

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM PORTLAND**

**This report covers full-time vacancy recruitment for the period of October 1, 2018 through September 30, 2019**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom Portland 0700 SW Bancroft St. Portland, OR 97239	<b>Contact Person/Title:</b> Kim Martinez Senior Vice President/Market Manager
<b>Unit Members, Community of License:</b> KFXX-AM, Portland, OR KGON-FM, Portland, OR KNRK-FM, Camas, WA KRSK-FM, Molalla, OR KWJJ-FM, Portland, OR KYCH-FM, Portland, OR KMTT-AM, Vancouver, WA	<b>Telephone Number:</b> 503-223-1441	<b>E-mail Address:</b> Kim.Martinez@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	On-Air Personality	Current Employee	1 – 68
B	Program Director	Entercom.com	1 – 68
C	Local Sales Manager	Entercom.com	1 – 68
D	IT Director	Entercom.com	1 – 68



E	Account Executive	LinkedIn	1 – 68
F	Account Executive	LinkedIn	1 – 68
G	Account Executive	Employee Referral	1 – 68
H	General Sales Manager	Confidential Search	1 – 68
I	Sales Assistant	Current Employee PT to FT	1 – 68
J	Chief Engineer	Industry Referral	1 – 68
K	On-Air Personality	Confidential Search	1 – 68
L	Sales Assistant/Project Coordinator	Entercom.com	1 – 68
M	Account Executive	Employee Referral	1 – 68
N	IT Manager	Entercom.com	1 – 68
O	Sales Promotions Manager	Entercom.com	1 – 68



## 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 of OR	blackchamber@usa.net 503.796.0777	Yes	No	0
2	Natasha Cannon	Art Institute of Portland	aipjobs@aii.edu nlcannon@aii.edu 503.228.6528	Yes	No	0
3	B Bilton	Art Institute of Seattle	ais_jobs@aii.edu 206.448.0900	Yes	No	0
4	Daniel Chi	Asian health & Service Center	dchiu@ahscpx.org 503.872.8822	Yes	No	0
5	Shirley Miller	Bates Technical College	skmiller@bates.ctc.edu 253.680.7240	Yes	No	0
6	Maria Ramirez	Black United Fund of Oregon Inc.	mramirez@bufor.org 503.282.3482	Yes	No	0
7	Helen Doherty	Blue Mountain Community College	Helen.doherty@bluecc.edu 541.276.9050	Yes	No	0
8	Student Services	California State University Chico	ldferguson@csuchico.edu 530.898.4636	Yes	No	0
9	Peter Paskill	Career Makers	ppaskill@hranswers.com Peter@careermakers.com 503.885.9815	Yes	No	0
10	Heather Selek	Cascade AIDS Project	hsalek@cascadeaids.org 503.223.5907	Yes	No	0
11	Jane Estrada	Chemeketa Community College	jobplacement@chemeketa.edu 503.399.5026	Yes	No	0
12	Christine Lau	Chinese Social Service Center	info@ahscpx.org 503.872.8822	Yes	No	0

13	Melissa Alvarez	City University	careers@city.edu 800.474.6850	Yes	No	0
14	Joanie Weatherly	Clatsop Community College	cwedirector@clatsopcc.edu 866.252.8767	Yes	No	0
15	Meagan Bouslaugh	Concordia University	mbouslaugh@cu-portland.edu 503.288.9371	Yes	No	0
16	Tamra Russell	Confederated Tribes of Siletz	TamraR@ctsi.nsn.us 503.238-1512	Yes	No	0
17	Amelia Tewee	Confederated Tribes of Warm Springs	personnel@wstribes.org 541.553.3262	Yes	No	0
18	Jessie Bowman	Eastern Oregon University	careers-group@eou.edu 541.962.3672	Yes	No	0
19	Marsha Pack	Exceed Enterprises	marshap@exceedpdx.com 503.652.9036	Yes	No	0
20	Sherri Tantleff	Full Sail Real World Education	stantleff@fullsail.com 866.807.3140	Yes	No	0
21	Kaitlyn Ragan	George Fox University	careers@georgefox.edu 503.538.8383	Yes	No	1
22	Kathleen McKay	Goodwill Industries	kmckay@gicw.org 503.239.1706	Yes	No	0
23	Alijandra Cardona	Hispanic Metropolitan Chamber of Commerce	Acardona@hmccoregon.com 503.222.0280	Yes	No	0
24	Careers	IRCO	jobs@IRCO.org 503.234.1541	Yes	No	0
25	Dixie McKeel	Japan-America Society of OR	dmckeel@jaso.org 503.228.9411	Yes	No	0
26	Chuck Imperial	Latino Journalist of California	cimperial@kchcc.org 661.633.5495	Yes	No	0
27	Marie Day	LDS Employment Services	Wel-ec-beaverton@ldschurch.org 503.643.5654	Yes	No	0
28	Career Center	Lewis & Clark College	careers@lclark.edu 503.768.7000	Yes	No	0
29	Career Center	Linfield College	career@linfield.edu 503.434.2200	Yes	No	0
30	Lynn Brown	Marylhurst College	lbrown@marylhurst.edu 503.636.8141	Yes	No	0

