

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM ST. LOUIS**

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

Employment Unit: Entercom License, LLC	Address: Entercom St. Louis 1220 Olive Street, 3 rd Floor St. Louis, MO 63103	Contact Person/Title: Becky Domyan Senior Vice President/Market Manager
Unit Members, Community of License: KEZK-FM, St. Louis, MO KFTK-FM, Florissant, MO KMOX-AM, St. Louis, MO KNOU-FM, St. Louis, MO KYKY-FM, St. Louis, MO	Telephone Number: 314-621-2345	E-mail Address: Becky.domyan@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	Continuity Administrator	Current Employee	1-26, 48-50
B	Producer Events & Experiences	Employee Referral	1-15, 48-50
C	Digital Project Manager	LinkedIn	1-26, 48-50
D	Program Director- KEZK/KYKY	Employee Referral	1-26, 48-50
E	Digital Content Manager	Employee Referral	1-26, 48-50



F	Sales Account Executive	Employee Referral	1-26, 48-50
G	HR/Payroll Coordinator	Indeed	1-26, 48-50
H	Digital Content Coordinator	Current Employee	1-26, 48-50
I	Executive Producer (KFTK)	Current Employee	49
J	Digital Content Coordinator	Current Employee	1-26, 48-50
K	Sales Account Executive	Employee Referral	1-45, 48-50
L	Sales Account Executive	Former Employee Referral	1-45, 48-50
M	Promotions Coordinator	Current Employee	1-46, 48-50



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	Matthew Jannings, Employment Recruiter	Center for Specialized Services	11786 Westline Industrial Drive, St. Louis, MO 63146 mjannings@headinjuryctr-stl.org 314-983-9230	Yes	No	0
2	Christine Keller, Director of Career Development	Fontbonne College	6800 Wydown Blvd, St. Louis, MO 63105 careers@fontbonne.edu 314-889-4516	Yes	No	0
3	Wanda McNeil, Director of Career Services	Harris Stowe State College	3026 Laclede, St. Louis, MO 63103 careerservices@hssu.edu 314-340-3512	Yes	No	0
4	Lora Warner, Employment Specialist	Jefferson College	1000 Viking Drive, Hillsboro, MO 63505 lwarner@jeffco.edu 636-481-3223	Yes	No	0
5	Terry Lane, Director of Career & Veteran Services	Lewis & Clark Community College	5800 Godfrey Road, BA 2418, Godfrey, IL 62035 tdlane@lc.edu 618-468-5500	Yes	No	0
6	Marnita Stovall-Brown, Administrative Assistant	Lincoln University	820 Chestnut Street, Page Library Building, Jefferson City, MO 65102 careerservices@lincolnu.edu 573-681-5987	Yes	No	0
7	Shannon Wright, Asst. Director Career Development	Lindenwood University	209 S. Kingshighway Blvd, St. Louis, MO 63301 swright@lindenwood.edu 636-949-4806 https://app.joinhandshake.com/	Yes	No	0
8	Sara Paracha, Associate Director of Development	Mathews Dickey Boys & Girls Club	4245 N. Kingshighway Blvd, St. Louis, MO 63115 sparacha@mathews-dickey.com 314-382-5952 x234	Yes	No	0
9	Jennifer Pickerell, Director of Career Services	McKendree University	701 College Road, Lebanon, IL 62254 careerservices@mckendree.edu 618-537-6806	Yes	No	0
10	Victoria Sabatino, Director of Operations	Missouri Broadcasters Association	1025 NE Drive, Jefferson City, MO 65109 vsabatino@mbaweb.org 573-636-6692	Yes	No	0
11	Karen Klenke, District Supervisor	Missouri Division of Vocational Rehab	9900 Page Avenue, Ste 104, St. Louis, MO 63132 Karen.klenke@vr.dese.mo.gov 314-877-1500	Yes	No	0

