

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM KANSAS CITY**

This report covers full-time vacancy recruitment for the period of November 17, 2017 through September 30, 2018

| | | |
|--|--|--|
| Employment Unit: Entercom License, LLC | Address: Entercom License, LLC 7000 Squibb Rd. Mission, KS 66202 | Contact Person/Title: David Alpert/ Vice President/Market Manager |
| Unit Members, Community of License: KCSP-AM, Kansas City, MO KMBZ-AM, Kansas City, MO KMBZ-FM, Kansas City, KS KYY5-AM, Kansas City, KS KWOD-AM, Kansas City, KS KRBZ-FM, Kansas City, MO KQRC-FM, Leavenworth, KS KZPT-FM, Kansas City, MO WDAF-FM, Liberty, MO | Telephone Number: 913.744-3839 | E-mail Address: dalpert@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 / KC On-Air Recruitment | 1-42 |
| B | Account Executive | Employee Referral | 1-42 |
| C | General Sales Manager | Entercom Website | 1-42, 44 |



| | | | |
|---|-------------------|--------------------------------|------|
| D | Account Executive | Employee Referral | 1-42 |
| E | Account Executive | Indeed.com | 1-42 |
| F | Producer | Current Employee (PT to FT) | 1-42 |
| G | Account Manager | Employee Referral | 1-42 |
| H | Account Manager | Industry Referral | 1-42 |
| I | Account Manager | Employee Referral | 1-42 |
| J | Account Manager | Indeed.com | 1-42 |
| K | Account Manager | Former Employee | 1-42 |
| L | Account Manager | LinkedIn | 1-42 |
| M | On-Air Host | Current Employee (PT TO FT) | 1-42 |
| N | On-Air Host | Industry Referral | 1-42 |



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| | | | |
|---|-------------------|-------------------|------|
| O | On-Air Host | Industry Referral | 1-42 |
| P | Account Executive | Employee Referral | 1-42 |
| Q | On-Air Host | Entercom Website | 1-42 |



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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 | Susan Wulff | Avila College-Career Services | careers@avila.edu 11901 Wornall Road Kansas City, MO 64145 816-501-2901 | Yes | No | 0 |
| 2 | Susan Wade | Baker University-Career Development Center | susan.wade@bakeru.edu PO Box 65 Baldwin City, KS 66006 785-594-8435 | Yes | No | 0 |
| 3 | Joe Watson | Baker University-Department of Mass Media | joe.watson@bakeru.edu PO Box 65 205 Pulliam Center Baldwin City, KS 66006 785-594-7855 | Yes | Yes | 0 |
| 4 | Katie McDowell | Benedictine College Director of Career Development | Kmcdowell@benedictine.edu 1020 North 2 nd Street, Library Room 208 Atchison, KS 66002 913-360-7578 | Yes | No | 0 |
| 5 | Shelly Wales | DeVry Institute of Technology-Employer Liaison | swales@devry.edu 500 E 112th St Kansas City, MO 64131 816-943-7463 | Yes | No | 0 |
| 6 | Kim Smith | DeVry Institute of Technology-Senior Career Advisor | ksmith3@devry.edu 500 E 112th St Kansas City, MO 64131 816-943-7464 | Yes | No | 0 |
| 7 | Daniel Rice | Fort Hays State University | careers@fhsu.edu 600 Park Street Sheridan Hall 214 Hays, KS 67601 785-628-4260 | Yes | No | 0 |



