

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM PALM SPRINGS**

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

| | | |
|--|--|---|
| Employment Unit: CBS Radio Stations, Inc. | Address: CBS Radio Stations, Inc. 900 E. Washington St., Ste. 315 Colton, CA 92324 | Contact Person/Title: Michael Valenzuela Vice President/Market Manager |
| Unit Members, Community of License: KEZN-FM, Palm Desert, CA | Telephone Number: 909-825-9525 | E-mail Address: Michael.valenzuela@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 | No Activity | | |



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* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

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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 | Jennette Lalama | University of CA, Riverside | http://careers.ucr.edu/ | Yes | No | 0 |
| 2 | Joe Berry | California Broadcasters Assoc. | www.yourcba.com/job-bank | Yes | No | 0 |
| 3 | Veronica Manriquez | Victor Valley Community College | http://vvc.studentemployment.ngwebsolutions.com | Yes | No | 0 |
| 4 | Website | Southern CA Broadcasters Association | www.scba.com/rcjobs.asp | Yes | No | 0 |
| 5 | Ron Chase | Radio Online LLP | http://jobs.radio-online.com | Yes | No | 0 |
| 6 | Website | Indeed | www.indeed.com | Yes | No | 0 |
| 7 | LinkedIn | Website | www.linkedin.com | Yes | No | 0 |
| 8 | Al Rodriquez | Employment Development Department | www.caljobs.ca.gov | Yes | No | 0 |
| 9 | Handshake | CA State University, San Bernardino | https://app.joinhandshake.com/ | Yes | No | 0 |
| 10 | Handshake | Chapman University | https://app.joinhandshake.com/ | Yes | No | 0 |



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| | | | | | | |
|----|-----------------|--|---|-----|----|---|
| 11 | Handshake | University of CA, Irvine | https://app.joinhandshake.com/ | Yes | No | 0 |
| 12 | Handshake | University of Redlands | https://app.joinhandshake.com/ | Yes | No | 0 |
| 13 | Handshake | CA State Polytechnic University-Pomona | https://app.joinhandshake.com/ | Yes | No | 0 |
| 14 | Handshake | Chapman University | https://app.joinhandshake.com/ | Yes | No | 0 |
| 15 | Website | All Access Media Group | www.allaccess.com/forum | Yes | No | 0 |
| 16 | Website | Radio Online LLP | http://jobs.radio-online.com | Yes | No | 0 |
| 17 | Ashley Etchison | Norco Community College | www.norcollege.edu/cte | Yes | No | 0 |
| 18 | Website | Zipcruiter | https://www.ziprecruiter.com/ | Yes | No | 0 |

COMPANY POSTINGS AND WEBSITES

| | | | | | |
|----|---------------------------|--|-------------------------------|--------------|---|
| 19 | Corporate Representatives | Entercom Website (www.entercom.com) | Jennifer.robledo@entercom.com | 909-433-3003 | 0 |
|----|---------------------------|--|-------------------------------|--------------|---|

ADVERTISING

| | | | | | |
|----|------------------|--|--|--|---|
| 20 | On-Air Radio Ads | <i>Entercom Palm Springs Radio Advertisement – KFRG-FM, KXFG-FM, KEZN-FM, KMPS-AM, KVFG-FM</i> | | | 0 |
|----|------------------|--|--|--|---|

JOB FAIRS

| | | | |
|------------------------------------|--|--------------------------------|---|
| Norco College Spring 2018 Job Fair | | See Supplemental Initiative #1 | 0 |
|------------------------------------|--|--------------------------------|---|

OTHER SOURCES

| | | | |
|-------------------|--|--|---|
| Industry Referral | | | 0 |
|-------------------|--|--|---|



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| | |
|-------------------|---|
| Employee Referral | 0 |
|-------------------|---|

| | |
|---|----------|
| Total # of New Interviewees Referred | 0 |
|---|----------|

3. Supplemental Recruitment Initiatives.

| Initiatives | | Date | Location | Description | Titles of Employees Involved |
|-------------|---|--------------|-------------------------|--|------------------------------|
| 1 | Norco College Spring 2018 Job Fair | 3/29/18 | Norco Community College | Entercom Palm Springs participated in the Norco College Spring Job Fair. The Market Controller, who represents our stations, greeted job seekers and handed out station information along with a list of current job openings, as well as answered questions about job opportunities in radio. | Market Controller |
| 2 | Entercom's EEO Policy and Compliance Training | May 08, 2018 | Web-Ex | Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance. | Director of Human Resources |



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