

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM WICHITA**

**This report covers full-time vacancy recruitment for the period of February 1, 2018 through January 31, 2019**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom Wichita 9111 E Douglas, Suite #130 Wichita, KS 67207	<b>Contact Person/Title:</b> Jackie Wise VP/General Manager
<b>Unit Members, Community of License</b> KDGS-FM, Andover, KS KEYN-FM, Wichita, KS KFBZ-FM, Haysville, KS KFH-AM, Wichita, KS KFH-FM, Wichita, KS KNSS-AM, Wichita, KS KNSS-FM, Clearwater, KS	<b>Telephone Number:</b> 316-685-2121	<b>E-mail Address:</b> jwise@entercom.com

**1. Full-Time Job Vacancies Filled by the Employment Unit:**

	<b>Title and Hire Date</b>	<b>Recruitment Source Referring Hire</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")</b>
A	Business Operations Assistant	Staffing Agency	1-69
B	Account Executive	Client Referral	1-69
C	Digital Sales Manager	Staffing Agency	1-69



## 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	Michelle McConnell	American Broadcasting School	michelle@radioschool.com 817-695-2838	Yes	No	0
2	Susan Wade	Baker University	Susan.wade@bakeru.edu 785-594-6451	Yes	No	0
3	Shirley Miller	Bates Technical College Work Source Specialist	skmiller@bates.ctc.edu 253-680-7240	Yes	No	0
4	Maria Krell	Bethel College	marla@bethelks.edu 316-284-5326	Yes	No	0
5	John Carroll VP/Placement Director Kara Savio	Broadcast Center	placement@broadcastcenterinfo.com or email.broadcastcenterinfo.com 314-647-8181	Yes	No	0
6	Beth Mathiason/Mike Kronforst	Brown College	bmathiason@browncollege.edu mkronforst@browncollege.edu 651-905-3440	Yes	No	0
7	Loretta Patterson Job Services	Butler County Community College	lpatterson@butlercc.edu 620-321-2222	Yes	No	0
8	Vicki Hallmark	Butler County Workforce Job Service Center	butlerjobs@kansascommerce.com 316-321-2350	Yes	No	0
9	Job Postings	California Chicano News Media Association	ccnmainfo@ccnma.org 213-437-4408	Yes	No	0
10	Dr. Peter B. Orlik	Central Michigan University Broadcast Art Department	Orlik1pb@cmich.edu 989-774-3851	Yes	No	0
11	Susan Lieker HR	City of Wichita	sleiker@wichita.gov 316-268-4531	Yes	No	0

12	Career Center Wanda Phillips	Cloud Community College	wphillips@cloud.edu 785-243-1435	Yes	No	0
13	Lisa Stithem	Colby Community College	Lisa.stithem@colbycc.edu 785-462-6862	Yes	No	0
14	Will Robedee	Collegiate Broadcasting, Inc.	willr@ktru.org 713-348-2935	Yes	No	0
15	Renee Hysom	Cowley Co. Community College – Career Placement	career@cowley.edu 316-777-4044	Yes	No	0
16	John Ewy	Dodge City Community College	johnewy@dc3.edu 620-227-9201	Yes	No	0
17	Joann Hartig	EARN – YWCA	mainoffice@ywcaofwichita.org 316-263-7501	Yes	No	0
18	Amy DeVault	Elliott School of Communications – WSU	amydevault@wichita.edu 316-978-3456	Yes	No	0
19	Mathew Cardin Career Center	Emerson College	Matthew_cardin@emerson.edu or careers@emerson.edu 781-646-1077	Yes	No	0
20	Sandra Rice	Emma L. Bowen Foundation for Minority Interests in Media	ebfoundation@cbs.com 212-975-5884	Yes	No	0
21	Jackie Lutz	Emporia State University	jlutz@emporia.edu 620-341-5407	Yes	No	0
22	Gina Escamilla	Flint Hills Job Corp	Escamilla.gina@jobcorps.org 785-537-7222	Yes	No	0
23	Millie Schuster Career Services	Fort Hays State University	mschuste@fhsu.edu 785-628-4000	Yes	No	0
24	Dr. Mark Bannister	Fort Hays State University Dept. Info Network Technology	markbannister@fhsu.edu 785-628-3478	Yes	No	0
25	Lincoln Wulf Career Development Services	Friends University	career@friends.edu 316-295-5000	Yes	No	0
26	Ryan Ruda	Garden City Community College	ryan.ruda@gcccks.edu 620-276-7611	Yes	No	0
27	Ruth Pyrant	Hispanic Social Services	rpyrant@wksatholiccharities.org 316-264-8344	Yes	No	0
28	Betty Ann Kelly	Hutchinson Community College	kellyb@hutchcc.edu 620-665-3495	Yes	No	0