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| | | | | | | |
|----|----------------------------------|---|--|-----|----|---|
| 8 | Harmony Thompson | Full Sail Real World Education | hthompson@fullsail.com 3300 University Blvd Winter Park, FL 32792 800-757-5105 | Yes | No | 0 |
| 9 | Wanda McNeil | Harris-Stowe State University | Careerservices@hssu.edu 3026 Laclede Ave St. Louis, MO 63103 314-340-3366 | Yes | No | 0 |
| 10 | Bill Ellibee | Independence Employment Resource Ctr - Church of Latter Day Saints | wel-ec-independence @ldschurch.org 517 W. Walnut Ste. 5 Independence, MO 64050 816-461-5481 | Yes | No | 0 |
| 11 | Mark Raduziner / Grethen Thum | Johnson County Community College | markr@jccc.edu gthum@jccc.edu 12345 College Blvd., Box 80 Overland Park, KS 66210 913-469-3131 | Yes | No | 0 |
| 12 | Molly Baumgardner | Johnson County Community College – Journalism & Media | molly@jccc.edu 12345 College Boulevard Overland Park, KS 66210 913-469-8500 | Yes | No | 0 |
| 13 | Candy Walton | Kansas State University | radio@ksu.edu 105 Kedzie Hall Manhattan, KS 66502 785-532-2769 | Yes | No | 0 |
| 14 | Anthony YBarra | Kansas State University – Career & Employment Services | anthonyy@ksu.edu 100 Holtz Hall Manhattan, KS 66506 785-532-6506 | Yes | No | 0 |
| 15 | Phyllis LaShell | KansasWorks | Phyllis.lashell@ks.gov 1000 SW Jackson Street, Suite 100 Topeka, KS 66612 877-509-6757 | Yes | No | 0 |
| 16 | Mary Lynn Munger | Maple Woods Community College | marylynn.munger@mcckc.edu 2601 NE Berry Rd. Kansas City, MO 64156 816-437-3155 | Yes | No | 0 |
| 17 | Kim Moriconi | Metropolitan Community College-Blue River | Kim.Moriconi@mcckc.edu 20301 E 78 Hwy Independence, MO 64057 816-604-6544 | Yes | No | 0 |



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| | | | | | | |
|----|--------------------|--|---|-----|----|---|
| 18 | Tatia Shelton | Metropolitan Community College- Business & Technology | tatia.shelton@mcckc.edu 1775 Universal Ave Kansas City, MO 64120 816-604-5226 | Yes | No | 0 |
| 19 | Mark Murtha | Metropolitan Community College | Mark.Murtha@mcckc.edu 3200 Broadway Kansas City, MO 64111 816-604-1001 | Yes | No | 0 |
| 20 | Nicole Brown | Missouri Southern State University Career Services | HireALion@mssu.edu 3950 E Newman Joplin, MO 64801 417-625-9343 | Yes | No | 0 |
| 21 | Tiffany Bergman | Missouri Valley College | bergmant@moval.edu 500 East College Marshall, MO 65340 660-831-4618 | Yes | No | 0 |
| 22 | Anita Russell | National Association for the Advancement of Colored People | naacpkcmo@sbcglobal.net 1601 E. 18th Street Suite 250 Kansas City, MO 64108 816-421-1191 | Yes | No | 0 |
| 23 | Lisa Snyder | North Greenville College | lisa.snyder@ngu.edu P.O. Box 1892 Tigerville, SC 29688 864-977-7137 | Yes | No | 0 |
| 24 | Fred Lamer | Northwest Missouri State University- Asst. Professor | lamer@nwmissouri.edu Wells Hall 235 800 University Drive Maryville, MO 64468 660-562-1617 | Yes | No | 0 |
| 25 | Marla McCrary | Northwest Missouri State University - Department of Mass Communications | marlam@nwmissouri.edu Wells Hall 237 800 University Drive Maryville, MO 64468 660-562-1361 | Yes | No | 0 |
| 26 | Rosalie Weathermon | Northwest Missouri State University- Administrations | career@nwmissouri.edu Administration Bldg # 130 800 University Drive Maryville, MO 64468 660-562-1455 | Yes | No | 0 |
| 27 | Susan Webb | Ottawa University | susan.webb@ottawa.edu 2001 S. Cedar, Box 14 Ottawa, KS 66067 785-229-1067 | Yes | No | 0 |



