

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM AUSTIN**

This report covers full-time vacancy recruitment for the period of November 17, 2017 through March 31, 2018

Employment Unit: Entercom License, LLC	Address: Entercom Austin, LLC 4301 Westbank Drive Escalade B, 3 rd Floor Austin, TX 78746	Contact Person/Title: Stephanie Callihan Sr. Vice President/Market Manager
Unit Members, Community of License: KAMX-Austin, TX KKMJ-Austin, TX KJCE-Austin, TX	Telephone Number: 512-327-9595	E-mail Address: Stephanie.Callihan@entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	Sales & Marketing Assistant	Internal Posting	1-36
B	Account Executive	Employee Referral	1-36
C	Continuity & Sales Coordinator	Indeed.com	1-36



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2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?	Total Number of Interviewees Referred
1	Michelle McConnell	American Broadcasting School	michelle@radioschool.com (817) 695-2474	Yes	No	0
2	Austin Chapter	American Institute of Graphic Arts	pr@austin.aiga.org (800) 908-4490	Yes	No	0
3	Career Development	Angelo State University	career.development@angelo.edu (325) 942-2255	Yes	No	0
4	Careers	Austin Alliance for Women in Media	info@awmaustin.org (512) 531-3562	Yes	No	0
5	Darnise Jones	Austin Area Urban League	communications@aaul.org (512) 478-7176	Yes	No	0
6	Simonne Leal	Austin Chamber of Commerce	sleal@austinchamber.com (512) 478-9383	Yes	No	0
7	Joyce Pope-Cain	Austin Community College	jpgain@austincc.edu (512) 223-8111	Yes	No	0
8	Student Professional Development Center	Elon University	careerservices@elon.edu (336) 278-6538	Yes	No	0
9	Kal Rudman	Friday Morning Quarterback (FMQB)	fmqb@fmqb.com (856) 424-9114	Yes	No	0
10	Stacy Kelly	Greater Austin Black Chamber of Commerce	admin@austinbcc.org (512) 459-1181	Yes	No	0



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11	Steven Hatchett	Huston-Tillotson University	cgd@htu.edu (512) 505-3041	Yes	No	0
12	Media Line	Media Line	medialine@medialine.com (800) 237-8073	Yes	No	0
13	Music Jobs USA	Music Jobs USA	us-info@music-jobs.com (323) 932-7885	Yes	No	0
14	Jobs Center	National Hispanic Media Coalition	info@nhmc.org (626) 792-6462	Yes	No	0
15	Eric Straus	Regional Help Wanted	eric@regionalphelpwanted.com (800) 365-8630	Yes	No	0
16	Career Services	Sam Houston State University	careerservices@shsu.edu (936) 294-1713	Yes	No	0
17	Kay Jones	Society of Broadcast Engineers	kjones@sbe.org (317) 846-9000	Yes	No	0
18	Office of Career Services	Southwestern University	career.services@southwestern.edu (512) 863-1346	Yes	No	0
19	Andrew Harper	St. Edward's University	andrewh@stedwards.edu (512) 448-8400	Yes	No	0
20	Center for Career Development	Stephen F. Austin State University	ccpd@sfasu.edu (936) 468-3305	Yes	No	0
21	Career Center	Texas A&M University	brendar@tamu.edu (979) 845-5139	Yes	No	0
22	Director of RTF	Texas A&M University - Kingsville	kakbs00@tamuk.edu (361) 593-2111	Yes	No	0
23	Beth Bobbitt	Texas Association of Broadcasters	jobs@tab.org (512) 322-9944	Yes	No	0
24	Charles Kaufman	Texas State University	kjulian@txstate.edu (512) 245-2111	Yes	No	0
25	University Career Center	Texas Tech University	careercenter@ttu.edu (806) 742-2210	Yes	No	0
26	Connie Kemp	University of Houston	ckemp2@uh.edu (713) 743-2255	Yes	No	0



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27	Recruiting Services Coordinator	UT at Austin Moody College of Communications	ccsrecruit@austin.utexas.edu (512) 471-9421	Yes	No	0
28	Career Services	UT at San Antonio	career.services@utsa.edu (210) 458-4589	Yes	No	0
29	Austin Chapter	Women's Chamber of Commerce of Texas	austin@womenschambertexas.com (512) 338-0839	Yes	No	0
30	Women's Referral Center	YWCA	info@ywcaustin.org (512) 326-1222	Yes	No	0

COMPANY POSTINGS AND WEBSITES

31	Corporate Representative	Entercom Website	www.entercom.com/careers		2
32	Rex Whiddon	Internal Postings (Internal/Current Employees)	Rex.Whiddon@entercom.com (512) 327-9595		2

ADVERTISING

33	On Air Radio Advertising	KKMJ, KAMX, KJCE & 96.3 RnB			0
34	Indeed.com	www.indeed.com			7
35	LinkedIn	www.linkedin.com			0
36	Glassdoor	www.glassdoor.com			0

JOB FAIRS

Texas State University Mass Communication Career Fair	See Supplemental Recruitment Initiative #5	0
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OTHER SOURCES

Employee Referral	3
Industry Referral	2

Total # of New Interviewees Referred

16



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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	Entercom Austin, TX	Entercom Austin offers internships at the radio stations in our Promotions and Programming departments throughout the year. 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 that they are receiving information and education. Internships are ongoing throughout the year.	VP of Programming Marketing Director Business Manager
2	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Austin, TX	Once a week, Entercom Austin airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Austin area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Business Manager Production Manager Traffic Manager
3	Manager EEO Training	Periodically throughout the year	Entercom Austin, TX	Managers are trained regarding EEO compliance rules, and are 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.	EEO Administrator Department Heads
4	Leander High School Senior Career Day	February 6-7, 2018	Entercom Austin, TX	Three selected LHS Seniors met with the Business Manager for a question and answer session, and then received a tour of the Entercom Austin studios. They spent two days meeting with department heads and on-air talent learning about radio.	Business Manager Department Heads KAMX, KKMJ, KKMJ-HD3 On-Air Talent
5	Texas State University Mass Communication Career Fair	February 22, 2017	Texas State University San Marcos, TX	Entercom Austin participated in the Texas State Mass Communication Spring Job Fair. The Entercom representatives discussed job opportunities in radio and received resumes for potential new hires and interns.	FCC/EEO Officer Promotions Manager
6	EEO Breakfast Open House	March 6, 2018	Entercom Austin, TX	Entercom Austin hosted an open house for our EEO contacts and community leaders. Managers discussed the jobs, internship program and career opportunities available, and provided an overview on their specific departments. A station tour was also provided.	Business Manager Sales Manager Marketing Director



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