

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM LOS ANGELES**

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

Employment Unit: Entercom License, LLC	Address: Entercom Los Angeles 5670 Wilshire Blvd, Ste 200 Los Angeles, CA 90036	Contact Person/Title: Jeff Federman SVP/Market Manager
Unit Members, Community of License: KNX-AM, Los Angeles, CA KTWV-FM, Los Angeles, CA KCBS-FM, Los Angeles, CA KROQ-FM, Los Angeles, CA KRTH-FM, Los Angeles, CA KAMP-FM, Los Angeles, CA	Telephone Number: 323-937-0226	E-mail Address: Jeff.Federman@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	1-72
B	Digital Content Producer	LinkedIn.com	1-72
C	Associate Producer	Current Employee PT to FT	1-72
D	Sr. Staff Accountant	Employee Referral	1-72



E	Digital Content Producer	Current Employee PT to FT	1-72
F	Promotions Coordinator	Current Employee PT to FT	1-72
G	Sales Project Manager	Employee Referral	1-72
H	Sales Project Manager	LinkedIn.com	1-72
I	Account Executive	Employee Referral	1-72
J	Sales Assistant	Current Employee PT to FT	1-72
K	Digital Sales Project Manager	Employee Referral	1-72
L	Promotions Coordinator	Current Employee PT to FT	1-72
M	Account Executive	Entercom.com	1-72
N	Sales Assistant	Employee Referral	1-72
O	Digital Sales Specialist	Entercom.com	1-72
P	Sales Project Manager	Employee Referral	1-72



Q	Events Manager	Current Employee PT to FT	1-72
R	Production Assistant	Current Employee PT to FT	1-72
S	Continuity Director	Indeed.com	1-72
T	Digital Content Producer	LinkedIn.com	1-72
U	Account Executive	Industry Referral	1-72
V	Accounting Coordinator	Employee Referral	1-72
W	Digital Sales Project Manager	Entercom.com	1-72
X	Account Executive	Employee Referral	1-72
Y	Traffic Producer	Current Employee PT to FT	1-72
Z	Traffic Reporter	Current Employee PT to FT	1-72
AA	Voice Talent/Commercial Producer	Current Employee PT to FT	1-72
BB	Account Executive	LinkedIn.com	1-72

CC	Account Executive	Industry Referral	1-72
DD	Voice Talent/Commercial Producer	Current Employee PT to FT	1-72
EE	National Sales Coordinator	Entercom.com	1-72
FF	Voice Talent/Commercial Producer	Entercom.com	1-72
GG	Digital Sales Project Manager	Employee Referral	1-72
HH	Project Coordinator	LinkedIn	1-72
II	General Sales Manager	Employee Referral	1-72



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	Cyndee Maxwell	Alliance for Women in Media	www.awmsocal.org maxwell.cyndee@gmail.com (323) 930-8737	Yes	No	0
2	Chris A. Hiortdahl	America's Job Center of California Alhambra	CHiortdahl@mcscareergroup.com (323)647-6500	Yes	No	0
3	George Lorandos	America's Job Center of California Chinatown WorkSource Center	glorandos@cscla.org (213) 808-1717	Yes	No	0
4	Dion Wiltshire	America's Job Center of California South Los Angeles	dwiltshire@letc.com (323)432-4399 ext 222	Yes	No	0
5	Helen Au	Asian American Economic Developmental Enterprises	info@aaede.org (626) 572-7021	Yes	No	0
6	Isabel Boniface	BUILD Rehabilitation Industries	iboniface@buildrehab.org (818) 898-0020	Yes	No	0
7	Ellen Dostal	California Broadcasters Association	www.yourcba.com edostel@scba.com (323) 930-5271	Yes	No	0
8	Cecilia Reyes	California Jobs Employment Development Department-Pacoima	cecilia.reyes@edd.ca.gov (818) 899-5477	Yes	No	0
9	Laura Acosta	California Baptist University	lacosta@calbaptist.edu (951)343-4386	Yes	No	0
10	Cindy Lewis	California Lutheran University	clewis@callutheran.edu (805) 493-3200	Yes	No	0



