

KAMX, KJCE, KKMJ-FM
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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	1-21, 23-25	24
Account Executive	1-23	23

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April 1, 2019 - March 31, 2020

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://www.angelo.edu/services/career/employers/ Julie Ruthenbeck Manual Posting	N	0
4	Austin Alliance for Women in Media PO Box 2684 Austin, Texas 78768 Phone : 703-506-3290 Url : https://awmaustin.org/ Email : info@awmaustin.org Careers Careers	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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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
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	Huston-Tillotson University 900 Chicon St Austin, Texas 78702 Phone : 512-505-3041 Url : https://employer.gradleaders.com/htu/employers/log Steven Hatchett Manual Posting	N	0
11	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

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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	Sam Houston State University PO Box 2539 Huntsville, Texas Phone : 936-294-1713 Url : https://www.myinterfase.com/shsu/employer/ Michelle Meers Manual Posting	N	0
13	Society of Broadcast Engineers 9102 N. Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : https://www.sbe.org/sections/jl_submit.php Kay Jones Manual Posting	N	0
14	Southwestern University P.O. Box 770 Georgetown, Texas 78628 Phone : 512-863-1270 Url : https://southwestern-csm.symplicity.com/employers/ Dana Liuna Manual Posting	N	0
15	St. Edwards University 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : https://stedwards.joinhandshake.com/login Andrew Harper Manual Posting	N	0
16	Stephen F. Austin State University PO Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : https://app.joinhandshake.com/login Brandi Derouen 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 RTDF - Kingsville 700 University Blvd MSC 106 Kingsville, Texas 78363 Phone : 361-593-2218 Url : https://tamuk.joinhandshake.com/login Lori Urbanovsky 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/post-job Beth Bobbitt Manual Posting	N	0
19	Texas State University 601 University Dr San Marcos, Texas 78666 Phone : 512-245-2645 Url : https://txstate.joinhandshake.com/login Ralph Leal Manual Posting	N	0
20	University of Houston 4800 Calhoun Rd Houston, Texas 77004 Phone : 713-743-2255 Url : https://uhouston-csm.symplicity.com/employers/?sig Tiffany Bitting Manual Posting	N	0
21	Women's Chamber of Commerce of Texas PO Box 26051 Austin, Texas 78755 Phone : 512-338-0839 Email : Austin@WomensChamberTexas.com Careers Careers	N	0

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EEO PUBLIC FILE REPORT**

April 1, 2019 - March 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

b. 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
22	Agency Referral	N	1
23	Current Employee	N	5
24	Former Employee	N	1
25	Indeed.com	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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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	4/1/2019	Participation in other activities designed by the station employment unit	Once a week, Entercom Austin airs recruitment advertisements on all radio stations, seeking applicants across all departments. Advertisements inform the Austin area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process. This initiative is done on an on-going basis.	3	EEO Coordinator Traffic Managers
2	4/1/2019	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting. This initiative is done on an on-going basis.	1	EEO Coordinator
3	4/1/2019	Participation in other activities designed by the station employment unit	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 organizations whose membership includes 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. This initiative is done on an on-going basis.	1	EEO Coordinator
4	4/9/2019	Participation in Job Fairs	Entercom attended the national industry wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed careers in radio at Entercom.	1	HR Administrator
5	8/29/2019	Participation in Job Fairs	Entercom Austin participated in the St. Edward's University Part-Time Job Fair in Austin, TX. The Business Administrator and Promotions Coordinator met with students, distributed job openings and discussed career paths in radio available at Entercom.	2	Business Administrator Promotions Coordinator

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6	10/17/2019	Participation in Job Fairs	Entercom Austin participated the Texas State Round Rock Campus Career Fair in Round Rock, TX. The Business Administrator met with students, distributed job openings and discussed careers in radio at Entercom.	1	Business Administrator
7	3/5/2020	Participation in Job Fairs	Entercom Austin participated in the Concordia University Career Fair in Austin, TX. The Marketing Director and Business Administrator met with students, distributed job openings and discussed careers in radio at Entercom.	2	Marketing Director Business Administrator
8	3/11/2020	Provision of training to management	Managers were trained regarding EEO compliance rules, and were given forms and policy memos. All Department Heads are expected to adhere to the EEO Rules and complete all necessary EEO paperwork for each new hire.	8	EEO Coordinator All Hiring Managers