

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

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

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom San Francisco 865 Battery St. San Francisco, CA 94111	<b>Contact Person/Title:</b> Gregory Nemitz Senior Vice President/Market Manager
<b>Unit Members, Community of License:</b> KCBS-AM, San Francisco, CA KITS-FM, San Francisco, CA KLLC-FM, San Francisco, CA KZDG-AM, San Francisco, CA KGMZ-FM, San Francisco, CA KRBQ-FM, San Francisco, CA	<b>Telephone Number:</b> 415-765-4000	<b>E-mail Address:</b> gregory.nemitz@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	Business Development Manager	Employee Referral	1-42
B	Sales Coordinator	Entercom.com	1-42
C	Sales Coordinator	Industry Referral	1-42
D	HR/Payroll Manager	Employee Referral	1-42



E	Account Executive	Industry Referral	1-42
F	On-air Personality	Direct Sourcing	1-42
G	Assistant News Director	Entercom.com	1-42
H	Account Executive	Former Employee	1-42
I	Account Executive	LinkedIn	1-42
J	Digital Project Manager	Former Employee	1-42
K	Account Executive	Industry Referral	1-42
L	Account Executive	LinkedIn	1-42
M	Sales Coordinator	Employee Referral	1-42
N	Sales Coordinator	Entercom.com	1-42
O	Sales Coordinator	Former Employee	1-42



## 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	Darlene Sloan	Alameda County SSA	<a href="mailto:dsloan@acgov.org">dsloan@acgov.org</a> 510.259.3879	Yes	No	0
2	Juanita Alvarado	Arriba Juntos	<a href="mailto:jalvarado@arritajuntos.org">jalvarado@arritajuntos.org</a> 415.487.3241	Yes	No	0
3	Veronica Pacana	Bay Area Community Resources	<a href="mailto:vpacana@bayareacs.org">vpacana@bayareacs.org</a> 925-484-1075	Yes	No	0
4	Kenneth Booker	Berkeley Adult School Workability II Program	<a href="mailto:kennethbooker@berkeley.net">kennethbooker@berkeley.net</a> 510.644.8968	Yes	No	0
5	Katie Limpach	CA Department of Rehabilitation	<a href="mailto:Kaitlin.limpach@dor.ca.gov">Kaitlin.limpach@dor.ca.gov</a> 415.904.7100	Yes	No	0
6	Robert Haick	Canada College	<a href="mailto:haickr@smcd.edu">haickr@smcd.edu</a> 650.306.3178	Yes	No	0
7	Anna Cheng	Chinese for Affirmative Action	<a href="mailto:aching@caasf.org">aching@caasf.org</a> 415.274.6760	Yes	No	0
8	Rudy Padilla	City College of San Francisco	<a href="mailto:rpadilla@ccsf.edu">rpadilla@ccsf.edu</a> 415.452.5112	Yes	No	0
9	Rose Garcia	College of San Mateo	<a href="mailto:garciarose@smccd.edu">garciarose@smccd.edu</a> 650.574.6625	Yes	No	0
10	Mark Ostapiak	Community Housing Partnership	<a href="mailto:mostapiak@chp-sf.org">mostapiak@chp-sf.org</a> 415.852.5300	Yes	No	0
11	Yvette Torres	Community Vocational Enterprises	<a href="mailto:ytorres@cbve.org">ytorres@cbve.org</a> 415.544.0424	Yes	No	0
12	Thomas McAninley	County of San Mateo Human Services	<a href="mailto:Thomas.mcaninley@hsd.cccounty.us">Thomas.mcaninley@hsd.cccounty.us</a> 925.602.3953	Yes	No	0
13	Susana Stewart	Department of Veteran Affairs	<a href="mailto:sbstewart@smchsa.org">sbstewart@smchsa.org</a> 650.802.6527	Yes	No	0