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| | | | | | | |
|----|-------------------------|---|---|-----|----|---|
| 28 | Leah Fletcher | Park University Career Development Center | Leah.fletcher@park.edu 8700 NW River Park Drive, Box 33 Parkville, MO 64152 816-584-6407 | Yes | No | 0 |
| 29 | David Hogard | Pittsburg State University | dhogard@pittstate.edu 203 Horace Mann 1701 South Broadway Pittsburg, KS 66762 620-235-4141 | Yes | No | 0 |
| 30 | Anne Johnston | Prep-KC | ajohnston@prepkc.org 700 W 47th Kansas City, MO 64112 816-817-0890 | Yes | No | 0 |
| 31 | Mike Theobald | Rockhurst University-Career Services | mike.theobald@rockhurst.edu 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4861 | Yes | No | 0 |
| 32 | Pete Bicak | Rockhurst University College-Communications | pete.bicak@rockhurst.edu 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4682 | Yes | No | 0 |
| 33 | Dr. Katie Fischer Clune | Rockhurst University-Dept. of Communication | katie.clune@rockhurst.edu 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4390 | Yes | No | 0 |
| 34 | Suzanne Powers | Southern Baptist University | spowers@sbuniv.edu 1600 University Avenue Boliver, MO 65613 417-328-1689 | Yes | No | 0 |
| 35 | M.C. Richardson | United Minority Media Association | Ummaseventyfour@yahoo.com 5511 Woodland Ave., Ste 1 Kansas City, MO 64110 816-822-1313 | Yes | No | 0 |
| 36 | Joni Porter | University of Central Missouri | jsporter@ucmo.edu Career Services Center, Ward Edwards 1200 & linked to HandShake.com Warrensburg, MO 64093 660-543-4985 | Yes | No | 0 |



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| | | | | | | |
|----|---------------|---|--|-----|----|---|
| 37 | Liz Caldwell | University of Kansas - Career Services | kucareer@ku.edu 1601 Irving Hill Road 110 Burge Lawrence, KS 66045 785-864-7672 | Yes | No | 0 |
| 38 | Marissa Bland | William Jewell College Director of Career Development | blandm@william.jewell.edu 500 College Hill WJC Box 1058 Liberty, MO 64068-1896 816-415-5936 | Yes | No | 0 |
| 39 | Tonia Bomar | Women's Employment Network | tbomar@kcwen.org 920 Main Street Suite 100 Kansas City, MO 64105 816-822-8083 | Yes | No | 0 |



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| COMPANY POSTINGS AND WEBSITES | | | | |
|--------------------------------------|------------------------------------|-------------------------------------|---|----|
| 40 | Entercom Corporate Representatives | Entercom Corp Website | Mandy.Goetz@entercom.com 720-457-1875; | 14 |
| 41 | Lynne Greenamyre | Current Employee / Internal Posting | Entercom Kansas City Lynne.Greenamyre@entercom.com 913-744-3838 | 7 |

| ADVERTISING | | | | |
|--------------------|----------------------------------|---|--|---|
| 42 | Entercom / KC On-Air Recruitment | Radio Ads: KMBZ-AM, KCSP-AM, KYYS-FM, KQRC-FM, KRBZ-FM, KWOD-AM, KZPT-FM, WDAF-FM | | 4 |
| 43 | All Access | www.allaccess.com | | |
| 44 | Hawthorne Research | robert@hawthornesearch.com | | 2 |

| JOB FAIRS | | | | |
|---|--|---------------------------------|---------------------|---|
| Virtual Career Fair / Entercom Kansas City | | See Supplemental Initiative # 6 | | |
| KC Spring Job Fair / Women's Employment Network | | See Supplemental Initiative # 9 | | |
| | | | Job fair referrals: | 6 |

| OTHER SOURCES | | | | |
|---|--|--|--|----|
| Employee Referral | | | | 16 |
| Former Employee | | | | 4 |
| Industry Referral (Interviewee works in broadcasting or was referred by someone working in broadcasting.) | | | | 3 |
| Indeed.com | | | | 7 |
| LinkedIn.com | | | | 9 |



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3. Supplemental Recruitment Initiatives.

| Initiatives | | Date | Location | Description | Titles of Employees Involved |
|-------------|--|----------------------------------|----------------------------|--|--|
| 1 | Internship Program | Periodically throughout the year | Entercom Kansas City | Entercom Kansas City 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 Director Business Manager |
| 2 | On-Air EEO Policy and Invitation to Receive Job Openings | Periodically throughout the year | Entercom Kansas City | Entercom Kansas City airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Kansas City area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process. | Traffic Managers Production Directors |
| 3 | Manager EEO Training | Periodically throughout the year | Entercom Kansas City | 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 | Kansas Association of Broadcasters (KAB) | Periodically throughout the year | Different member locations | The Kansas City Association of Broadcasters provides communication, recruiting, education and training for Kansas City broadcasters. They also promote free over-the-air broadcasting for enhancing the success of Kansas City broadcasters and helping them better serve the people of Kansas. | Market Manager |
| 5 | Missouri Broadcasters Association (MBA) | Periodically throughout the year | Different member locations | The Missouri Broadcasters Association promotes the success and prosperity of the broadcasting industry by representing the members' points of view in the legislative and regulatory process in pertinent branches of State and Federal government. They serve as a resource for training, revenue expansion, cost containment and information on evolving governmental policies. | Market Manager |



