

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM DALLAS**

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

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> CBS Radio Texas, Inc. 4131 N Central Expressway, Suite 1000 Dallas, TX 75204	<b>Contact Person/Title:</b> Brian Purdy Regional President/Market Manager
<b>Unit Members, Community of License:</b> KJKK(FM), Dallas, TX KLUV(FM), Dallas, TX KMKV(FM), Fort Worth, TX KRLD(AM), Dallas, TX KRLD-FM, Dallas, TX KVIL(FM), Highland Park-Dallas, TX	<b>Telephone Number:</b> 214-525-7000	<b>E-mail Address:</b> Brian.Purdy@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	Account Executive	Entercom.com	1-20
B	Account Executive	Entercom.com	1-20
C	Creative Services Manager	Current Employee (PT to FT)	1-20



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D	Account Executive	Indeed	1-19
E	On-Air/Music Director	Current Employee	1-19
F	Account Executive	Employee Referral	1-19
G	Account Executive	Indeed	1-20

## 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	S. Ortiz	Dallas Hispanic Chamber of Commerce	sortiz@gdhcc.com 214-521-6007	Yes	No	0
2	Carmen Humble	Dallas Black Chamber of Commerce	chum@dbcc.org 214-421-5200	Yes	No	0
3	Careers	University of Texas at Dallas	recruit@utdallas.edu 972-883-2943	Yes	No	0
4	Elizabeth McDonald	Texas Women's University	Careers @twu.edu 940-898-2950	Yes	No	0
5	Karina Ramirez	Hispanic Women's Network of Texas	Karina.ramirez@sbcglobal.net	Yes	No	0



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6	Craig Bean	Texas Association of Broadcasters	craig@tab.org 512-322-9944	Yes	No	0
7	Careers	Texas Workforce Commission	www.workintexas.com	Yes	No	0
8	Careers	Southern Methodist University	careers@smu.edu 214-768-2266	Yes	No	0
9	Michelle McConnell	American Broadcasting School	michelle@radioschool.com 817-695-2474	Yes	No	0
10	Careers	Dallas County Community College District (all colleges)	1601 S Lamar St Dallas, TX 75215 972-238-6921	Yes	No	0
11	Laura Chaney	Texas Christian University	L.J.Chaney@tcu.edu 817-257-5627	Yes	No	0
12	Careers	University of North Texas	careercenter@unt.edu	Yes	No	0
13	Barbara Peet	University of Texas at Arlington	careers@uta.edu 817-272-2932	Yes	No	0
14	Careers	Dallas Area Alliance for Women in Media Foundation	www.allwomeninmedia-dfw.org	Yes	No	0
15	Rachelle Alexander	U.S. Department of Veteran Affairs North Texas Employment Services	Rachelle Alexander	Yes	No	0

#### **COMPANY POSTINGS AND WEBSITES**

16	Karen Luong	Entercom Website (www.entercom.com)	Karen.Luong@entercom.com	214-525-7086	18
17	Karen Luong	In-House postings Current Employees	Karen.Luong@entercom.com	214-525-7086	2

#### **ADVERTISING**

18	On-Air Radio Ads	Entercom Dallas Radio Advertisement			0
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**ENTERCOM DALLAS IS AN EQUAL OPPORTUNITY EMPLOYER**

19	Indeed	www.Indeed.com	8
20	LinkedIn	www.Linkedin.com	3

<b>OTHER SOURCES</b>			
	Employee Referral		6
	Glassdoor		1
	Entertainmentcareers.com		2
	AllAccess		2

<b>Total # of New Interviewees Referred</b>			<b>42</b>
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### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Dallas	Once a week, Entercom Dallas airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Dallas area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Human Resources Manager EEO Administrator Traffic Managers Continuity Directors
2	Manager EEO Training	Periodically throughout the year	Entercom Dallas	Managers are trained regarding EEO compliance rules, 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.	Human Resources Manager EEO Administrator Department Heads
3	Station Tours	Periodically throughout the year	Entercom Dallas	Entercom Dallas provides scheduled tours to the public and organizations interested in the broadcast industry. During these tours, we show them our studios and offices and answer any questions they have about the industry or careers at Entercom.	Account Executives Sales Managers On Air Staff Program Directors Human Resources Manager Promotions and Events Staff



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