

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM RIVERSIDE**

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: KFRG-FM, San Bernardino, CA KXFG-FM, Menifee, CA KRAK-AM, Hesperia, CA KVFG-FM, Victorville, 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	Sales Assistant	Entercom.com	2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 19, 20
B	Sales Administration Manager	Employee Referral	2, 4, 5, 6, 7, 15, 16, 17, 19, 20
C	Digital Project Manager	Indeed.com	2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 19, 20



D	Traffic Manager	Southern CA Broadcaster's Association	2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16,17,19, 20
E	Event Manager	Entercom.com	2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16,17, 9, 20
F	On-Air Personality	Employee Referral	2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 19, 20
G	Sales Assistant	Entercom.com	2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16,17,18,19, 20



©Entercom Communications Corp 2018| All Rights Reserved

* 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).

ENTERCOM RIVERSIDE IS AN EQUAL OPPORTUNITY EMPLOYER

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	1
5	Ron Chase	Radio Online LLP	http://jobs.radio-online.com	Yes	No	0
6	Website	Indeed	www.indeed.com	Yes	No	10
7	LinkedIn	Website	www.linkedin.com	Yes	No	2
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



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

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	1

COMPANY POSTINGS AND WEBSITES

19	Corporate Representatives	Entercom Website (www.entercom.com)	Jennifer.robledo@entercom.com	909-433-3003	13
----	---------------------------	--	-------------------------------	--------------	----

ADVERTISING

20	On-Air Radio Ads	<i>Entercom Riverside 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			1
-------------------	--	--	---



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

Employee Referral	11
-------------------	----

Total # of New Interviewees Referred	39
---	-----------

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 Riverside 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



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).