11	Sylvia Wells	CCNMA: Latino Journalists of California	ccnmaininfo@ccnma.org (424) 229-0482	Yes	No	0
12	Jodie Rettinhouse	Chico State Career Center	jrettinhouse@csuchico.edu (530) 898-5252	Yes	No	0
13	Ari Gutierrez	Daily Journal Corporation	Ari_Gutierrez@dailyjournal.com (213) 229-5530	Yes	No	0
14	Calvin Payne	Department of Veterans Affairs	calvin.payne@va.gov (310) 478-3711 x43594	Yes	No	0
15	Sheldon Douglas	Diamond in the RAW	stntdva@gmail.com sdouglas@turnkeytheprofessionals.com (310) 497-4880	Yes	No	0
16	Janet Dyer Gould	Directors Guild Producer Training Plan	janet@dgptp.com (818) 386-2545	Yes	No	0
17	Maira Cruz	East Los Angeles College Career Center	elac_career@elac.edu (323) 415-4126	Yes	No	0
18	Stephanie Thomas	EDD/SGV Workforce Services	stthomas@edd.ca.gov (626) 960-5579	Yes	No	0
19	Donna Nelson-Netherly	Employment Development Department- Compton Workforce Services	dnetherl@edd.ca.gov (323) 290-5156	Yes	No	0
20	Tessa Adler	Employment Development Department- Crenshaw Workforce Services	Tessa.adler@edd.ca.gov (323) 290-5137	Yes	No	0
21	Robert Goodwin	Employment Development Department- Glendale	Robert.goodwin@edd.ca.gov (818)409-0420	Yes	No	0
22	Norma Gallegos	Employment Development Department- Pacoima Workforce Services	Norma.gallegos@edd.ca.gov (818) 890-9421	Yes	No	0
23	Sandra Magallanes	Employment Development Department- San Fernando Valley Workforce Services Cluster	Sandra.magallanes@edd.ca.gov (818) 357-0535	Yes	No	0
24	Pamela Gutierrez	Employment Development Department- West LA Workforce Services	pamela.gutierrez@edd.ca.gov (323) 290-5290	Yes	No	0
25	Terry Miller	Experience Unlimited- Employment Development Department	Westcovina.eu@gmail.com (626) 814-8291	Yes	No	0
26	Regina Shelton	Experience Unlimited Networking Group WorkSource Center	Job-postings@eu-glapros.org (818) 596-4431	Yes	No	0

27	Faye Cohill	Glendale Community College- Garfield Campus	fcohill@glendale.edu (818) 240-1000 x5055	Yes	No	0
28	Hilda Mendoza	Goodwill Industries of San Diego Community Employment Center	hmendoza@sdgoodwill.org (619) 225-2200 x529	Yes	No	0
29	Pamela Bengé	Grossmont College Student Employment Services	Pamela.benge@gcccd.edu (619) 644-7612	Yes	No	0
30	Linda Corrente	Hemophilia Foundation Southern California	correntel@sbcglobal.net (323) 525-0440	Yes	No	0
31	Don Clark	Illinois Center for Broadcasting	dclark@beonair.com (312) 884-8000	Yes	No	0
32	Anthony Rodriguez	JVS Worksource	ARodriguez@jvsla.org (310)309-6000 x231	Yes	No	0
33	Tony Jaramillo	JVS Worksource	tjaramillo@jvsla.org (310)309-6000 x266	Yes	No	0
34	Zed Navarro	KKSM AM1320- Palomar College Radio	znavarro@palomar.edu (760) 744-1150 x2442	Yes	No	0
35	Linda Akutagawa	Leadership Education For Asian Pacific's, Inc.	lakutagawa@leap.org (213) 485-1422	Yes	No	0
36	Saundra Dowden Elena Lopez	Los Angeles County Office of Education	sundiakayden@hotmail.com (562) 401-5486 (626)579-1224	Yes	No	0
37	Vacie Thomas	Los Angeles NAACP	naacpla@sbcglobal.net (310) 397-1171	Yes	No	0
38	Elainea Robbins	Los Angeles Urban League	elainea.robbs@laur.org (323) 525-3749	Yes	No	0
39	Micah Johnson	Media Stars	micah@mediastars.tv (480) 588-0944	Yes	No	0
40	Maricela Covarrubias	Mexican America Opportunities Foundation	mcovarrubias@maof.org (323) 313-1603	Yes	No	0
41	Bing Bruce	Mt. San Jacinto College	bbruce@msjc.edu (951) 487-3667	Yes	No	0
42	Cynthia Hinds	National Association for the Placement of Colored People- Hollywood Bureau	chinds@naacpnet.org (323) 938-5268	Yes	No	0
43	Brenda Rivas	National Hispanic Media Coalition	info@nhmc.org (626) 792-6462	Yes	No	0
44	Mamie Jackson	NORD	Nord4kidneydisease@yahoo.com (818) 445-9792	Yes	No	0

