

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM ST. LOUIS**

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

Employment Unit: CBS Radio Stations, Inc. CBS Radio East, Inc.	Address: CBS Radio Stations, Inc. CBS Radio East, Inc. 1220 Olive Street St. Louis, MO 63103	Contact Person/Title: Becky Domyan Senior Vice President/Market Manager
Unit Members, Community of License: KEZK-FM, St. Louis, MO KFTK-FM, Florissant, MO KMOX-AM, St. Louis, MO KNOU-FM, St. Louis, MO KYKY-FM, St. Louis, MO	Telephone Number: 314-621-2345	E-mail Address: Becky.domyan@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	LinkedIn	1-34
B	Account Executive	Entercom.com	1-34
C	Sales Manager	Employee Referral	1-34



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D	Account Executive	Employee Referral	1-34
E	Traffic Administrator	Entercom.com	1-34
F	Account Executive	Employee Referral	1-34
G	Digital Sales Manager	LinkedIn	1-34
H	Program Director	Facebook	1-35
I	Graphic Artist	Indeed	1-34
J	Associate Producer	Employee Referral	1-34
K	Sales Assistant	Indeed	1-34
L	Receptionist	Indeed	1-34



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2. Recruitment Sources

OUTREACH ORGANIZATNS

#	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	Amy Pollard, Employment Recruiter	Center for Specialized Services	11786 Westline Industrial Drive, St. Louis, MO 63146 apollard@headinjuryctr-stl.org 314-983-9230	Yes	No	0
2	Mary Asaro, Exec. Admin. Assistant	Fontbonne College	6800 Wydown Blvd, St. Louis, MO 63105 Masaro@fontbonne.edu 314-889-4516	Yes	No	0
3	Wanda McNeil, Director, Career Services	Harris Stowe State College	3026 Laclede, St. Louis, MO 63103 careerservices@hssu.edu 314-340-3512	Yes	No	0
4	Travis Hoskins, Placement Counselor	Hickey College	940 Westport Plaza, Maryland Heights, MO 63146 placement@hickeycollege.edu 314-434-2212	Yes	No	0
5	Sheri Reese, Career Services Specialist	ITT Technical Institute	3640 Corporate Trail Drive, Earth City, MO 63045 sreese@itt-tech.edu 314-513-5798	Yes	No	0
6	Melissa Schultz, Director of Career Services	ITT Technical Institute	1930 Meyer Drury Drive, Arnold, MO 63010 maschultz@itt-tech.edu 636-464-6600	Yes	No	0
7	Lora Warner, Employment Specialist	Jefferson College	1000 Viking Drive, Hillsboro, MO 63505 lwarner@jeffco.edu 636-481-3223	Yes	No	0
8	Alice Bunjan, Mgr. Career & Employment Services	Lewis & Clark Community College	5800 Godfrey Road, BA 2418, Godfrey, IL 62035 abunjan@lc.edu 618-468-5500	Yes	No	0
9	Jeannie Culberson, Administrative Assistant	Lincoln University	816 Chestnut Street, Founders Hall, Room 304, Jefferson City, MO 65102-0029 culbersonv@lincolnu.edu 573-681-5162	Yes	No	0
10	Dana Wehrli, Director of Career Development	Lindenwood University	209 S. Kingshighway, St. Charles, MO 63301 dwehrli@lindenwood.edu 636-949-4806	Yes	No	0
11	Barbara Washington, VP Public Relations/Special Events	Mathews Dickey Boys & Girls Club	4245 N. Kingshighway Blvd, St. Louis, MO 63115 bwash-md@swbell.net 314-382-5952 x234	Yes	No	0



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12	Jennifer Pickerell, Director of Career Services	McKendree University	701 College Road, Lebanon, IL 62254 jpickerell@mckendree.edu 618-537-6806	Yes	No	0
13	Victoria Sabatino, Director of Operations	Missouri Broadcasters Association	1025 NE Drive, Jefferson City, MO 65109 vsabatino@mbaweb.org 573-636-6692	Yes	No	0
14	Karen Klenke, District Supervisor	Missouri Division of Vocational Rehab	9900 Page Avenue, Ste, 104, St. Louis, MO 63132 karen.klenke@vr.dese.mo.gov 314-877-1500	Yes	No	0
15	Steve Willis, Director of Placement	Missouri Tech	1690 Country Club Plaza Dr. St. Charles, MO 63303 steve@motech.edu 636-573-9300	Yes	No	0
16	Ohala Ward, Executive Director	New Southside Employment Coalition	2649 Pestalozzi, St. Louis, MO 63118 nsecworks@sbcglobal.net 314-865-4453	Yes	No	0
17	Chris Harvey, Multimedia lecturer/Director of Assessments	Philip Merrill College of Journalism	University of Maryland, 2200A Knight Hall, College Park, MD 20742 charveyt@umd.edu 314-405-2796	Yes	No	0
18	Emily Huey, Career Services Director	Stevens Institute of Business & Arts	1521 Washington, St. Louis, MO 63103 ehuey@siba.edu 314-421-0949 x20	Yes	No	0
19	Janie Summiers, Career Services director	Ranken Technical college	4431 Finney Avenue, St. Louis, MO 63113 careerservices@ranken.edu 314-286-3665	Yes	No	0
20	Carrie Smolar, Asst. Dir./Employer Relations	SIU-Edwardsville	0281 Student Success Center, Edwardsville, IL 62026-1620 csmolar@siue.edu 618-650-3708	Yes	No	0
21	Career Services	Southeast Missouri State University	Mail Stop 1000, One University Plaza, Cape Girardeau, MO 63701 careerservices@semo.edu 573-651-2583	Yes	No	0
22	Chalanda Johnson, Administrative Assistant	Southwest Missouri State University	901 S. National, Springfield, MO 65897 careercenter@missouristate.edu 417-836-6861	Yes	No	0
23	Davis Moore, Manager	St. Louis Community College – Forest Park	5600 Oakland Avenue, F-342, St. Louis, MO 63110-1393 DFMoore@stlcc.edu 314-644-9225	Yes	No	0
24	Jeffrey Taylor, Placement Office	St. Louis Job Corps- Offices; F-342,	4333 Goodfellow, St. Louis, MO 63120 taylor.jeffrey@jobcorps.org 314-814-9236	Yes	No	0
25	Jess Cox, Manager of Employment Services	St. Patrick Center	800 N. Tucker Blvd, St. Louis, MO 63101 jcox@stpatrickcenter.org 314-802-5435	Yes	No	0
26	Polly Matteson, Assistant Director, Career Center	Truman State University	3100 Student Union Building, 100 /e, Birnakm Jurjsvukkem NI 63501 pollym@truman.edu 660-785-4353	Yes	No	0



