

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM SAN DIEGO**

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 San Diego 9665 Granite Ridge Drive, Suite 600 San Diego, CA 92123	Contact Person/Title: Bob Bolinger Senior Vice President/Market Manager
Unit Members, Community of License: KBZT-FM San Diego, CA KSON-FM San Diego ,CA KWFN-FM San Diego, CA KXSN-FM, San Diego, CA KYXY-FM San Diego, CA SMOOTHJAZZKIFM/HD2 San Diego, CA BOBRADIO/HD2 San Diego, CA	Telephone Number: 619-291-9797	E-mail Address: Bob.Bolinger@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	Digital Content Producer	Entercom.com	1-39
B	Lead Video Content Producer	LinkedIn	1-39
C	Sales Assistant	Employee Referral	1-39
D	Account Executive	Entercom.com	1-39



E	Digital Sales Manager	Staffing Agency	Staffing Agency
F	Business Manager	Staffing Agency	CONFIDENTIAL
G	Account Executive	Employee Referral	Direct Recruitment
H	On-Air Personality	Direct Sourcing	CONFIDENTIAL
I	On-Air Personality	Direct Sourcing	CONFIDENTIAL
J	Sales Coordinator	Employee Referral	1-39; Direct Recruitment
K	Account Executive	Entercom.com	1-39; Direct Recruitment
L	Producer	Direct Sourcing	CONFIDENTIAL
M	On-Air Personality	Direct Sourcing	CONFIDENTIAL
N	On-Air Personality	Direct Sourcing	CONFIDENTIAL
O	Marketing Director	Staffing Agency	CONFIDENTIAL



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	Eugene De Leon	Asian Journal	550 E 8th Street, Suite 6 National City, CA 91950 619 474-0588 asianjournal@aol.com	YES	NO	0
2	Sylvia Wells Job Posting Dept.	California Chicano News Media Assoc./USC Annenberg School of Journalism	725 Arizona Ave Suite 206 Santa Monica, CA 90401 213-437-4408 ccnmainfo@ccnma.org	YES	NO	0
3	Ben Angeles	Career Resource Center	MCCS-MCAS Miramar Lifelong Learning Center Bldg 5305 PO Box 45200 San Diego, CA 92145 858-577-6710	YES	NO	0
4	Paula Hermanson	Center for Community Solutions	4508 Mission Bay Dr San Diego, CA 92109 858-272-1767 info@ccssd.org	YES	NO	0
5	Dora Mendivil	Center for Employment Training	4153 Market Street, Suite C San Diego, CA 92102 619 527-4895 sandiego@cet2000.org	YES	NO	0
6	Nancy Rodriguez	Centro Cultural De La Raza	125 Park Blvd San Diego, CA 92137 619-235-6135	YES	NO	0
7	Career Center	Coalition of Hispanic Professionals	1420 Kettner Blvd, Suite 600 San Diego, CA 92101 619-531-0123	YES	NO	0
8	Sherry Dalton	Community Action Partnership	1255 Imperial Avenue, Suite 751 San Diego, CA 92101 619-338-2878	YES	NO	0

9	Employment Director	CRASH, Inc.	4161 Marlborough Ave San Diego, CA 92105 619-282-7274	YES	NO	0
10	Laurie Brown	Cuyamaca College	900 Rancho San Diego Parkway El Cajon, CA 92109 619 660-4000 cuyamaca.career@gcccd.edu	YES	NO	0
11	Business Services	East County Career Center	924 East Main Street El Cajon, CA 92021 619 590-3950 Eccc.guhSan Diego.net	YES	NO	0
12	Luz Martines	El Latino Newspaper	PO Box 120550 San Diego, CA 92112 619-426-1491 carlos@ellatino.net	YES	NO	0
13	Hilda Mendoza	Goodwill Industries of San Diego	3663 Rosecrans Street San Diego, CA 92110 619 225-2200 hmendoza@San Diegogoodwill.org	YES	NO	0
14	Pamela Benge	Grossmont Community College	8800 Grossmont College Dr. El Cajon, CA 92020 pamela.benge@gcccd.edu	YES	NO	0
15	Gene McKay	Inside Radio/M Street	PO Box 567925 Atlanta, GA 31156 800-248-4242 genemckay@insideradio.com	YES	NO	0
16	Berenice Cisneros	La Prensa San Diego	1712 Logan Ave San Diego, CA 92113 619-425-7400 laprensa@ix.netcom.com	YES	NO	0
17	Kirk Draper	Latter Day Saints Employment Resource Services	4722 Mercury St San Diego, CA 92111 858 279-2664 sandiego@ldschurch.org	YES	NO	0
18	Anita Corona	MAAC Project	450 East 8th St., #D National City, CA 91950 619 426-3595 communications@maacproject.org	YES	NO	0
19	Mina Threat	Marine Corps Recruit Depot : Personal, and Professional Development Center	4025 Tripoli Avenue Bldg 14 San Diego, CA 92140 619 524-1011 mina.threat@usmc.mil	YES	NO	0
20	Monica Romero	Mesa College Job Fair	7250 Mesa College Dr, Room 13-202 San Diego, CA 92111 619-388-2777	YES	NO	0

