



OFFICIAL

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the Workplace Gender Equality Act 2012 (the Act) for the 2024-25 Gender Equality Reporting program:

- Southern Cross Austereo Services Pty Ltd (ABN: 37158877484)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting program..

Kind regards

Mary Wooldridge
Chief Executive Officer
Workplace Gender Equality Agency

Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1
			Managers	4	8	12
			Non-managers	18	12	31
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees were promoted from non-manager to manager?	Full-time	Permanent	Managers	2	5	7
		Fixed-Term Contract	Managers	0	0	0
	Part-time	Permanent	Managers	1	1	2
		Fixed-Term Contract	Managers	0	0	0
	N/A	Casual	Managers	0	0	0
			Managers	0	0	0
3. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1
			Managers	1	2	3
			Non-managers	25	20	45
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	11	6	17
			Non-managers	91	70	161
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	11	8	19
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	5	0	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	1	5
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	69	62	131
5. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	3	9	12
			Non-managers	118	62	180
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	2	5	7
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	13	1	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	31	15	46
6. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	7	0	7
			Non-managers	29	1	30
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	16	0	16
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1
			Managers	0	12	12
			Non-managers	1	14	15
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
8. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

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Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1
			Managers	4	8	12
			Non-managers	18	12	31
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees were promoted from non-manager to manager?	Full-time	Permanent	Managers	2	5	7
		Fixed-Term Contract	Managers	0	0	0
	Part-time	Permanent	Managers	1	1	2
		Fixed-Term Contract	Managers	0	0	0
	N/A	Casual	Managers	0	0	0
			Managers	0	0	0
3. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1
			Managers	1	2	3
			Non-managers	25	20	45
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	11	6	17
			Non-managers	91	70	161
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	11	8	19
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	5	0	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	1	5
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	69	62	131
5. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	3	9	12
			Non-managers	118	62	180
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	2	5	7
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	13	1	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	31	15	46
6. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	7	0	7
			Non-managers	29	1	30
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	16	0	16
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1

* Total employees includes Non-binary

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			Managers	0	12	12
			Non-managers	1	14	15
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
8. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

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Workplace Profile Table

Industry: Broadcasting (except Internet)

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	115	143	0	0	258
	Full-time contract	2	1	0	0	3
	Part-time permanent	13	2	0	0	15
	Casual	0	1	0	0	1
Professionals	Full-time permanent	239	330	0	0	570
	Full-time contract	20	18	0	0	38
	Part-time permanent	34	4	0	0	38
	Part-time contract	7	0	0	0	7
	Casual	35	93	0	0	128
Clerical And Administrative Workers	Full-time permanent	19	0	0	0	19
	Full-time contract	3	0	0	0	3
	Part-time permanent	4	1	0	0	5
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	239	88	0	0	327
	Full-time contract	7	3	0	0	10
	Part-time permanent	33	0	0	0	33
	Part-time contract	1	1	0	0	2
	Casual	110	92	0	0	202

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Broadcasting (except Internet)

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	10	14	24
	Part-time permanent	1	0	1
HOB	Full-time permanent	2	4	6
GM	Full-time permanent	20	26	46
	Part-time permanent	3	0	3
SM	Full-time permanent	19	44	63
	Part-time permanent	2	0	2
OM	Full-time permanent	64	54	118
	Full-time contract	2	1	3
	Part-time permanent	7	2	9
	Casual	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Broadcasting (except Internet)

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	115	143	0	0	258
	Full-time contract	2	1	0	0	3
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	Full-time contract	20	18	0	0	38
	Part-time permanent	34	4	0	0	38
	Part-time contract	7	0	0	0	7
	Casual	35	93	0	0	128
Clerical And Administrative Workers	Full-time permanent	19	0	0	0	19
	Full-time contract	3	0	0	0	3
	Part-time permanent	4	1	0	0	5
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	239	88	0	0	327
	Full-time contract	7	3	0	0	10
	Part-time permanent	33	0	0	0	33
	Part-time contract	1	1	0	0	2
	Casual	110	92	0	0	202

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CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	10	14	24
	Part-time permanent	1	0	1
HOB	Full-time permanent	2	4	6
GM	Full-time permanent	20	26	46
	Part-time permanent	3	0	3
SM	Full-time permanent	19	44	63
	Part-time permanent	2	0	2
OM	Full-time permanent	64	54	118
	Full-time contract	2	1	3
	Part-time permanent	7	2	9
	Casual	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Non-binary

Workplace Profile Table

* Total employees includes Non-binary