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27	Amber Goreham, Associate Director, Career Services	University of Central Missouri	Ward Edwards 1200, Warrensburg, MO 64093 careers@ucmo.edu 660-543-4985	Yes	No	0
28	Amanda Nell, Asst. Career Center Director	University of Missouri-Columbia	909 Lowry Mall SSC Room 201, Columbia, MO 65211 career@missouri.edu 573-882-6801	Yes	No	0
29	Emily McEneny, Associate Director	University of Missouri- St. Louis	278 MSC, One University Blvd., St. Louis, MO 63121-4499 erm@umsl.edu 314-516-5111	Yes	No	0
30	Career Center	Valparaiso University	1809 Chapel Drive, Valparaiso, IN 46383 career.center@valpo.edu 219-464-5005	Yes	No	0

COMPANY POSTINGS AND WEBSITES

31	Corporate Representatives	Entercom Website (www.entercom.com)	Kathy.edelmann@entercom.com	314-444-3257	11
32	Kathy Edelmann	Internal postings Current Employees	Kathy.edelmann@entercom.com	314-444-3257	9

ADVERTISING

33	Indeed	www.indeed.com			15
34	LinkedIn	www.linkedin.com			3
35	Facebook	www.facebook.com			1

JOB FAIRS

Vatterott College ex'treme Institute Career Fair	See Supplemental Initiative #6	0
1 st District Missouri-Congressional Career Fair	See Supplemental Initiative #8	0

OTHER SOURCES

Employee Referral	10
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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	Periodically throughout the year	Entercom St. Louis	Once a week, Entercom St. Louis airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the St. Louis area of Entercom's EEO Policy and invite all organizations to be a part of our recruitment process.	Program Directors Traffic Administrators Sales Managers
2	Manager EEO Training	Periodically throughout the year	Entercom St. Louis	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
3	Scholarship Program	Periodically throughout the year	Entercom St. Louis	Entercom St. Louis participates in the University of Missouri School of Journalism Fellowship Program, providing \$5,700 financial support and training opportunities for students interested in pursuing reporting and newsroom management. Under the supervision of the University, student fellows have the opportunity to report on news from the University as well as the State Capital, Jefferson City. The University of Missouri's Journalism School is one of the most prestigious journalism schools in the country and the Employment Unit has developed a strong relationship with the school in order to assist students interested in pursuing careers in broadcasting.	News Director, Program Director, News Reporters, News Anchors
4	Broadcast Learning Center	Periodically throughout the year	Entercom St. Louis	Entercom St. Louis including Market Manager and Engineer participate in a year-round learning center that provides hands-on training in various businesses. Entercom St. Louis helped set up and operates a mock radio station which gives students hands-on experience.	Market Manager Engineer
5	Job Shadow Program	1/10/18 1/17/18 3/13/18 9/14/18	Entercom St. Louis	Entercom St. Louis offers job shadows at the radio stations in our Promotions, Programming, News, Digital and Sales Departments. These one-day job shadows are for high school and college students who are receiving school credit for attending. The students shadow different employees throughout the day to learn about careers in radio.	Program Directors News Director On-Air Talent Sales Managers Digital Content Manager



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6	Vatterott College ex'treme Institute Career Fair	3/1/18	Vatterott College, St. Louis, MO	Entercom St. Louis participated in the Vatterott College Career Fair. The Human Resources and Promotions Coordinators who represent our stations, greeted job seekers and handed out station information along with a listing of current job openings.	Human Resources Manager Promotions Coordinators
7	Station Tours	5/18/18 9/14/18	Entercom St. Louis	Entercom St. Louis provides scheduled tours to the public and organizations interested in the broadcast industry. During these tours, we show them our studios and office and answer any questions they have about the industry and careers at Entercom.	Promotion Directors Account Executives Sports Director On-Air Talent
8	1 st District Missouri- Congressional Career Fair	6/11/18	Harris Stowe State University	Entercom St. Louis participated in 1 st District Missouri-Congressional Career Fair and met with job seekers. The Human Resources Manager handed out information about available job openings and answered questions about careers in broadcasting.	Human Resources Manager



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