

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM SAN FRANCISCO**

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 Stations, Inc. CBS Radio East, Inc.	Address: Entercom License, LLC 865 Battery St. San Francisco, CA 94111	Contact Person/Title: Gregory Nemitz Vice President/Market Manager
Unit Members, Community of License: KCBS-AM, San Francisco, CA KFRC-FM, San Francisco, CA KITS-FM, San Francisco, CA KLLC-FM, San Francisco, CA KMQV-FM, San Francisco, CA KGMZ-AM, San Francisco, CA KGMZ-FM, San Francisco, CA KRBQ-FM, San Francisco, CA	Telephone Number: 415-765-4000	E-mail Address: gregory.nemitz@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	1-59
B	Account Executive	Entercom.com	1-59



C	Sales Administration Mgr	Current Employee (PT – FT)	1-59
D	On-Air Talent	Confidential Search	Confidential Search
E	Sales Coordinator	Current Employee (PT to FT)	1-59
F	Imaging Producer	Current Employee (PT to FT)	1-59
G	Digital Content Producer	Current Employee (PT TO FT)	1-59
H	Digital Project Manager	Industry Referral	1-59
I	Digital Sales Specialist	Employee Referral	1-59
J	Digital Sales Specialist	Entercom.com	1-59
K	Digital News Director	LinkedIn	1-59
L	Reporter	Entercom.com	1-59
M	Sales Administration Mgr	Employee Referral	1-59



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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	Darlene Sloan	Alameda County SSA	dsloan@acgov.org 510.259.3879	No	No	0
2	Lakietha Sanford	Arriba Juntos	lksanford@arribajuntos.org 415.487.3240	No	No	0
3	Veronica Pacana	Bay Area Community Resources	vpacana@bayareacs.org 925-484-1075	No	No	0
4	Kenneth L. Booker	Berkeley Adult School Workability II Program	kennethbooker@berkeley.net 510.644.8968	No	No	0
5	Katie Limpach	CA Department of Rehabilitation	Kaitlin.limpach@dor.ca.gov 415.904.7100	No	No	0
6	Robert Haick	Canada College	haickr@smcd.edu 650.306.3178	No	No	0
7	Anna Cheng	Chinese for Affirmative Action	aching@caasf.org 415.274.6760	No	No	0
8	Rudy Padilla	City College of San Francisco	rpadilla@ccsf.edu 415.452.5112	No	No	0
9	Rose Garcia	College of San Mateo	garciarose@smccd.edu 650.574.6625	No	No	0



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10	Mark Ostapiak	Community Housing Partnership	mostapiak@chp-sf.org 415.852.5300	No	No	0
11	Yvette Torres	Community Vocational Enterprises	ytorres@cbve.org 415.544.0424	No	No	0
12	Thomas McAninley	Contra Costa Vocational Services	Thomas.mcaninley@hdsd.cccounty.us 925.602.3953	No	No	0
13	Susana Stewart	County of San Mateo Human Services	sbstewart@smchsa.org 650.802.6527	No	No	0
14	Melissa Janosek	Department of Veteran Affairs	melissa.janosek@va.gov 415.441.5051	No	No	0
15	Dawn Love	East Bay Asian Local Development	dlove@ebaldc.org 510.287.5353	No	No	0
16	Kendra Williams-Soares	East Bay Works	Kwilliams-soares@ehsd.cocounty.us 510.412.6758	No	No	0
17	Tony Esperanza	Employment Development Department Career Link Center	Tony.esperanza@edd.ca.gov 415.920.2442	No	No	0
18	Yvette Burnside	Episcopal Community Services	yburnside@ecs-sf.org 415.487.3310	No	No	0
19	Marie-Claire Balea	Goodwill Industries	mbalea@sfgoodwill.org 415.575.4521	No	No	0
20	Carolyn Burns	Heald College	Carolyn_burns@helad.edu 415.808.3000	No	No	0
21	David Fazio	Helix Opportunity	dfazio@helixopp.com 510.590.7363	No	No	0
22	Deon Price	Job Corps	Price.deon@jobcorps.org 415.625.2600	No	No	0
23	Bernita Dillard	Job Train	bdillard@jobtrainworks.org 650.330.6429	No	No	0
24	Christopher Scott	Keller Grad School of Management	cscott@keller.edu 510.267.1340	No	No	0



