

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM SACRAMENTO**

This report covers full-time vacancy recruitment for the period of August 1, 2016 through July 31, 2017

Employment Unit: Entercom California, LLC	Address: 5345 Madison Avenue Sacramento, California 95841	Contact Person / Title: Lance Richard Vice President / Market Manager
Unit Members, Community of License: KDND-FM, Sacramento, California (until 2/7/2017) KSEG-FM, Sacramento, California KRXQ-FM, Sacramento, California KIFM-AM, West Sacramento, California KKDO-FM, Fair Oaks, California KUDL-FM, Sacramento, California	Telephone Number: 916-334-7777	E-Mail Address: lrichard@entercom.com

1. Full-Time Job Vacancies Filled by the Employment Unit:

#	Title and Hire Date	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: Recruitment Sources for Corresponding List)
A	Chief Engineer	Society of Broadcast Engineers	1 - 84
B	Account Executive	Employee Referral	1 – 81, 83-84
C	Account Executive	Employee Referral	1 – 81, 83-84
D	Asst. Program Director	Internal Candidate	1 – 81, 83-84
E	Account Executive	Internal Candidate	1 – 81, 83-84
F	General Sales Manager	Internal Candidate	1 – 81, 83-84
G	Events Director	Employee Referral	1 – 81, 83-84
H	Digital Sales Manager	Recruiter	1 – 81, 83-84
I	Events Coordinator	Internal Candidate	1 – 81, 83-84
J	Business Manager	Recruiter	1 – 81, 83-84
K	Account Executive	All Access	1 – 81, 83-84
L	Account Executive	All Access	1 – 81, 83-84
M	Creative Production Assistant	Internal Candidate	1 – 81, 83-84
N	Account Executive	Job Fair	1 – 81, 83-84
O	Digital Campaign Manager	Employee Referral	1 – 81, 83-84
P	Account Executive	Entercom.com	1 – 81, 83-84
Q	On-air Personality KRXQ	All Access	1 – 81, 83-84
R	Account Executive	Job Fair	1 – 81, 83-84



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2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name/Title	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitles to Vacancy Notification (Yes/No)
1	Frank Cisco	Academy of Radio Broadcasting	frankakacisco@earthlink.net	0	No
2	Staci Kockrell	American Broadcast School	admissions@radioschool.com	0	No
3	Rene Astudillo	Asian American Journalists Assoc.	national@aja.org	0	No
4	Xai Leggett	Asian Community Center	Office2@accsv.org	0	No
5	Tina Ying	Asian Immigrant Women Advocates	info@aiwa.org	0	No
6	Chong	Asian Resources	chong@asianresources.org	0	No
7	Gloria Tan	Asian Women's Resources	awrcgloria@pacbell.net	0	No
8	Ben Fuller-Rowell	Bay Area Broadcast Skills Bank	Ben.fuller-rowell@abc.com	0	No
9	Lt. Jonathan Masaki Shiroma	California Army National Guard	generalinfo@ca.ngb.army.mil	0	No
10	Job Opportunities	California Army National Guard	generalinfo@ca.ngb.army.mil	0	No
11	Stan Statham	California Broadcasters Association	sstatham@yourCBA.com	0	No
12	School of Journalism	California Chicano News Media Assoc.	ccnmainfo@ccnma.org	0	No
13	Martha Escobeda	California State Employment Development	info@caljobs.com	0	No
14	Brenda Berry	California State University Chico	humanresources@csuchico.edu	0	No
15	Julie Thue	California State University Sacramento	thuejl@csus.edu	0	No
16	Lindy DeKoven	California Women's Commission	info@women.ca.gov	0	No
17	Cindy Burris	CalWorks – Placer County Business Services	customerservice@placer.ca.gov	0	No
18	Sonney Chong	CAPITAL – Council of Asian Pacific Islanders for Advocacy and Leadership	Sonney.chong@att.net	0	No
19	Sylvia Wells	CCNMA: Latino Journalists of California	Sylvia@ccnma.org	0	No
20	Main Information	CCNMA: Latino Journalists of California	ccnmainfo@ccnma.org	0	No
21	Rose Salazar	Center for Employment Training	Sacramento@cet2000.org	0	No
22	Yorbee Hui	Chinese for Affirmative Action	info@caasf.org	0	No
23	Romano Hernandez	County of Sacramento Dept of Human Assistance	sacdha@saccounty.net	0	No
24	Mike Zupan	Croatian-American Cultural Center	info@cacc.com	0	No
25	Sandra Callori	Department of Rehabilitation	wdsinfo@dor.ca.gov	0	No
26	Karla Odum	Easter Seals	info@easterseals.com	0	No
27	Rita Torres	Emma L. Bowen Foundation for Minority Interest in Media	Rita.torres@mptp.com	0	No
28	Teri Carpenter	Employment Development Department – CA	terri@delpaso.seta.net	0	No
29	Judith	Filipinos for Affirmative Action	jolais@filipinos4justice.org	0	No
30	Brenda Burnett	Greater Sacramento Urban League	info@gsul.org	0	No
31	Vicki Thompson	Heald College	vicki_thompson@heald.edu	0	No
32	Cindy LaMarr	Indian Education Program	cair@rcip.com	0	No
33	Larry Barther	Inter-Tribal Council of California	larryb@itccinc.org	0	No