12	Ohala Ward, Executive Director	Near Southside Employment Coalition	2649 Pestalozzi, St. Louis, MO 63118 oward@NSECWorks.org 314-865-4453	Yes	No	0
13	Adrienne Flynn, Internships & Career Development Director	Philip Merrill College of Journalism	University of Maryland, 3105A Knight Hall, College Park, MD 20742 Aflynn1@umd.edu 301-405-7247	Yes	No	0
14	Career Services	Ranken Technical College	4431 Finney Avenue, St. Louis, MO 63113 careerservices@ranken.edu 314-286-3665	Yes	No	0
15	Carrie Smolar, Asst. Director/Employer Relations	Southern Illinois University - Edwardsville	281 Student Success Center, Edwardsville, IL 62026 csmolar@siue.edu 618-650-3708	Yes	No	0
16	Davis Moore, Manager	St. Louis Community College- Forest Park	5600 Oakland Avenue, F-342, St. Louis, MO 63110 dfmoore@stlcc.edu 314-644-9225	Yes	No	0
17	Jeffrey Taylor, Placement Officer	St. Louis Job Corps	4333 Goodfellow, St. Louis, MO 63120 taylor.jeffrey@jobcorps.org 314-814-9236	Yes	No	0
18	Sue Haverman, Manager of Employment Services	St. Patrick Center	800 N. Tucker Blvd, St. Louis, MO 63101 shaverman@stpatrikcenter.org 314-802-5435	Yes	No	0
19	Steve Asher, Career Services Director	Stevens Institute of Business & Arts	1521 Washington, St. Louis, MO 63103 sasher@siba.edu 314-421-0949 ext. 20	Yes	No	0
20	Jenni Nuhn, Assistant Director, Career Center	Truman State University	100 E. Normal Ave. Student Union Building #3100 Kirksville, MO 63501 jnhn@truman.edu 660-785-4353	Yes	No	0
21	Amber Goreham, Director, Career Services	University of Central Missouri	Ward Edwards 1200, Warrensburg, MO 64093 https://app.joinhandshake.com 660-543-4985	Yes	No	0
22	Amanda Nell, Asst. Career Center Director	University of Missouri- Columbia	909 Lowry Mall SSC Room 201, Columbia, MO 65211 career@missouri.edu 573-882-0878	Yes	No	0
23	Employment Services Department	Urban League of Metro St. Louis	8960 Jennings Station Road, Jennings, MO 63136 snienkamp@urbanleague-stl.org 314-615-3600	Yes	No	0
24	Tom Cath, Career Center Director	Valparaiso University	1809 Chapel Drive, Valparaiso, IN 46383 Human.Resources@valpo.edu 219-464-5005 https://app.joinhandshake.com/	Yes	No	0
25	Rebecca Nelson, Career Center	Webster University	470 East Lockwood Ave., St. Louis, MO 63119 https://app.joinhandshake.com/ 314-968-6982	Yes	No	0
26	Sophia Kelley, Career services	YMCA of Metro St. Louis	3820 W. Pine Blvd., St. Louis, MO 63108 sophia.kelley@gwymca.org 314-531-1115	Yes	No	0
27	Nicolette Yevich, Career Development Director	Central Methodist University	411 Central Methodist Square, Fayette, MO 65248 660-248-6986 https://app.joinhandshake.com/	Yes	No	0

