

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM HOUSTON**

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

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<b>Unit Members, Community of License:</b> KIKK(AM), Pasadena, TX KILT(AM), Houston, TX KILT-FM, Houston, TX KKHH(FM), Houston, TX KHMx(FM), Houston, TX KL0L(FM), Houston, TX	<b>Telephone Number:</b> 713-881-5100	<b>E-mail Address:</b> Sarah.Frazier@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	Account Executive	Employee Referral	1-13
B	Digital Content Coordinator	Employee Referral	1-13
C	Sales Assistant	Employee Referral	1-13
D	Marketing & Promotions Assistant	Current Employee (PT to FT)	1-13
E	Promotions Activation Coordinator	Employee Referral	1-13



F	Account Executive	Entercom.com	1-13
G	Account Executive	Employee Referral	1-13
H	Sales Assistant	Entercom.com	1-13
I	Sales Assistant	Employee Referral	1-13
J	Sales Administration Manager	Entercom.com	1-13
K	Digital Sales Manager	Staffing Agency	1-13
L	On-Air Talent	Industry Referral	1-13
M	Promotions Activation Coordinator	Current Employee (PT to FT)	1-13
N	Accounting Specialist	Entercom.com	1-13



## 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	Roy Jay	African American Chamber of Commerce	blackchamber@usa.net 503.796.0777	Yes	No	0
2	Anna Romero	Texas Association of Broadcasters (TAB)	<a href="mailto:anna@tab.org">anna@tab.org</a> 512-322-9944	Yes	No	0
3	Eric Goddie	Urban League	<a href="mailto:ericg@haul.org">ericg@haul.org</a> 713-393-8700	Yes	No	0
4	Jazel Borja	University of Houston	Fax: 713-743-5111	Yes	No	0
5	Gabby Smith	Houston Hispanic Chamber of Commerce	<a href="mailto:gsmith@houstonhispanicchamber.com">gsmith@houstonhispanicchamber.com</a> 713-644-7070	Yes	No	0
6	Steve Rottinghaus	University of Kansas	<a href="mailto:steve_rottinghaus@ku.edu">steve_rottinghaus@ku.edu</a> 785-864-7630	Yes	No	0
7	Will Robedee	College Broadcasters	<a href="mailto:cbjob@mailman.rice.edu">cbjob@mailman.rice.edu</a> 713-348-2935	Yes	No	0
8	Michelle McConnell-Amick	American Broadcasting School	<a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> 817-695-2474	Yes	No	0
9	Yolanda Smith	Houston NAACP	<a href="mailto:branch@naacphouston.org">branch@naacphouston.org</a> 713-526-3389	Yes	No	0
10	Penny Tousha	Stephen F Austin University	<a href="mailto:ptousha@sfasu.edu">ptousha@sfasu.edu</a> 936-468-6637	Yes	No	0



<b>COMPANY POSTINGS AND WEBSITES</b>				
11	EEO Administrator	Entercom Corporate Website	<a href="http://www.entercom.com/careers">www.entercom.com/careers</a>	42
12	EEO Administrator	Current Employees	@Houston Team @Dallas FT Employees	21

<b>ADVERTISING</b>				
13	Direct Employers Association	<a href="http://de.nlx.org/pdfs/JobAlliancesList.pdf">http://de.nlx.org/pdfs/JobAlliancesList.pdf</a>		0

<b>JOB FAIRS</b>				
Houston Community College Arts & Technology Job Fair		See Supplemental Initiative #7		0
Houston Community College Creative Arts Career Fair		See Supplemental Initiative #8		0

<b>OTHER SOURCES</b>				
Indeed.com				3
Careerbuilder.com				1
Zipcruiter.com				1
Monsters.com				1
Linkedin.com				1
Industry Referral				2
Employee Referral				16
Staffing Agency				5



### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy	Periodically throughout the year	Entercom Houston	Once a week, Entercom Houston airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Dallas area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	EEO Administrator
2	Cy Lakes High School Career Day	5/13/18	Cy Lakes High School	On air talent participated in the theatre department career day for radio and production careers. The representative spoke to advanced production students about experiences in radio and production and about career paths within radio.	On-Air Talent
3	Manager EEO Training	8/7/18	Entercom Dallas	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.	Human Resources Manager Hiring Managers EEO Administrator
4	Media Sales Academy	11/8/18	TAB Austin, TX	The SVP/MM provided an intro to the Industry. She discussed the state of broadcasting, trends in media sales, and consumption today.	SVP/MM
5	Kansas University Recruitment	1/10/19	Entercom Houston	The SVP/MM participated in the Houston winter recruitment reception attended by potential KU students. She discussed work history (Where you started, your initial goals vs. where you are now) and explained job responsibilities and gave advice for someone who is just starting out in this industry.	SVP/MM
6	Houston Community College Arts & Technology Job Fair	10/18/18	Houston Community College	Opportunity to meet students, personally impress upon them knowledge of the business, build lasting partnerships, and identify opportunities to participate in other community related events. This collaborative event provided employers with an introduction to emerging and competent talent in the Houston area. Employers had an opportunity to meet with both upper and lower division students to discuss internships and career opportunities	Marketing & Promotions Coordinator
7	Houston Community College Creative Arts Career Fair	3/27/19	Houston Community College	Opportunity to meet students, personally impress upon them knowledge of the business, build lasting partnerships, and identify opportunities to participate in other community related events. This collaborative event provided employers with an introduction to emerging and competent talent in the Houston area. Employers had an opportunity to meet with both upper and lower division students to discuss internships and career opportunities	Marketing & Promotions Coordinator

