

**KHMX, KIKK, KILT, KILT-FM, KKHH, KLOL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

ENTERCOM Houston-Galveston, TX IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  24 Greenway Plaza, Suite 1900, Houston, TX - 77046	<b><u>Contact Person/Title:</u></b>  Sarah Frazier SVP/Market Manager
<b><u>Telephone Number:</u></b>  713-881-5100	<b><u>E-Mail Address:</u></b>  sarah.frazier@entercom.com

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-11	3
Sales Assistant	1-5, 7-11, 13-14, 22	3
Sales Assistant	1-5, 7-11, 13-14, 22	14
Business Administrator	2-3, 21	3
On-Air Talent SportsRadio 610	1-11, 13, 15-16, 18-20	15
On-Air Talent SportsRadio 610	1-11, 13, 15-16, 18-20	16
On-Air Talent SportsRadio 610	1-11, 13, 15-16, 18-20	3
Sales Administration Manager	1-5, 7-11, 16, 20	16
Digital Campaign Coordinator	1-5, 7-11, 16, 19, 23	16
Promotions Manager	1-5, 7-11, 16, 20-21	3
Digital Content Coordinator - SportsRadio 610	1-5, 7-11, 13, 16, 18-21	19
Morning Show Co-Host, Mix 96.5	1-5, 7-11, 13-14, 16-17	14
Producer - SportsRadio 610	1-5, 7-11, 13, 15-16, 19	15
General Sales Manager	1-12, 16, 21, 23	16
Account Executive	1-11, 16, 21, 23	16

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Broadcasting School 712 North Watson Rd. Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell-Amick	N	0
2	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
3	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	42
4	Houston Hispanic Chamber of Commerce 1801 Main St. Suite 890 Houston, Texas 77002 Phone : 713-644-7070 Email : <a href="mailto:gsmith@houstonhispanicchamber.com">gsmith@houstonhispanicchamber.com</a> Gabby Smith	N	0
5	Houston NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Email : <a href="mailto:branch@naacphouston.org">branch@naacphouston.org</a> Yolanda Smith	N	0
6	KU School of Journalism 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : <a href="https://ku-csm.symplicity.com/employers/?signin_ta">https://ku-csm.symplicity.com/employers/?signin_ta</a> Ann Hartley Manual Posting	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Rice University Broadcast College 1152 Mae Street Hummelstown, Pennsylvania 17036 Phone : 713-348-2935 Email : cbjob@mailman.rice.edu Will Robedee	N	0
8	Stephen F. Austin State University SFA Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-6637 Email : ptousha@sfasu.edu Penny Tousha	N	0
9	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
10	University of Houston School of Communications 4800 Calhoun Rd. Houston, Texas 77004 Phone : 713-743-2873 Email : lmsmith7@central.uh.edu LaRahia Smith	N	0
11	Urban League of Houston 1301 Texas Ave Houston, Texas 77002 Phone : 713-393-8700 Email : ericg@haul.org Eric Goddie	N	0
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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**b. Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Current Employee	N	20
14	Current Employee - Transfer/Promotion	N	2
15	Current Employee/Internal Promotion	N	2
16	Employee Referral	N	17
17	Facebook post	N	2
18	Former Employee	N	2
19	Indeed.com	N	7
20	Job Board	N	5
21	Linked In	N	11
22	Not Available	N	1
23	Other Source	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>115</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2019	Participation in other activities designed by the station employment unit	Once weekly, Entercom Houston airs recruitment advertisement on all stations, seeking applicants across the departments. Advertisements inform the Atlanta area on Entercom's EEO policy and invite all organizations to be a part of our recruitment process.  This initiative is done on an ongoing basis.	6	Traffic Manager Traffic Manager EEO Coordinator
2	4/1/2019	Participation in other activities designed by the station employment unit	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.  This initiative is done on an ongoing basis.	6	EEO Coordinator
3	4/1/2019	Participation in other activities designed by the station employment unit	Each vacancy at the Employment Unit, including upper-level-category openings, is posted on the sites of organizations that are member of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include organizations whose members including participates 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.  This initiative is done on an ongoing basis.	6	EEO Coordinator
4	4/19/2019	Participation in other activities designed by the station employment unit	Hire Houston Youth Campaign - In coalition with City of Houston Mayor Office	6	Office Manager
5	12/4/2019	Participation in other activities designed by the station employment unit	Internal Email publishing the current open positions listed in Entercom career sites including Position Title, Station and reference number.	6	Business Administrator
6	1/15/2020	Participation in scholarship programs	American Advertising Federation of Houston (AAFH) Scholarship Program - Ruth Maldonado was the recipient to attend Texas A&M Corpus Christi.	6	SVP-Market Manager General Sales Manager On-Air Talent On-Air Talent

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7	1/15/2020	Participation in events sponsored by community groups	Media Alliance - Making Access Happen. An event dedicated to promote related media and advertising open jobs in Houston for young professionals. The panel of current employees across several media outlets shared what has been meaningful for them and the desire future for those that would choose the media industry.	6	Digital Sales Manager Asst. Brand Manager Marketing Director On-Air Talent
8	1/16/2020	Participation in events or programs sponsored by educational institutions	Kansas State University - The SVP/MM participated in the Houston winter recruitment reception attended by potential KU students. She discussed work history (Where you started, your initial goals vs. where you are now) and explained job responsibilities and gave advice for someone who is just starting out in the industry.	6	SVP-Market Manager
9	1/28/2020	Participation in events sponsored by community groups	Wise Women in Sports and Events - Speed Mentoring Roundtable	1	SVP-Market Manager
10	2/8/2020	Participation in events sponsored by community groups	Houston Hispanic Forum Career and Education Day. It was held at George R. Brown. The event was presented for Middle School and High School students between the ages of 11-18 focusing on higher education and career opportunities. The mission of the Houston Hispanic Forum is to empower and inspire the success of the large and fast growing Hispanic community in the Greater Houston area. The event offered students and their parents an opportunity to learn about the different colleges, careers and obtain information on scholarships and financial aid. Representing Entercom Radio we were invited to speak in a panel that focused on "Careers in Media: Radio & Television." We offered students and insight of working in radio and the different career opportunities it can offer such as, Marketing & Promotions, On-Air, Web/Social Media and sales.	6	On-Air Talent Promotions Assistant Promotions Assistant On-Air Talent