28	Dan Gomes-Palacio, Director of Career Services	Columbia College of Missouri	1001 Rogers St., Columbia, MO 65201 537-875-7425 https://app.joinhandshake.com/	Yes	No	0
29	Lisa Tessier, Assistant Director, Career Planning	Drury University	900 North Benton Ave., Springfield, MO 65802 417-873-7284 https://app.joinhandshake.com/	Yes	No	0
30	Warren Kistner, Recruiter	Illinois Wesleyan University	1312 Park St., Bloomington, IL 61701 309-556-1000 https://app.joinhandshake.com/	Yes	No	0
31	Dana Wehrli, Assistant dean of Experiential Learning	Logan University	1851 Schoettler Rd., Chesterfield, MO 63017 636-230-1936 https://app.joinhandshake.com/	Yes	No	0
32	Brian Knapp, Director of Career and Alumni Engagement	Missouri Baptist University	1 College Park Drive, St. Louis, MO 63141 314-434-1115 https://app.joinhandshake.com/	Yes	No	0
33	Sara Earl, Recruiting Assistant	Missouri S&T	1201 N State Street, Rolla, MO 65409 573-341-4230 https://app.joinhandshake.com/	Yes	No	0
34	Kelly Rapp, Director, MSU Career Center	Missouri State University	901 S. National Avenue, Springfield, MO 65897 417-836-5636 https://app.joinhandshake.com/	Yes	No	0
35	Vincent Bowhay, Career Development director	Missouri Western State University	4525 Downs Drive, St. Joseph, MO 816-714-2060 https://app.joinhandshake.com/	Yes	No	0
36	Heather Busch, Employer Relations Coordinator	Pittsburg State University	1701 South Broadway Street, Pittsburg, KS 66762 620-235-4141 https://app.joinhandshake.com/	Yes	No	0
37	Career Services Dept.	Southeast Missouri State University	Mail Stop 1000, One University Plaza, Cape Girardeau, MO 63701 https://semo-csm.symplicity.com 573-651-2583	Yes	No	0
38	Thomas Becker, Employer Relations Coordinator	Southern Illinois University- Carbondale	1263 Lincoln Drive, Carbondale, IL 62901 618-453-2391 https://app.joinhandshake.com/schools/454	Yes	No	0
39	Vicki Elders, Career Services Dept.	Southwest Missouri State University	901 S. National, Springfield, MO 65897 careercenter@missouristate.edu 417-836-6861	Yes	No	0
40	Jenny Hahn-Schnipper, Career Services Manager	St. Charles Community College	4601 Mid Rivers Mall Dr., Cottleville, MO 63376 www.collegecentral.com/stchas/ 636-922-8244	Yes	No	0
41	Karl Aldrich, Assistant Director of Career Services	St. Louis University	One North Grand Blvd., St. Louis, MO 63103 314-977-2828 https://app.joinhandshake.com/	Yes	No	0

42	Media Career Services	University of Illinois at Urbana-Champaign	901 West Illinois St., Urbana, IL 61801 media-careerservices@illinois.edu https://app.joinhandshake.com/	Yes	No	0
43	Daniel Folk, Career Counselor	University of Missouri – Kansas City	5100 Rockhill Road, Kansas City, MO 64110 816-235-1225 https://app.joinhandshake.com/	Yes	No	0
44	Ashley Horton, Dept Assistant	University of Missouri- St. Louis	278 MSC, One University Blvd., St. Louis, MO 63121 careerservices@umsl.edu 314-516-5111 https://employer.gradleaders.com/UMSL/Employers	Yes	No	0
45	Danielle Dottolo, Employer Relations Coordinator	Western Governors University	8000 Maryland Ave #410, Clayton, MO 63105 careers@wgu.edu 1-866-895-9660 ext 7284	Yes	No	0
46	Tanya Cella, Membership Services Administrator	SAG-AFTRA – Missouri Valley Local	10.4 S. Brentwood Blvd. Suite 1310 St. Louis, MO 63117 Tanya.cella@sagaftra.org 314-231-0824	Yes	No	0
47	Slate Job Center	St. Louis City – SLATE Job Center	1520 Market Street, Rm 3050, St. Louis, MO 63103 info@stlworks.com 314-589-8000	Yes	No	0

COMPANY POSTINGS AND WEBSITES				
48	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	5
49	EEO Coordinator	Internal Posting/Current Employees	http://www.mycareers.entercom.com/internalcareers	10