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34	Kristina Lopez	ITT Technical Institute	prydell@itt-tech.edu	0	No
35	Job Placement	Korean Counseling Services	tenorhj@gmail.com	0	No
36	Dori Maynard	Maynard Institute for Journalism Education	djm@maynardije.org	0	No
37	Tara Duffy	Media Match	tara@music-jobs.com	0	No
38	Nita Gomes	Mutual Asst. Network of Del Paso Heights	info@mutualassistance.org	0	No
39	Betty Williams	NAACP	sacnaacp@sbcglobal.net	0	No
40	Job Developer	NAACP – Stanislaus	naacpstanislaus@yahoo.com	0	No
41	Human Resources	National Association of Broadcasting	nab@nab.org	0	No
42	Rosemarie Salguero	National Association of Hispanic Journalists	jobbank@najh.org	0	No
43	Native American Media	Native American Media	info@nativeamericanmedia.org	0	No
44	Karen McGee	Newhouse Career Development Center	nhcdc@syr.edu	0	No
45	Kristie Gong	Sacramento American Women in Radio & Television	kgong@hearst.com	0	No
46	Shirley Kwan Smith	Sacramento Chamber of Commerce	community@metrochamber.org	0	No
47	Cassy Matu	Sacramento Hispanic Chamber of Commerce	info@sfhcc.com	0	No
48	Career Placement	Sacramento Job Corp Center	business@jobscorps.gov	0	No
49	Gloria Parker	Sacramento Laos Family Community	sacloao@yahoo.com	0	No
50	Gayle Kojimoto	Sacramento Vocational Services	info@inallianceinc.com	0	No
51	Robin Pepper	Sacramento Works Career Center	eren@crossroadsdiversified.com	0	No
52	Fernando Rivera	San Francisco Hispanic Chamber of Commerce	info@sfhcc.com	0	No
53	Ruth Peshkoff	San Juan Unified School District – Employment Training Center	helpdesk@sanjuan.edu	0	No
54	Teri Carpenter	SETA	terri@delpaso.seta.net	0	No
55	Brook Oliver	Sierra College Career Connections	sierrajoblink@sierracollege.edu	0	No
56	Career Center	Solano Community College	jpstuden@solano.edu	0	No
57	Janice Hunt	Southeast Asian Assistance	seacenter@sbcglobal.net	0	No
58	Sister Jeanne	Stanford Settlement	sisterjeanne@stanfordsettlement.com	0	No
59	Jack O'Connell	State Department of Education	superintendent@cde.ca.gov	0	No
60	Christine Dito	The Internship & Career Center – University of Davis	cadito@ucdavis.edu	0	No
61	Job Developer	United Cerebral Palsy	info@ucp.org	0	No
62	Daphne Uratani	Washington Neighborhood Center	Wnc916@gmail.com	0	No
63	Job Placement	WEAVE	info@weaveinc.org	0	No
64	Segnoye Davis	Women's Civic Improvement Club	moua@wcicinc.org	0	No
65	Robyn Stalcup	Yolo County Employment & Social Services II	Robyl.stalcup@edd.ca.gov	0	No
66	Ellin O'Leary	Youth Radio	youthradio@youthradio.org	0	No
67	Carla Fajardo	Center for Employment Training – Sacramento	cfajardo@cet2000.org	0	No



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68	Karen James Cody	American News Women's Club	anwc@anwc.org	0	No
69	Polly		polly@sccsc.org	0	No
70	Robert Schalos	CA Employment Development	Robert.schalos@edd.ca.gov	0	No
71	Robyn King	CA Veterans of Foreign Wars	info@vfwca.net	0	No
72	May Suac	La Familia Counseling Center	maysuac@lafcc.org	0	No
73	Melissa	Sac Pro Network	info@sacpro.net	0	No
74	Valarie Stapleton	Yolo County Employment Development	Valarie.stapleton@yolocounty.org	0	Yes
75	Roy Mathews	Urban Development League	rmathews@gsul.org	0	Yes
76	Sue Daugherty	University of the Pacific	sdaugherty@pacific.edu	0	Yes
77	Tess Frey	Volt Employment Services	tfrey@volt.com	0	Yes
78	Francisco Castro	Placer County Employment Development	fcastro@placer.ca.gov	0	Yes