29	Judy Pierce	IAM & AW	JPUnion@aol.com 316-522-1591	Yes	No	0
30	Sara Lee	Kansas Job Services	wichitajobs@kansasworks.com 316-771-6800	Yes	No	0
31	Teresa Veazey	Kansas Professional Communicators	teresavz@sbcglobal.net 316-352-5116	Yes	No	0
32	Dawn McCune-Wall – Career Services	Kansas State University	jobs@ksu.edu 785-532-6802	Yes	No	0
33	Carla Larkin	Kansas Wesleyan University	Carla@kwu.edu 800-874-1154	Yes	No	0
34	Shera Latimer	KANSEL	nomenski@kansel.org 316-263-9620	Yes	No	0
35	Lisa Webb Employment Services	Ketch Employment	lwebb@ketch.org 316-383-8700	Yes	No	0
36	Patty Noland	KU School of Journalism	pnoland@ku.edu 785-864-4755	Yes	No	0
37	Beverly Smith	Langston University	bhsmith@lunet.edu 405-466-2985	Yes	No	0
38	Karyn Brown	Mississippi State University	kbrown@comm.msstate.edu 662-325-7952	Yes	No	0
39	Traci Harter	Missouri Tech	jharter@motech.edu 316-569-3600	Yes	No	0
40	Career Services	Multi-Cultural Resource Center	oma@wichita.edu 316-978-3034	Yes	No	0
41	Barb Avery	Nation Job	njlistings@nationjob.com 404-523-6136	Yes	No	0
42	Employee Clearing House	National Association of Broadcasters – NAB	nab@nab.org 202-429-5497	Yes	No	0
43	Melody Head	Newman University Student Support Services	headm@newmanu.edu 316-942-4291	Yes	No	0
44	Shurajit Gopal	North Greenville College	shur@shur.us 864-414-1812	Yes	No	0
45	Yolanda Creswell	North Western Oklahoma State University	yfcreswell@nwsu.edu 580-327-8435	Yes	No	0
46	Gary James Placement Coordinator	Ohio Center for Broadcasting	gary@beonair.com 216-447-9117	Yes	No	0

47	Susan Webb	Ottawa University	Susan.webb@ottawa.edu 785-229-1067	Yes	No	0
48	Chris Wallace	Right Management Consultation	Chris.wallace@right.com 316-681-8037	Yes	No	0
49	Brooke Diamond	Salina Area Technical School	Brooke.diamond@salinatech.edu 785-309-3107	Yes	No	0
50	Melanie Huff	South Asian Journalists Association	saja@columbia.edu 212-854-5979	Yes	No	0
51	Dan Falk	Southwestern College	Dan.falk@sckans.edu 620-229-6267	Yes	No	0
52	Career Services	Sterling College	career@sterling.edu 620-278-2175	Yes	No	0
53	Andrea Batista	Tabor College	Andreab@tabor.edu 316-729-6333	Yes	No	0
54	Beth Gaeddert	University of Colorado at Boulder	Elizabeth.gaeddert@colorado.edu 303-492-0460	Yes	No	0
55	Liz Caldwell	University of Kansas	lcaldwell@ku.edu 785-864-3624	Yes	No	0
56	Phyllis Slocum	University of North Texas	slocum@unt.edu 940-565-2565	Yes	No	0
57	Prentice Lewis	Urban League of Wichita	ulwichita@sbcglobal.net 316-242-2463	Yes	No	0
58	Jessica Ross Director-Admin/Supp	Wichita Area Technical College	jross@watc.edu 316-677-9537	Yes	No	0
59	Sara Gilbert	Wichita Career Development Office	sgilbert@wichita.gov 316-337-9444	Yes	No	0
60	B&T Job Announcement	Wichita Public Library	admin@wichita.lib.ks.us 316-261-8500	Yes	No	0
61	Winston Brooks Career Services	Wichita Public Schools #259	info@usd259.com 316-973-4500	Yes	No	0
62	Pamela Richardson	Wichita Workforce Development Center	p.zenner-richards@goracine.org 316-771-6821	Yes	No	0
63	Greg Matthias	WSU Media Resource Center	Greg.matthias@wichita.edu 316-978-3575	Yes	No	0