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25	Adrienne Cabanatuan	KQED	acabanatuan@kqed.org 415.553.2129	No	No	0
26	Luis Serpa	Laney College	lserpa@peralta.edu 510.834.5740	No	No	0
27	Ellery Graves	Lao Family Community Development	egraves@lafd.org 510.788.2588	No	No	0
28	Jane Louie	Mass Mutal	jlouie@financialguide.com 510.789.2432	No	No	0
29	Orrian Willis	Mission Economic Development Agency	owillis@medasf.org 415.282.3334	No	No	0
30	Dennis Marzan	Mission Hiring Hall	dmarzan@missionhiringhall.org 415.626.1919	No	No	0
31	Doug Blacksher	NAACP	Oaklandnaacp1051@yahoo.com 510.652.8493	No	No	0
32	Shadia Schoen	Newark One Stop	newarkonestop@yahoo.com 510.742.2323	No	No	0
33	Lisa Yassa	Peninsula Works	Lyassa@peninsulaworks.biz 650.301.8440	No	No	0
34	Tom Post	PEP Jobs Program/CPMC	post@sutterhealth.org 415.600.4875	No	No	0
35	Alicia Garcia	Project Hope	agarcia@projectwehope.com 650.330.8000	No	No	0
36	Gary Goodson	Rubicon Programs	garyg@rubiconprograms.org 510.235.1516	No	No	0
37	Katelynn Luong	Self-Help for the Elderly	katellynnl@selfhelpelderly.org 415.677.7664	No	No	0
38	Tony Chase	St. Vincent De Paul Society	Jchase@svdp-sf.org 415.757.6524	No	No	0
39	Administrator	State of CA Dept of Rehabilitation	Sm-sfjobs@dor.ca.gov 415.904.7100	No	No	0
40	Joseph Moglia	Swords to Plowshares	Joseph.moglia@stp-sf.org 415.252.4787	No	No	0



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41	Terry Goodwin	The Arc at San Francisco	tgoodwin@thearcsanfrancisco.org 415.255.7200	No	No	0
42	Marcy Orosco	The Salvation Army Harbor House	Marcy.orosco@usw.salvationarmy.org 415.503.3022	No	No	0
43	Robert Hernandez	Tri-Cities One Stop	rhernandez@ohlone.edu 510.794.3879	No	No	0
44	Naomi Marcus	University of California, San Francisco	Naomi.marcus@ucsf.edu 415.597.8050	No	No	0
45	John Navarra	United Way	jnavarra@uwba.org 415.808.4419	No	No	0
46	Gitanjali Rawat	Upwardly Global	gitanjali@upwardlyglobal..org 415.834.9902	No	No	0
47	Simon Thai	Wu Yee Children's Services	simon@wuyee.org 415.321.3823	No	No	0

COMPANY POSTINGS AND WEBSITES

48	Corporate Representatives	http://entercom.com/careers/	Mandygoetz@entercom.com	610.660.5645	21
49	Edith Rivera	In-House postings current employees	Edith.rivera@entercom.com	415.765.4012	8

ADVERTISING

50	All Access	www.allaccess.com		0
51	Bay Area Star	www.bayareastar.org		0
52	Bay View Newspaper	editor@sfbayview.com		0
53	El Mundo Newspaper	oaklandpostads@gmail.com		0
54	Indeed	www.indeed.com		1
55	LinkedIn	www.linkedin.com		3
56	Philippine News	Margarita.argente@philippinenews.com		0
57	Post Newsgroup	oaklandpostads@gmail.com		0



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58	State of California Employment Development Department	www.Caljobs.ca.gov	0
59	Jewish Vocational Service	www.jvs.org	0

JOB FAIRS			
Mission Hiring Hall Spring Job Fair	See Supplemental Initiative #5		0
City College of San Francisco Career Fair	See Supplemental Initiative #6		0
Hiring Our Heroes Military Career Fair	See Supplemental Initiative #7		0

OTHER SOURCES	
Employee Referral	11
Industry Referral	4

Total # of New Interviewees Referred	48
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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	Ongoing	Entercom San Francisco	Once a week, Entercom San Francisco airs recruitment advertisements on all stations, it is designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry. Listeners to the stations are regularly directed to visit http://entercom.com/careers/ to view all available job opportunities with Entercom San Francisco.	HR Administrator
2 Internship Program	Ongoing during class sessions	Entercom San Francisco	Entercom San Francisco offers Paid internships at the radio stations in our Programming Departments designed to assist members of the community to acquire skills needed for broadcast employment. Interns must be college students.	Program Director Assistant Program Director Music Director



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3	Mission Hiring Hall Spring Job Fair	April 5, 2018	City College of San Francisco, San Francisco, CA	Entercom San Francisco HR Administrator spoke to City College of San Francisco students and members of the community about career opportunities in broadcasting, answered questions, received resumes, and directed to interested individuals to apply at http://entercom.com/careers .	HR Administrator
4	City College of San Francisco Career Fair	April 11, 2018	City College of San Francisco, San Francisco, CA	Entercom San Francisco HR Administrators spoke with City College students about career opportunities with Entercom, answered questions about careers in broadcasting, and directed interested applicants to apply online at http://entercom.com/careers .	HR Administrator
5	Manager EEO Training	May 08, 2018	Entercom San Francisco	Entercom San Francisco provided management training on methods of ensuring equal opportunity and preventing discrimination.	SVP Human Resources Department Heads
6	Hiring Our Heroes Military Career Fair	June 13, 2018	Oshman Family Jewish Community Center, Palo Alto, CA	Entercom San Francisco spoke to veterans and the local community about career opportunities with Entercom Communications and in the broadcast industry. Station personnel explained available positions and job requirements in detail to attendees. All interested parties were directed to apply at http://entercom.com/careers .	HR Administrator Recruiter



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