COMPANY POSTINGS & MISCELLANEOUS

79	Corporate Representative	Entercom Corporate Website	www.entercom.com/careers	32	N/A
80	Luke Estrella	Internal Postings / Internal Candidate	lucas.estrella@entercom.com	13	N/A

ADVERTISING

81	All Access	www.allaccess.com	14	N/A
82	Society of Broadcast Engineers	www.sbe.org	1	N/A
83	LinkedIn	www.linkedin.com	3	N/A
84	Radio Advertisement	KIFM-AM, KDND-FM (until 2/7/2017), KKDO-FM, KRXQ-FM, KSEG-FM, KUDL-FM	1	N/A

JOB FAIRS

1	Sac City College Job Fair	See Supplemental Initiative #5	0	N/A
2	Diversity Career Fair	See Supplemental Initiative #6	0	N/A
3	Sierra College Career Fair	See Supplemental Initiative #8	1	N/A
4	Sac Hiring Expo	See Supplemental Initiative #9	9	N/A

OTHER SOURCES

Recruiter (Various)	12	N/A
Intern	0	N/A
Employee Referral	23	N/A



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3. Supplemental Recruitment Initiatives.

Initiatives		Location	Description	Titles of Employees Involved
1	Internship Program	Entercom Sacramento	Entercom Sacramento offers internships at the radio stations in our Promotions and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 55 participated in this program.	Director of Programming Promotions Managers Human Resources Specialist
2	RAMP 3.0 Sales Training Program	Entercom Sacramento	Entercom salespeople and managers participate in Entercom's proprietary RAMP Training. Seven (7) Account Executives graduated from this program during the annual reporting period.	Sales Managers Account Executives Sales Associates
3	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Sacramento	Ten (10) times per week every month, Entercom Sacramento airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Sacramento area of Entercom's EEO policy and invites all organizations to be a part of our recruitment process.	Program Director Human Resources Specialist Promotions Manager
4	Preventing Discrimination, Harassment and Retaliation Management Training Seminar	Web-Ex	Entercom's VP of Human Resources facilitates a seminar for our managers and supervisors that cover Entercom's EEO policy, FCC/EEO program requirements and managers' responsibilities, and Federal and State Employment Laws. The seminar also includes a review of protected classifications, managers' responsibilities in preventing discrimination, harassment and retaliation with applicants and employees, and Entercom's policy and procedures for employee complaints and responding to complaints.	All Station Managers and Supervisors
5	Sac City College Job Fair	Entercom Sacramento	Entercom Sacramento attended a job fair at a local community college. We were able to interact with many potential job applicants and intern candidates while answering students' questions about the broadcasting industry.	Human Resources Specialist Promotions
6	Diversity Career Fair	Entercom Sacramento	Entercom Sacramento partnered with and attended a large diversity focused career fair close by the station. The fair provided an excellent opportunity for Entercom Sacramento to interact with candidates from many various groups. Entercom's attendance was certified and recognized by the City of Sacramento for their annual "Diversity Employment Day" initiative.	Human Resources Specialist
7	Entercom EEO Policy and Compliance Training	Web-Ex	Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance.	VP Human Resources Human Resources Specialist Department Heads
8	Sierra College Job Fair	Entercom Sacramento	Entercom Sacramento attended a job fair at a local community college. We were able to interact with many potential job applicants and intern candidates while answering students' questions about the broadcasting industry.	Human Resources Specialist
9	Sacramento Hiring Expo	Entercom Sacramento	Entercom Sacramento put on its own hiring fair within our local community. The hiring fair had more than 30 employers represented and over 1,000 job seekers attend. Entercom maintained a large staff presence and helped candidates with a resume workshop and free professional headshot photography for all attendees. Entercom Sacramento was able to speak with hundreds of interested candidates and build a relationship with the community that will allow us to host more job fairs in the future.	Human Resources Specialist General Sales Manager Promotions
10	Recruitment Partner Breakfast	Entercom Sacramento	Entercom Sacramento hosted an EEO partner's breakfast where our recruitment partners were invited to enjoy a breakfast and presentation by Human Resources. We discussed the value and efforts of our EEO recruitment policies and initiatives. Afterward, we discussed the types of positions available at Entercom and how the recruitment partners can expand the reach and scope of our positions reaching a wider audience.	Human Resources Business Manager



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