://app.purplebriefcase.com/pb/account/login?s</a> Email : <a href="mailto:employers-group@austincc.edu">employers-group@austincc.edu</a> 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 : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Career Services Manual Posting	N	0
10	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
11	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

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12	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
13	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
14	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
15	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
16	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

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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>
17	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
18	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
19	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
20	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
21	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

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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>
22	www.mediagignow.com 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>
23	Employee Referral	N	3
24	Indeed.com	N	1
25	Linked In	N	4
26	Recruiter	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</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	6/8/2023	Provision of training to management	Members from Audacy's Talent Acquisition team attended Recruit-adelphia conference. Among the panels was a focus on a "skills first recruiting process" which allows organizations to create a more inclusive interview process. The Audacy Team also met with the keynote speaker from Integrate for Good who spoke to hiring neurodiverse talent and those with disabilities. The material from this conference is now part of the in-take process with the Talent Acquisition Team and Hiring Managers throughout the organization.	2	Talent Acquisition Specialist Talent Acquisition Specialist
2	Ongoing Event	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	Market Manager Brand Manager General Sales Manager All FT and PT Employees
3	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Austin runs year long OTA general recruitment spots.	2	Regional Controller Regional President
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Austin lists a direct link to the careers page on all of their station websites.	2	Regional President VP Sales
5	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	Director, Talent Acquisition



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6	3/15/2024	Participation in other activities designed by the station employment unit	Audacy Austin attended West of the Fest and spoke to passerby's about careers available at Audacy.	4	Market Manager Regional President On Air Personality Promotions Manager