31	Dawn Forrester	Mount Hood Community College	dforrester@mhcc.edu 503.491.6422	Yes	No	0
32	John Wong	Northwest China Council	johnw@nwchina.org 503.973.5451	Yes	No	0
33	Bill Moore	OAB	bmoore@theoab.org 503.443.2299	Yes	No	0
34	Matt Rutter	OAME	Matt@oame.org 503.249.7744	Yes	No	0
35	Information	Ohio Center for Broadcasting	info@beonair.com 216.447.9117	Yes	No	0
36	Melissa Vieira	Pacific University	careerc@pacificu.edu 503.352.6151	Yes	No	0
37	Stephanie Murphy	PAF	Stephanie@portlandadfed.com 503.224.2623	Yes	No	0
38	Melissa Kunde	PARC	info@portlandradio.org 503.261.1880	Yes	No	0
39	Jeane Gustafson	Pioneer Pacific College	cplacement@pioneerpacific.edu 503.682.3903	Yes	No	0
40	Gary Coleman	Portland Community College	gcoleman@pcc.edu 971.722.4558	Yes	No	0
41	Students	Portland Community College –Student Employment	stujobs@pcc.edu	Yes	No	0
42	Elizabeth Kurtz	PHC Northwest - Portland Habilitation Center	EKurtz@phcnw.com 503.261.1266	Yes	No	0
43	Greg Flores	Portland State University	gregory.flores@pdx.edu 503.206-6915	Yes	No	0
44	Michael Patrick	Regent University	careerservices@regent.edu 757.226.4353	Yes	No	0
45	Liz Eslinger	SE Works, Inc.	eeslinger@seworks.org 503.772.2315	Yes	No	0
46	Nick Gallo	Self Enhancement Inc.	Nickg@selfenhancement.org 503.249.1721	Yes	No	0
47	Julie Sobrito	SMPTE	customerservice@jobcontrolcenter.com 914.205.2384	Yes	No	0
48	Don Walters	SMS Services	alliance@pcc.edu 503.232.7684	Yes	No	0

49	Scott Jones	Society of Broadcast Engineers	kjones@sbe.org 317.846.9000	Yes	No	0
50	Andrew Clum	Southern Oregon University	Careerservices@sou.edu 541-552-7672	Yes	No	0
51	Scott McWilliams	The Freeform Radio Initiative	smcwilliams@thefreeformradioinitiative.org	Yes	No	0
52	Colleen Lewis	University of Oregon	career@uoregon.edu 541.346.3235	Yes	No	0
53	Clair Prichard	United Cerebral Palsy of Oregon	CPrichard@UCPAORWA.org 503.777.7186	Yes	No	0
54	Meesha Purcell	Urban League of Portland	mpurcell@ulpdx.org 503.280.2626	Yes	No	0
55	Terry Lawwill	Vancouver Chamber of Commerce	tlawwill@vancouverusa.com 360.694.2588	Yes	No	0
56	Sandie Maki	Washington State Association of Broadcasters	wsabjobbank@earthlink.net 360.705.0774	Yes	No	0
57	Christie Motley	Washington State University	employer@wsu.edu 509.335.3564	Yes	No	0
58	Theresa Kurtak	Watoto wa Dunia	watotowadunia@gmail.com 503.285.0453	Yes	No	0
59	Kathryn Plummer	Western Oregon University	slcd@wou.edu 503.838.8261	Yes	No	0
60	Connie Ralph	Willamette University	career-development@willamette.edu 503.370.6300	Yes	No	0
61	Beverly Kimble	Worksource Washington	tredmon@eds.wa.gov 360.735.5000	Yes	No	0
62	Chris Forney	YWCA	cforney@ymca-pdx.org 503.294.7400	Yes	No	0

<b>COMPANY POSTINGS AND WEBSITES</b>				
63	EEO Coordinator	Entercom Careers Website	www.entercom.com/careers	35
64	EEO Coordinator	Internal Postings/Current Employees	Employee bulletin board	7
<b>ADVERTISING</b>				
65	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0
66	On-Air Radio Ads	Entercom Portland Radio Advertisement <i>KFXX, KGON, KNRK, KRSK, KYCH, KWJJ</i>		7
67	Indeed	www.Indeed.com		9
68	LinkedIn	www.Linkedin.com		10
<b>JOB FAIRS</b>				
NAB National Job Fair		Supplemental Initiative #3		0
Diversity Day Career Fair		Supplemental Initiative #5		0
Pacific University Fall Work and Service Fair		Supplemental Initiative #6		0
<b>OTHER SOURCES</b>				
Industry Referral			1	
Employee Referral			19	
ZipRecruiter			1	
Confidential Search			2	
<b>Total # of New Interviewees Referred</b>			<b>92</b>	



### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom Portland	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 Portland	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	NAB National Job Fair	4/9/19	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
4	Station Tour & Panel Discussion	6/7/19	Entercom Portland	University of Oregon Warsaw Sports Business Club toured the radio stations and administrative offices followed by a panel discussion which included programming and sales opportunities in radio.	Program Director Sales Managers
5	Diversity Day Career Fair	8/21/19	Portland Metro Expo Center	Entercom Portland participated in the annual Diversity Day Career Fair. The Promotions team greeted job seekers, handed out station information and directed candidates to the Entercom.com online career portal as well as answered questions about careers in radio.	Promotion Coordinators
6	Pacific University Fall Work & Service Fair	8/29/19	Pacific University Campus	Entercom Portland was represented at this event by the Human Resources Manager. Current job lists were distributed to students and questions about radio careers were answered. Students were directed to apply through the Entercom careers portal.	Human Resources Manager