<b>COMPANY POSTINGS AND WEBSITES</b>					
64	EEO Coordinator	Entercom Careers Website	www.entercom.com/careers	N/A	0
65	EEO Coordinator	Internal Postings Current Employees	WICHITATEAM@entercom.com 316-685-2121	N/A	0

<b>ADVERTISING</b>					
66	On Air Radio Ads	KDGS-FM, KEYN-FM, KFBZ-FM, KFH-AM/FM, KNSS-AM/FM			3
67	All Access Website	www.allaccess.com			0
68	Kansas Association of Broadcasters	www.kab.net			0
69	DirectEmployers Association	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>			0

<b>JOB FAIRS</b>					
McConnell Job Fair		See Supplemental Initiative #4			0
Highway 54 Career Fair		See Supplemental Initiative #5			0
EXPOSure Career Fair		See Supplemental Initiative #7			0
Careers for the Creative		See Supplemental Initiative #8			0

<b>OTHER SOURCES</b>					
Staffing Agency					8
Client Referral					3
Current Employee					1
Employee Referral					8
Entercom.com					5
Indeed.com					7



### 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 Wichita	Entercom Wichita airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Wichita area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process. The advertisement is run periodically on all stations once per week.	EEO Coordinator
2.	Manager EEO Training	Periodically throughout the year	Entercom Wichita	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.	Public Speaking Engagements	Periodically throughout the year	Wichita, KS	Entercom Wichita's On-Air Personality participated in 2 public speaking engagements on Career Days at local schools sharing information about careers in radio.	On-Air Personality
4.	McConnell Job Fair	April 4, 2018	Wichita, KS	Representatives from Entercom Wichita attended the McConnell Air Force Base Job Fair. The Promotions Director and Program Director collected resumes and discussed job opportunities available at Entercom Wichita.	Promotions Director Program Director
5.	Highway 54 Career Fair	April 5, 2018	Wichita, KS	A representative from Entercom Wichita attended the Highway 54 Career Fair. The Promotions Director represented Entercom during the job fair portion and discussed job opportunities at Entercom.	Promotions Director
6.	Job Shadow	April 19, 2018	Entercom Wichita	A Sunrise Academy student spent the day job shadowing with a Program Director. The student learned the basics of the job as a Program Director including scheduling and research, on-air announcing, FCC & EEO rules and regulations, and information about promotions and sales.	Program Director
7.	EXPOSure Career Fair	September 27, 2018	Wichita, KS	Several representatives from Entercom Wichita attended the EXPOSure Career Fair held at Century II Expo Hall by the Wichita Metro Chamber of Commerce. The representatives promoted all Entercom stations to job fair participants by distributing information about open positions, collecting resumes and directing candidates to our online job application site.	Promotions Director Account Executives



8.	Careers for the Creative	October 18, 2018	Wichita State University Campus	Representatives from Entercom Wichita attended the 2018 Careers for the Creative Career Fair held on the Wichita State University campus. The representatives promoted all Entercom stations to job fair participants by distributing information about open positions, collecting resumes and directing candidates to our online job application site.	Promotions Director Program Director
9.	EEO Breakfast	November 7, 2018	Entercom Wichita	Entercom Wichita hosted a breakfast for our Recruitment Source contacts. Managers discussed the opportunities available and provided an overview on their specific departments. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Department Heads
10.	Station Tour	January 29, 2019	Entercom Wichita	Twelve students and five teachers from Gordon Parks Academy studying Media Arts toured the building and recorded a promo for Entercom Cares. The Program Directors and On-Air Personality addressed their questions about careers in radio.	Program Directors On-Air Personality