45	Traci Hawkins	Ole Skool Crew Supreme Team LLC	dorihamad@aol.com (909)-272-9763	Yes	No	0
46	Marcella Wong	PACE Westlake WorkSource Center	mwong@westlake-worksources.org (213) 353-1677	Yes	No	0
47	Pat Hahn	Palomar College	phahn@palomar.edu (818) 240-1150 x2964	Yes	No	0
48	Haroldine Gardner	Pasadena City College	hxgardner@pasadena.edu (626) 585-7315	Yes	No	0
49	Pina Hernandez	PHFE WIC Program	pina@phfewic.org (626) 856-6618 x260	Yes	No	0
50	Stephanie Chais	Professional Development Center	PDC@cga.net (310)379-5463	Yes	No	0
51	Meriel Anderson-McDade	Riverside City College	meriel.anderson-mcdade@rcc.edu (951) 222-8486	Yes	No	0
52	Laura Castaneda	San Diego City College	lcastane@sdccd.edu (619) 388-3043	Yes	No	0
53	Joe D'Ambro	San Diego City College Transfer/Career Center	citytran@sdccd.edu (619) 388-3133	Yes	No	0
54	Patricia Nieves	San Diego State University	pnieves@mail.sdsu.edu (619) 594-6509	Yes	No	0
55	Jennifer Cunningham	Soka University of America	jcunningham@soka.edu (949) 480-4191	Yes	No	0
56	Tammy Ferranti-Lansdown	Southeast Los Angeles County Workforce Investment Board	tammyf@selaco.com (562) 484-5052	Yes	No	0
57	Keith Dorrity	Southern California Indian Center	kdorrity@indiancenter.org (213) 387-5772	Yes	No	0
58	Angie Drennon	The Art Institute of California-San Diego	adrennon@aia.edu (858) 598-1468	Yes	No	0
59	Lisa Ganem	The Art Institute of California-San Diego	lganem@aia.edu (858) 598-1404	Yes	No	0
60	Gail Jordan	Verdugo Jobs Center	gjordan@ci.glendale.ca.us (818) 937-8013	Yes	No	0
61	Jose Arevalo	Veterans Advocacy Group of America	jlapolo@gmail.com (800)478-1927	Yes	No	0
62	Paulette Hunter	Watts Labor Community Action Committee	paulettewlac@gmail.com (323) 563-4708	Yes	No	0

63	Lori Ann Banez	Westmont College	lbanez@westmont.edu (805) 565-6263	Yes	No	0
64	Debra Cruz	Whittier College	dcruz@whittier.edu (562) 464-4530	Yes	No	0
65	Robin McCarthy	Women at Work	jobs@womenatwork.org (626) 796-6870 x22	Yes	No	0
66	Bianca C. Quesada	Women In Film	info@wif.org (323) 935-2211	Yes	No	0

COMPANY POSTINGS AND WEBSITES						
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67	Corporate Representative	Entercom Corporate Website	www.entercom.com/careers	323-930-8793		77
68	EEO Coordinator	Internal Postings/Current Employees (Common Bulletin Board)	Mailroom	323-930-8793		32

ADVERTISING						
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69	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf				0
70	On-Air Radio Ads	Entercom Los Angeles Radio Advertisement KNX-AM, KTWV-FM, KCBS-FM, KROQ-FM, KRTH-FM, KAMP-FM				0
71	Indeed	www.indeed.com				23
72	LinkedIn	www.Linkedin.com				16

JOB FAIRS						
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California Chicano Newsmedia Association Job Fair		Supplemental Recruitment Initiative #4				0
All Access Fest Career Fair		Supplemental Recruitment Initiative #5				0
NAB National Job Fair		Supplemental Recruitment Initiative #6				0
Blueprint for Workplace Success Job Fair		Supplemental Recruitment Initiative #8				0
Let's Get Hired Hiring Spree		Supplemental Recruitment Initiative #9				0

OTHER SOURCES						
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Industry Referral						7
Employee Referral						29
Total # of New Interviewees Referred:						184



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom Los Angeles	The websites for each of the stations in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting.	EEO Coordinator
2	DirectEmployers Association	Periodically throughout the year	Entercom Los Angeles	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the DirectEmployers Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	EEO Coordinator
3	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Los Angeles	Once a week, Entercom Los Angeles airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Los Angeles area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director Controller Production Human Resources Traffic Coordinators Air-Talent
4	California Chicano Newsmedia Association Job Fair	10/11/2018	Los Angeles, CA	Entercom Los Angeles participated in the CCNMA Job Fair to distribute job openings, review resumes, and interview candidates for potential positions with Entercom LA.	HR Manager
5	All Access Fest Career Fair	10/18/2018	Los Angeles, CA	Entercom Promotions department participated in the All Access Fest Career Fair to discuss careers opportunities for young adults at Entercom LA as well as distribute job openings.	Promotions Manager Promotions Assistants
6	NAB National Job Fair	4/9/2019	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 careers in radio at Entercom.	HR Administrator



7	Year Up Intern	4/15/19	Los Angeles, CA	Hosted an intern in the Digital Sales department to provide an opportunity of what it is like to work in a full-time capacity with a large media company like Entercom Los Angeles.	HR Administrator Digital Sales Manager
8	Blueprint for Workplace Success Job Fair	5/2/2019	Carson, CA	Entercom Promotions department attended the Blueprint for Workplace Success Job Fair in Carson to distribute job openings and encourage young adults to consider a job in broadcasting.	Promotions Manager Promotions Assistants
9	Let's Get Hired Hiring Spree	6/27/2019	Glendale, CA	Entercom participated in the "Let's Get Hired" Hiring Spree to review resumes, interview potential candidates, and distribute information regarding job openings at Entercom LA.	HR Manager