ADVERTISING				
50	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0

JOB FAIRS				
St. Charles Community College Job Fair 2019		See Supplemental Initiative #9		0
Congressman Wm. Lacy Clay, 1st District MO 14th Annual Congressional Career Fair		See Supplemental Initiative #10		0

OTHER SOURCES				
Indeed				13
LinkedIn				18
GlassDoor				1
Current Employee Referral				16
Former Employee Referral				1
Total # of New Interviewees Referred				64



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom St. Louis	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 St. Louis	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	Scholarship Program	Periodically Through the Year	Entercom St. Louis	Entercom St. Louis participates in the University of Missouri School of Journalism Fellowship Program, providing \$5,700 financial support and training opportunities for students interested in pursuing reporting and newsroom management. Under the supervision of the University, student fellows have the opportunity to report on news from the University as well as the State Capital, Jefferson City. The University of Missouri's Journalism School is one of the most prestigious journalism schools in the country and the Employment Unit has developed a strong relationship with the school in order to assist students interested in pursuing careers in broadcasting.	Program Directors News Director On-Air Talent Sales Managers Digital Content Manager
4	VIVID+ Workshop	10/19/18	Parkway West High School	VIVID+ is a student-run business operating as a digital marketing company. The workshop coordinator invited Account Managers in Sales and Marketing to facilitate a workshop on the account management process, logo/branding, marketing strategy, and more.	Account Executive
5	Career Exploration	10/23/18 10/24/18 10/25/18 10/30/18	Entercom St. Louis	Rockwood School District asked us to host a Career Exploration for students interested in Broadcast Journalism. Six students came in to shadow various departments/stations of broadcast journalism over a period of 4 days.	Producers On-Air Talent News Director
6	Girl Scouts of America Radio Tour	11/20/2018	Entercom St. Louis	Local St. Louis Girl Scouts Troop came for a radio tour to complete one of their badges. They met with on-air talent about being on the radio and completed a tour of the various stations and departments.	On-Air Talent



7	Job Shadow Opportunities	10/24/2018 11/20/2018 4/24/2019 5/1/2019 7/11/2019	Entercom St. Louis	Entercom St. Louis participated in Job Shadow opportunities for upper class high school students and college students that are interested in a career in broadcasting and media. The students were shown how Entercom works to be produced digital media, sales and advertising, and live radio broadcasting.	Producer Digital Content Manager
8	EAWR Career Day	4/26/2019	East Alton-Wood River High School	Entercom St. Louis participated in a Career Day event at a local high school. Students were given the opportunity to ask questions related to various careers and Employers spoke about their career duties and responsibilities.	News Reporter
9	St. Charles Community College Job Fair 2019	5/3/2019	St. Charles Community College	Entercom St. Louis participated in the Job Fair and met with hundreds of college students. The HR Coordinator handed out information about available job openings. They also referred potential candidates to Entercom.com/careers and answered questions about opportunities at Entercom.	HR Coordinator
10	Congressman Wm. Lacy Clay, 1 st District MO 14 th Annual Congressional Career Fair	6/3/2019	Harris-Stowe State University	Entercom St. Louis participated in the Job Fair and met with hundreds of college students. The HR Coordinator handed out information about available job openings. They also referred potential candidates to Entercom.com/careers and answered questions about opportunities at Entercom.	HR Coordinator
11	SPTC 2000 Sports Announcing Course	Fall Semester 2019	Webster University	Webster University- School of Communications is offering a Sports Announcing course on Monday and Wednesdays during their Fall Semester. Sports staff with Entercom St. Louis is teaching this class through the full semester.	Sports Reporter
12	Mehlville High School Career Day	9/27/2019	Mehlville High School	Entercom St. Louis participated in a local Career Day Event at Mehlville High School. This event brought area professionals in to talk to students about their career and answer questions they may have. Examples of videos and content for KMOX and other stations were shown and discussed.	Digital Content Producer

