

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM SACRAMENTO**

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

Employment Unit: Entercom License, LLC CBS Radio of Sacramento, Inc.	Address: Entercom Sacramento, LLC 5345 Madison Avenue Sacramento, California 95841	Contact Person/Title: Stacey Kauffman Vice President/Market Manager
Unit Members, Community of License: KSFM-FM, Sacramento, California KSEG-FM, Sacramento, California KRXQ-FM, Sacramento, California KIFM-AM, West Sacramento, California KKDO-FM, Fair Oaks, California KUDL-FM, Sacramento, California	Telephone Number: 916-334-777	E-mail Address: Stacey.kauffman@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	Operations Manager	All Access	1 - 81
B	Event Coordinator	Current Employee	1 - 81
C	Promotions Coordinator	Employee Referral	1 - 81



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D	Manager – Sports Sales	Employee Referral	1 - 81
E	Imaging Director	Employee Referral	1 - 81
F	On-Air Personality	All Access	1 - 81
G	Imaging Director	Current Employee	1 - 81
H	On-Air Personality	Employee Referral	1 - 81
I	Capture Specialist	Employee Referral	1 - 81
J	Capture Specialist	Employee Referral	1 - 81
K	Project Manager	Entercom.com	1 - 81



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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	Frank Cisco	Academy of Radio Broadcasting	frankakacisco@earthlink.net	Yes	No	0
2	Staci Kockrell	American Broadcast School	admissions@radioschool.com	Yes	No	0
3	Rene Astudillo	Asian American Journalists Assoc.	national@aaja.org	Yes	No	0
4	Xai Leggett	Asian Community Center	Office2@accsv.org	Yes	No	0
5	Chong	Asian Resources	chong@asianresources.org	Yes	No	0
6	Gloria Tan	Asian Women's Resources	awrcgloria@pacbell.net	Yes	No	0
7	Ben Fuller-Rowell	Bay Area Broadcast Skills Bank	Ben.fuller-rowell@abc.com	Yes	No	0
8	Lt. Jonathan Masaki Shiroma	California Army National Guard	generalinfo@ca.ngb.army.mil	Yes	No	0
9	Stan Statham	California Broadcasters Association	sstatham@yourCBA.com	Yes	No	0
10	School of Journalism	California Chicano News Media Assoc.	ccnmainfo@ccnma.org	Yes	No	0



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11	Martha Escobeda	California State Employment Development	info@caljobs.com	Yes	No	0
12	Brenda Berry	California State University Chico	humanresources@csuchico.edu	Yes	No	0
13	Julie Thue	California State University Sacramento	thuejl@csus.edu	Yes	No	0
14	Lindy DeKoven	California Women's Commission	info@women.ca.gov	Yes	No	0
15	Cindy Burris	CalWorks – Placer County Business Services	customerservice@placer.ca.gov	Yes	No	0
16	Sonney Chong	CAPITAL – Council of Asian Pacific Islanders for Advocacy and Leadership	Sonney.chong@att.net	Yes	No	0
17	Sylvia Wells	CCNMA: Latino Journalists of California	Sylvia@ccnma.org	Yes	No	0
18	Rose Salazar	Center for Employment Training	Sacramento@cet2000.org	Yes	No	0
19	Yorbee Hui	Chinese for Affirmative Action	info@caasf.org	Yes	No	0
20	Romano Hernandez	County of Sacramento Dept of Human Assistance	sacdha@saccounty.net	Yes	No	0
21	Mike Zupan	Croatian-American Cultural Center	info@cacc.com	Yes	No	0
22	Sandra Callori	Department of Rehabilitation	wdsinfo@dor.ca.gov	Yes	No	0
23	Karla Odum	Easter Seals	info@easterseals.com	Yes	No	0
24	Rita Torres	Emma L. Bowen Foundation for Minority Interest in Media	Rita.torres@mptp.com	Yes	No	0
25	Teri Carpenter	Employment Development Department – CA	terri@delpaso.seta.net	Yes	No	0
26	Judith	Filipinos for Affirmative Action	jolais@filipinos4justice.org	Yes	No	0



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27	Brenda Burnett	Greater Sacramento Urban League	nfo@gsul.org	Yes	No	0
28	Cindy LaMarr	Indian Education Program	cair@rcip.com	Yes	No	0
29	Larry Barther	Inter-Tribal Council of California	larryb@itccinc.org	Yes	No	0
30	Kristina Lopez	ITT Technical Institute	prydell@itt-tech.edu	Yes	No	0
31	Job Placement	Korean Counseling Services	tenorhj@gmail.com	Yes	No	0
32	Dori Maynard	Maynard Institute for Journalism Education	djm@maynardije.org	Yes	No	0
33	Tara Duffy	Media Match	tara@music-jobs.com	Yes	No	0
34	Nita Gomes	Mutual Asst. Network of Del Paso Heights	info@mutualassistance.org	Yes	No	0
35	Betty Williams	NAACP - Sacramento	sacnaacp@sbcglobal.net	Yes	No	0
36	Job Developer	NAACP – Stanislaus	naacpstanislaus@yahoo.com	Yes	No	0
37	Human Resources	National Association of Broadcasting	nab@nab.org	Yes	No	0
38	Rosemarie Salguero	National Association of Hispanic Journalists	jobbank@najh.org	Yes	No	0
39	Native American Media	Native American Media	info@nativeamericanmedia.org	Yes	No	0
40	Karen McGee	Newhouse Career Development Center	nhcdc@syr.edu	Yes	No	0
41	Kristie Gong	Sacramento American Women in Radio & Television	kgong@hearst.com	Yes	No	0
42	Shirley Kwan Smith	Sacramento Chamber of Commerce	community@metrochamber.org	Yes	No	0



