

KALV-FM, KMLE, KOOL-FM EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

ENTERCOM Phoenix,AZ IS AN EQUAL OPPORTUNITY EMPLOYER.

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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
Director of Sales	1-12	12
Account Executive	1-11	5
KOOL Promotions Coordinator/Receptionist	1-11, 14-16	14
Morning On Air KMLE	1-11	5
Morning On Air KMLE	1-11	5
Live Events & Experiences Coordinator	5, 13	13
IT Engineer/Broadcast	1-11, 15	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona Broadcasters Association 426 N 44th st 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	N	0
2	Arizona Women's Education and Employment Inc. 640 N First Ave Phoenix, Arizona 85003 Phone : 602-223-4333 Url : http://awe.org Email : Trinajenkins@awee.org Trina Jenkins	N	0
3	ASU Cronkite School of Journalism and Mass Communication 555 N Cental #302 Phoenix, Arizona 85004 Phone : 602-527-0820 Url : http://cronkite.asu.edu Email : Mike.wong@asu.edu Mike Wong	N	0
4	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
5	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	18

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Gateway Community College 108 N. 40th St., Phoenix, Arizona 85034 Phone : 602-286-8000 Url : https://www.gatewaycc.edu/ Email : areercenter@gatewaycc.edu Career Services	N	0
7	Glendale Community College 6000 W. Olive Ave. Phoenix, Arizona 85302 Phone : 623-845-3137 Url : https://www.gccaz.edu/ Email : Career.services@gccaz.edu Career Services	N	0
8	Maricopa Workforce Connections 1840 N. 95th Ave. Ste. Phoenix, Arizona 85037 Phone : 480-731-8000 Url : https://www.maricopa.edu/ Email : Eboni.Farmer@Maricopa.gov Jerry Carlton	Y	0
9	National Alliance of State Broadcasters Associations 2333 Wisconsin St Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://careerpage.org Email : suzanstrong@nmba.org Suzan Strong	N	0
10	Phoenix Indian Center 4520 N Central Ave Ste. 250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : http://phxindcenter.com Email : cortiz@phxindcenter.org Carol Ortiz	Y	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Scottsdale Community College 90000 E. Chaparral Rd. Scottsdale, Arizona 85256 Phone : 480-425-6645 Url : https://www.scottsdalecc.edu/ Email : Fonda.christopher@scottsdalecc.edu Christopher Fonda	N	0

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b. Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Consultant Referral	N	1
13	Current Employee - Transfer/Promotion	N	2
14	Current Employee/Internal Promotion	N	1
15	Employee Referral	N	2
16	Indeed.com	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/4/2020	Participation in events or programs sponsored by educational institutions	On Air Talent was a guest speaker at Phoenix College to Music Business Class	1	OnAir Talent/ Asst Programming Director
2	5/13/2020	Provision of training to management	The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	5	Market Hiring Managers
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	2019-2020 Internship Program - During this reporting period, the Employment Unit provided 18 students with an educational experience tailored to their interests in broadcasting. The internships which are available throughout the year, provide opportunities in various radio stations departments, including programming and promotions. This initiative is an ongoing event.	3	EEO Coordinator Promotions Manager VP Programming
4	Ongoing Event	Participation in other activities designed by the station employment unit	The Websites for each of the stations in the Employment Union include a link to the Entercom Careers page which has information about careers in broadcasting. This initiative is done on an ongoing basis	1	EEO Coordinator
5	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include organizations whose memberships 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. This initiative is done on an ongoing basis.	1	EEO Coordinator

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6	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Once a week, Entercom Phoenix airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Phoenix area of Entercom EOE policy and invite all organizations to be a part of our recruitment process.</p> <p>This initiative is done on an ongoing basis.</p>	3	EEO Coordinator Sales Manager Traffic Department