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| | | | | | |
|----|--|--|---|---|---|
| 6 | Kansas City Virtual Career Fair | January 22, 2018 through February 18, 2018 | http://kansascity.virtualcareerfair.com/ | Entercom Kansas City invites other local organizations to post their openings by participating in the virtual career fair. Entercom KC job postings are featured in our online booth, supported by on-air announcements and digital marketing. | General Sales Manager Account Executives SmartReach Digital Manager |
| 7 | Johnson County Community College Communications Class Tour | February 2, 2018 | Entercom Kansas City | An Entercom Engineer led a class from Joel Nichols "Introduction to Broadcasting" class on a tour of our stations. Students toured the production rooms, control rooms, news & technical areas, and discussed opportunities in broadcasting. Personnel from News, Production and Programming also assisted with the tour and discussion. Seven students attended along with their instructor. | Engineer On-Air Talent News Staff Production Staff |
| 8 | Olathe South High School Group Tour | April 12, 2018 | Entercom Kansas City | High School Students from Olathe South visited Entercom Kansas City to meet with station news and programming personnel to discuss interview styles and the commercial production processes. The group of 12 students and 1 adult toured the on-air studios and production areas. | Creative Services Director On-Air Talent Program Directors |
| 9 | KC Spring Job Fair / Women's Employment Network | May 3, 2018 | Kansas City MO | The Women's Employment Network hosted the KC Job Fair at Sheraton Crown Center. Entercom Kansas City was one of the sponsors of the event and broadcasted promotional announcements. Approximately 1,000 people attended this event. Members of the management team met with over 100 potential candidates. | Business Manager Account Manager Digital Sales Manager |
| 10 | Rushton School Field Trip | May 7, 2018 | Entercom Kansas City | Sixth grade students from Rushton's Broadcast & Podcast class visited Entercom KC to meet with station news and programming personnel to discuss interview styles and the commercial production processes. The group of 14 students and 2 adults toured the on-air studios and production areas. | Creative Services Director Program Directors On-Air Talent Executive Assistant/EEO Officer |
| 11 | U.S. Army Operations Qualifications Course | May 8, 2018 | Entercom Kansas City | Two one hour lectures were given to Army personnel regarding the basics of radio audio recording. Topics included Radio usage in the US vs. other countries; radio & tv programming in target areas; content creation suggestions, identifying local talent and the importance of social media platforms. Approx. 50-60 military personnel attended. | Program Director Production Manager On-Air Talent |



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| | | | | | |
|----|--|--------------------|----------------------|---|--|
| 12 | Missouri Broadcasters Association Radio Talent Institute | August 7, 2018 | Maryville, MO | The Missouri Broadcasters Association's Radio Talent Institute program is a ten day radio immersion program bringing talented broadcasting students together with broadcast professionals to help them prepare for radio careers. Students must apply and be accepted into the program. Entercom staff spoke on a variety of topics including News Radio & Delivery, On-Air Presentation and Social Media Involvement. Staff also spoke to students individually regarding internships and job openings. Approximately 30 students were accepted into the Radio Talent Institute. | Program Directors Assistant Program Director Music Director On-Air Talent |
| 13 | Johnson County Community College Communications Class Tour | September 11, 2018 | Entercom Kansas City | An Entercom Engineer led a class from Joel Nichols "Introduction to Broadcasting" class on a tour of our stations. Students toured the production rooms, control rooms, news & technical areas, and discussed opportunities in broadcasting. Personnel from News, Production and Programming also assisted with the tour and discussion. Ten students attended along with their instructor. | Engineer On-Air Talent News Staff Production Staff |



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