14	Melissa Jonosek	East Bay Asian Local Development	<a href="mailto:melissa.janosek@va.gov">melissa.janosek@va.gov</a> 415.441.5051	Yes	No	0
15	Dawn Love	East Bay Works	<a href="mailto:dlove@ebaldc.org">dlove@ebaldc.org</a> 510.287.5353	Yes	No	0
16	Kendra Williams-Soares	Episcopal Community Services	<a href="mailto:Kwilliams-soares@ehsd.cocounty.us">Kwilliams-soares@ehsd.cocounty.us</a> 510.412.6758	Yes	No	0
17	Yvette Burnside	Goodwill Industries	<a href="mailto:yburnside@ecs-sf.org">yburnside@ecs-sf.org</a> 415.487.3310	Yes	No	0
18	Tony Esperanza	Employment Development Department Career Link Center	<a href="mailto:Tony.esperanza@edd.ca.gov">Tony.esperanza@edd.ca.gov</a> 415.920.2442	Yes	No	0
19	Adrienne Cabanatuan	KQED	<a href="mailto:acabanatuan@kqed.org">acabanatuan@kqed.org</a> 415.553.2129	Yes	No	0
20	Luis Serpa	Laney College	<a href="mailto:lserpa@peralta.edu">lserpa@peralta.edu</a> 510.834.5740	Yes	No	0
21	Ellery Graves	Lao Family Community Development	<a href="mailto:egraves@lfc.d.org">egraves@lfc.d.org</a> 510.788.2588	Yes	No	0
22	Jane Louie	Mass Mutal	<a href="mailto:jlouie@financialguide.com">jlouie@financialguide.com</a> 510.789.2422	Yes	No	0
23	Orrian Willis	Mission Economic Development Agency	<a href="mailto:owillis@medasf.org">owillis@medasf.org</a> 415.282.3334	Yes	No	0
24	Dennis Marzan	Mission Hiring Hall	<a href="mailto:dmarzan@missionhiringhall.org">dmarzan@missionhiringhall.org</a> 415.626.1919	Yes	No	0
25	Adrienne Cabanatuan	KQED	<a href="mailto:acabanatuan@kqed.org">acabanatuan@kqed.org</a> 415.553.2129	Yes	No	0
26	Shadia Schoen	Newark One Stop	<a href="mailto:newarkonestop@yahoo.com">newarkonestop@yahoo.com</a> 510.742.2323	Yes	No	0
27	Lisa Yassa	Peninsula Works	<a href="mailto:Lyassa@peninsulaworks.biz">Lyassa@peninsulaworks.biz</a> 650.301.8440	Yes	No	0
28	Tom Post	PEP Jobs Program/CPMC	<a href="mailto:post@sutterhealth.org">post@sutterhealth.org</a> 415.600.4875	Yes	No	0
29	Alicia Garcia	Project Hope	<a href="mailto:agarcia@projectwehope.com">agarcia@projectwehope.com</a> 650.330.8000	Yes	No	0
30	Marcy Orosco	The Salvation Army Harbor House	<a href="mailto:Marcy.orosco@usw.salvationarmy.org">Marcy.orosco@usw.salvationarmy.org</a> 415.503.3022	Yes	No	0
31	Robert Hernandez	Tri-Cities One Stop	<a href="mailto:rhernandez@ohlone.edu">rhernandez@ohlone.edu</a> 510.794.3879	Yes	No	0

32	Naomi Marcus	University of California, San Francisco	<a href="mailto:Naomi.marcus@ucsf.edu">Naomi.marcus@ucsf.edu</a> 415.597.8050	Yes	No	0
33	John Navarra	United Way	<a href="mailto:jnavarra@uwba.org">jnavarra@uwba.org</a> 415.808.4419	Yes	No	0
34	Joshua Harrison	Young Community Developers	<a href="mailto:Joshua.harrison@ydc.org">Joshua.harrison@ydc.org</a> 415.822.3491	Yes	No	0

#### **COMPANY POSTINGS AND WEBSITES**

35	EEO Coordinator	Entercom Corporate Website	<a href="http://www.entercom.com/careers">www.entercom.com/careers</a>	29
36	EEO Coordinator	Current Employees	<a href="mailto:SANFRANCISCOTEAM@entercom.com">SANFRANCISCOTEAM@entercom.com</a>	0

#### **ADVERTISING**

37	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	17
38	Direct Employers	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>	0
39	Glass Door	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	0
40	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	2
41	LinkUp	<a href="http://www.linkup.com">www.linkup.com</a>	0
42	Station Websites	<a href="https://alt1053.radio.com/">https://alt1053.radio.com/</a> , <a href="https://kcbsradio.radio.com/">https://kcbsradio.radio.com/</a> , <a href="https://957thegame.radio.com/">https://957thegame.radio.com/</a> <a href="https://q102sf.radio.com">https://q102sf.radio.com</a>	0

#### **JOB FAIRS**

City College of San Francisco Career Fair	Supplemental Recruitment Initiative #5	0
San Francisco Diversity Employment Day	Supplemental Recruitment Initiative #6	0
NAB National Job Fair	Supplemental Recruitment Initiative #7	0

#### **OTHER SOURCES**

Employee Referral	3
Industry Referral	3
Former Employee	3
Direct Sourcing	1

<b>Total # of New Interviewees Referred</b>	<b>58</b>
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### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom San Francisco	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 Francisco	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	Ongoing	Entercom San Francisco	Once a week, Entercom San Francisco airs recruitment advertisements on all stations, it is designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry. Listeners to the stations are regularly directed to visit <a href="http://entercom.com/careers/">http://entercom.com/careers/</a> to view all available job opportunities with Entercom San Francisco.	HR Administrator
4	Internship Program	Ongoing throughout college semesters	Entercom San Francisco	The ongoing internship program is designed to provide interested college students an opportunity to acquire skills needed for broadcast/media employment. The paid internships provide on-job training. The interns work closely with program directors, assistant program directors, music directors and peer producers for career readiness in the radio industry.	Program Director Assistant Program Director Music Director and Producers
5	City College of San Francisco Career Fair	March 14, 2019	San Francisco, CA	Entercom San Francisco HR Administrators spoke with City College students about career opportunities with Entercom, answered questions about careers in broadcasting, and directed interested applicants to apply online at <a href="http://entercom.com/careers">http://entercom.com/careers</a> .	HR/Payroll Manager
6	San Francisco Diversity Employment Day	April 9, 2019	San Francisco, CA	The primary focus of the Diversity Employment Day Career Fair is to provide an opportunity for nationally-recognized and top local employers to meet and interview qualified candidates from the multicultural and diverse communities of their city.	HR/Payroll Manager



7	NAB National Job Fair	April 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
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