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43	Cassy Matu	Sacramento Hispanic Chamber of Commerce	info@sfhcc.com	Yes	No	0
44	Career Placement	Sacramento Job Corp Center	business@jobscorps.gov	Yes	No	0
45	Gloria Parker	Sacramento Laos Family Community	sacloa@yahoo.com	Yes	No	0
46	Gayle Kojimoto	Sacramento Vocational Services	info@inallianceinc.com	Yes	No	0
47	Robin Pepper	Sacramento Works Career Center	eren@crossroadsdiversified.com	Yes	No	0
48	Fernando Rivera	San Francisco Hispanic Chamber of Commerce	info@sfhcc.com	Yes	No	0
49	Ruth Peshkoff	San Juan Unified School District – Employment Training Center	helpdesk@sanjuan.edu	Yes	No	0
50	Teri Carpenter	SETA	terri@delpaso.seta.net	Yes	No	0
51	Brook Oliver	Sierra College Career Connections	sierrajoblink@sierracollege.edu	Yes	No	0
52	Career Center	Solano Community College	jpstuden@solano.edu	Yes	No	0
53	Janice Hunt	Southeast Asian Assistance	seacenter@sbcglobal.net	Yes	No	0
54	Sister Jeanne	Stanford Settlement	sisterjeanne@stanfordsettlement.com	Yes	No	0
55	Jack O'Connell	State Department of Education	superintendent@cde.ca.gov	Yes	No	0
56	Christine Dito	The Internship & Career Center – University of Davis	cadito@ucdavis.edu	Yes	No	0
57	Job Developer	United Cerebral Palsy	info@ucp.org	Yes	No	0
58	Daphne Uratani	Washington Neighborhood Center	Wnc916@gmail.com	Yes	No	0



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59	Job Placement	WEAVE	info@weaveinc.org	Yes	No	0
60	Segnoye Davis	Women's Civic Improvement Club	moua@wcicinc.org	Yes	No	0
61	Robyn Stalcup	Yolo County Employment & Social Services II	Robyl.stalcup@edd.ca.gov	Yes	No	0
62	Ellin O'Leary	Youth Radio	youthradio@youthradio.org	Yes	No	0
63	Carla Fajardo	Center for Employment Training – Sacramento	cfajardo@cet2000.org	Yes	No	0
64	Karen James Cody	American News Women's Club	anwc@anwc.org	Yes	No	0
65	Polly	Sacramento Chinese Community Center	polly@sccsc.org	Yes	No	0
66	Robert Schalos	CA Employment Development	Robert.schalos@edd.ca.gov	Yes	No	0
67	Robyn King	CA Veterans of Foreign Wars	info@vfwca.net	Yes	No	0
68	May Suac	La Familia Counseling Center	maysuac@lafcc.org	Yes	No	0
69	Melissa	Sac Pro Network	info@sacpronet.com	Yes	No	0
70	Valarie Stapleton	Yolo County Employment Development	Valarie.stapleton@yolocounty.org	No	Yes	0
71	Roy Mathews	Urban Development League	rmathews@gsul.org	No	Yes	0
72	Sue Daugherty	University of the Pacific	sdaugherty@pacific.edu	No	Yes	0
73	Tess Frey	Volt Employment Services	tfrey@volt.com	No	Yes	0
74	Francisco Castro	Placer County Employment Development	fcastro@placer.ca.gov	No	Yes	0



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COMPANY POSTINGS AND WEBSITES					
75	Entercom Website	Entercom.com	www.entercom.com/careers	33	N/A
76	Luke Estrella	Internal Postings / Current Employee	lucas.estrella@entercom.com	7	N/A
77	Employee Referral	Employee Referral	N/A	13	N/A
ADVERTISING					
78	All Access	www.allaccess.com			2
79	LinkedIn	www.linkedin.com			0
80	Indeed.com	www.indeed.com			1
81	Radio Advertisement	KIFM-AM, KSFM-FM (starting 11/17/2017), KKDO-FM, KRXQ-FM, KSEG-FM, KUDL-FM			0
JOB FAIRS					
GSUL Diversity Job Fair		See Supplemental Initiative #3			0
Sac Hiring Expo April 2018		See Supplemental Initiative #4			0
OTHER SOURCES					
					0
Total # of New Interviewees Referred					56



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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	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	Director of Programming Promotions Managers Human Resources Specialist
2	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	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 invite all organizations to be a part of our recruitment process.	Program Director Human Resources Specialist Promotions Manager
3	GSUL Diversity Job Fair	3/8/2018	Entercom Sacramento	Entercom Sacramento partnered with the Greater Sacramento Urban League to participate in their 2018 diversity job fair. We were able to speak with about a hundred candidates and educate them on openings and possible careers within Entercom.	Human Resources Specialist
4	Sacramento Hiring Expo April	4/27/2018	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
5	Preventing Discrimination, Harassment and Retaliation Management Training Seminar	5/18/2018	Web-Ex	Luke Estrella presented our harassment training to the managers and supervisors that covers Entercom's EEO policy, Entercom's 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



6	Recruitment Partner Breakfast	7/6/18	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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