

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM Las Vegas**

This report covers full-time vacancy recruitment for the period of June 1, 2018 through May 31, 2019

Employment Unit: Entercom License, LLC	Address: Entercom License LLC 7255 S Tenaya Way #100 Las Vegas, NV 89113	Contact Person/Title: Dan Kearney SVP/Market Manager
Unit Members, Community of License: KLUC-FM Las Vegas, NV KXMB-FM Henderson, NV KXNT-AM North Las Vegas, NV KXQQ-FM, Henderson, NV KXST- AM, North Las Vegas, NV KXTE- FM, Pahrump, NV	Telephone Number: 702-889-5100	E-mail Address: Daniel.Kearney@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	Midday Show Host	Entercom Website	1-9, 11, 13
B	Director of Digital	Confidential Search	Confidential Search
C	Program Director	Confidential Search	Confidential Search
D	AM News Producer	Entercom Website	1-9, 11, 13
E	Digital Sales Manager	Recruitment Agency	1-11,12-16



F	Traffic Reporter	Entercom Website	1-9, 11, 13
G	Account Executive	Employee Referral	1-9, 13
H	Sales Assistant	Entercom Website	1-9,11,12-16



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	Steve Settembre	EMPLOYMENT SECURITY DIV	ssettembre@nvdetr.org	Yes	No	0
2	Erica O'Toole	CCSN CAREER SERVICES	FAX 702-651-4612 (site)	Yes	Yes	0
3	Cindy Egan	HELP OF SOUTHERN NEVADA	cegan@helpsonv.org	Yes	No	0
4	Frank Hawkins	NAACP	naacplv@lvcoxmail.com (site)	Yes	No	0
5	Jane Kim	VOCATIONAL REHABILITATION	FAX 702-486-5088	Yes	No	0
6	Jamie Beverly	UNITED STATES VETERANS INITIATIVE	jbeverly@usvetsinc.org	Yes	No	0
7	N/A	Nevada Partners	FAX 702-924-1602	Yes	No	0
8	Sandra Harris	State of Nevada Department of Health	FAX 702-566-9725	Yes	No	0
9	Keysha Rogers	Economic Opportunity Board	info@eobccnv.org	Yes	No	0

<u>COMPANY POSTINGS AND WEBSITES</u>						
10	Doris Staples	In House Postings	Doris.Staples@Entercom.com	702-889-7309		0
11	Entercom.com	Entercom Website	Entercom.com			11



ADVERTISING			
12	On Air Radio Ads	Entercom Las Vegas Radio Advertisement KLUC, KMXB, KXNT, KXQQ, KXST, KXTE	1
13	Indeed	www.indeed.com	9
14	LinkedIn	www.linkedin.com	0
15	All Access	www.allaccess.com	0
16	Direct Employers Association	https://de.nlx.org/pdfs/jobAlliancesList.pdf	0

JOB FAIRS			
JobFairX		See Supplemental Initiative #3	0
NAB Career Fair		See Supplemental Initiative #4	0

OTHER SOURCES			
Recruitment Agency			1
Employee Referral			1
Confidential Search			2

Total Number of Interviewees			25
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3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and invitation to receive job Openings	Entercom Las Vegas	Every week each station airs recruitment advertisements seeking applicants for open and future positions and inform the public of Entercom's EEO Policy and invite organizations to be a part of our recruitment process.	Program Director, Air Talent, Production, Human Resources
2	Station Tours	Entercom Las Vegas	Throughout the year Entercom Las Vegas conducts station tours to various organizations through the Clark County School District.	Promotions Manager, General Sales Manager
3	JobFairX	Tropicana and Event Center	Entercom attended JobFairX event, met with potential applicants, and Educational Institutions. Collected resumes for future open positions and, personally handed out information about careers in Entercom.	HR Administrator, Program Director
4	Job Shadows	Entercom Las Vegas	Entercom invited four students to shadow our AM Mix Show Air Talent/Producer and learned various positions in the studio.	Air Talent, Producer, Program Director
5	NAB National Job Fair	Las Vegas, NV	Entercom attended the national industry wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed career opportunities in media communications.	HR Administrator, Program Director
6	Red Rock CCSD School	Las Vegas, NV	Entercom Las Vegas was invited to speak to CCSD students of various positions in broadcasting industry for Career week.	Program Director, Promotions Director, Air Talent