21	Stephanie Murphy	Metro Career Center	3910 University Ave San Diego, CA 92105 619 516-2200 metroregioncareercenter@gmail.com	YES	NO	0
22	Maggie Allington	NAACP	450 East 8th St., #D National City, CA 91950 619 263-7823 San Diegonaacp@cox.net	YES	NO	0
23	Kim Traci	North County Coastal Career Center	1949 Avenida Del Oro Escondido, CA 92025 760 631-6150 NCCC@workforce.org	YES	NO	0
24	Gary James	Ohio/Illinois Centers for Broadcasting	9885 Rockside Rd, Suite 160 Valley View, OH 44125 216-447-9117 gary@beonair.com	YES	NO	0
25	Francesca Whitehead	San Diego Job Corps Center	1325 Iris Ave Imperial Beach, CA 91932 619-429-8500 Whitehead.Francesca@jobcorps.org	YES	NO	0
26	Monica Romero	San Diego Mesa College	7250 Mesa College Drive Room I3-202 San Diego, CA 92111 mesacareer@SanDiegoccd.edu	YES	NO	0
27	Daryl Brady	San Diego Union Tribune	P.O. Box 120191 San Diego, CA 92108-4321 619 299-4141 cory.fish@SanDiegouniontribune.com	YES	NO	0
28	Kea Hagan	San Diego Urban League/Employment Training Department	720 Gateway Center Dr San Diego, CA 92102 619-266-6265 kea@sdul.org	YES	NO	0
29	LaFern Watkins	So. California Broadcasters Association	1849 Sawtelle Blvd, Suite 543 Los Angeles, CA 90025 310-444-1438 lafern@scba.com	YES	NO	0
30	Leo Alarcon	South County Career Center	1111 Bay Blvd, ste E Chula Vista, CA 91911 619 628-0300 leonardo@workforce.org	YES	NO	0
31	Rhonda Wooten-Savino	South Metro Career Center	4389 Imperial Ave San Diego, CA 92113 619 266-4200 rwooten@edd.ca.gov	YES	NO	0

32	Nelson Riley	Southwestern College	900 Otay Lakes Road Chula Vista, CA 91910 619 421-6700 ses@swccd.edu	YES	NO	0
33	Larry Keene	TDGA - Traffic Directors Guild of America	26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, CA 92675 949 429-7063 tdga@cox.net	YES	NO	0
34	Lorraine Cardenas	UEI College	310 3 rd Ave, Ste C6/C7 Chula Vista, CA 91910 877 463-4472 CardenasL@uei.edu	YES	NO	0
35	Shane Rodrigues	University of La Verne Communications Department	1950 3 rd St. La Verne, CA 91750 909-392-2713 srodrigu@ulv.edu	YES	NO	0
36	Felix Mejia	Veteran Administration Bldg., Code 28	8810 Rio SAN DIEGO Dr San Diego, CA 92108 800 827-1000 fmejia@edd.ca.gov	YES	NO	0
37	Vivan Alvar	Voice & Viewpoint	PO Box 120095 San Diego, CA 92112 619-266-2233 news@sdvoice.com	YES	NO	0

COMPANY POSTINGS AND WEBSITES			
38	Corporate Representatives	Entercom Corporate Website	www.entercom.com/careers 19
ADVERTISING			
39	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf	0
JOB FAIRS			
	Grossmont College 40th Annual Career Expo	Supplemental Recruitment Initiative #4	0
	Access Inc. Fall Opportunity Job Fair	Supplemental Recruitment Initiative #5	0
	NAB National Job Fair	Supplemental Recruitment Initiative #6	0
OTHER SOURCES			
	Employee Referral		11
	Direct Sourcing		5
	Staffing Agency		8
	LinkedIn		5
	Indeed.com		3
	Zip Recruiter		1
Total # of New Interviewees Referred			52



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom San Diego	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 San Diego	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	Manager EEO Training	Periodically throughout the year	Entercom San Diego	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
4	Grossmont College 40 th Annual Career Expo	10/10/2018	El Cajon, CA	Entercom San Diego participated in the Grossmont College 40 th Annual Career Expo. The assistant EEO coordinator, who represents our stations, handed out information along with a list of current job openings available on the Entercom Careers site, as well as answered questions about job opportunities in radio.	Assistant EEO Coordinator
5	Access Inc. Fall Opportunity Job Fair	10/19/2018	San Diego, CA	Entercom San Diego participated in the Access Inc. Fall Opportunity Job Fair. The assistant EEO coordinator, who represents our stations, handed out station information along with a list of current job openings available on the Entercom Careers site, as well as answered questions about job opportunities in radio.	Assistant EEO Coordinator
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

