

KAMP-FM, KCBS-FM, KNX, KROQ-FM, KRTH, KTWV
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

ENTERCOM Los Angeles, CA 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
KROQ Digital Content Producer	1-4, 6-26, 31-32, 34-35	32
Radio Broadcast Maintenance Engineer	1-4, 6-26, 31	31
Radio Broadcast Maintenance Engineer	1-4, 6-26, 31	18
LA Radio.com Events Manager	1-3, 6, 10-26, 35	18
Account Executive	1, 4, 6-13, 16-26, 31, 37	31
Account Executive	1, 4, 6-13, 16-26, 31, 37	37
Account Executive	1, 4, 6-13, 16-26, 31, 37	31
Account Executive	1, 4, 6-13, 16-26, 31, 37	31
Account Executive	1, 4, 6-13, 16-26, 31, 37	31
Account Executive	1, 4, 6-13, 16-26, 31, 37	31
Sales Project Manager	1-4, 6-26, 29-30	30
Traffic Producer	1-4, 6, 8-26, 31	18
Traffic Manager	10, 18, 28, 31, 35	18
HR/Payroll Manager	1-4, 6-10, 12-26, 33, 37	37
Digital Sales Manager	10, 18, 31	31
Continuity Director	10, 18, 31, 34-35	18
Continuity Director	10, 18, 31, 34-35	18
Channel Q - Producer	10, 18, 29, 31-32	29
Channel Q - Producer	10, 18, 29, 31-32	18
Assistant Controller	10, 18, 32, 34-35	18
Staff Accountant	10, 18, 31-32, 35, 37	37

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Account Executive	10, 18, 36	36
Account Executive	10, 18, 28, 31, 36	36
Market Chief Engineer	10, 18, 29	29
Channel Q - Producer/On-Air Talent	5, 10, 18, 27, 29	29

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	America's Job Center of California Chinatown WorkSource Center 767 N. Hill Street Los Angeles, California 90012 Phone : 213-808-1717 Email : glorandos@cscla.org George Lorandos	N	0
2	America's Job Center of California Alhambra 2550 W. Main St. Alhambra, California 91801 Phone : 323-647-6500 Email : CHiortdahl@mcscareergroup.com Chris Hiortdahl	N	0
3	America's Job Center of California South Los Angeles 5849 Crocker St. Los Angeles, California 90003 Phone : 323-432-4399 Email : dwiltshire@letc.com Dion Wiltshire	N	0
4	BUILD Rehabilitation Industries 12432 Foothill Blvd Sylmar, California 91342 Phone : 818-898-0020 Email : Iboniface@buildrehab.org Isabel Boniface	N	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
6	California Jobs Employment Development Department - Pacoima 11623 Glenoaks Blvd Pacoima, California 91331 Phone : 818-899-5477 Email : cecilia.reyes@edd.ca.gov Cecilia Reyes	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	California Lutheran University 60 West Olsen Rd Thousand Oaks, California 91360 Phone : 805-493-3200 Email : clewis@callutheran.edu Cindy Lewis	N	0
8	CCNMA: Latino Journalists of California 725 Arizona Ave. Ste. 206 Santa Monica, California 90401 Phone : 424-229-0482 Email : ccnmaininfo@ccnma.org Sylvia Wells	N	0
9	Department of Veterans Affairs 11301 Wilshire Blvd Bldg 220 Los Angeles, California 90073 Phone : 310-478-3711 Email : calvin.payne@va.gov Calvin Payne	N	0
10	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
11	East Los Angeles College Career Center 1301 Avienda Cesar Chavez Monterey Park, California 91754 Phone : 323-415-4126 Email : elac_career@elac.edu Maira Cruz	N	0
12	EDD ? Compton Workforce Services 5401 S. Crenshaw Blvd Los Angeles, California 90043 Phone : 323-290-5156 Email : dnetherl@edd.ca.gov Donna Nelson-Netherly	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Employment Development Department- Crenshaw Workforce Services 5401 S. Crenshaw Blvd Los Angeles, California 90043 Phone : 323-290-5137 Email : Tessa.adler@edd.ca.gov Tessa Adler	N	0
14	Employment Development Department- Glendale 1255 S. Central Ave Glendale, California 91204 Phone : 818-409-0420 Email : Robert.goodwin@edd.ca.gov Robert Goodwin	N	0
15	Employment Development Department- Pacoima Workforce Services 11623 Glenoaks Blvd. Pacoima, California 91331 Phone : 818-890-9421 Email : Norma.gallegos@edd.ca.gov Norma Gallegos	N	0
16	Employment Development Department- San Fernando Valley Workforce Services Cluster 21010 Vanowen St Canoga Park, California 91303 Phone : 818-357-0535 Email : Sandra.magallanes@edd.ca.gov Sandra Magallanes	N	0
17	Employment Development Department- West LA Workforce Services 5401 S. Crenshaw Blvd Los Angeles, California 90043 Phone : 323-290-5290 Email : pamela.gutierrez@edd.ca.gov Pamela Gutierrez	N	0
18	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	23

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	JVS Worksource-Jaramillo 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : tjaramillo@jvsla.org Tony Jaramillo	N	0
20	JVS Worksource-Rodriguez 13160 Mindanao Way STE. 240 Marina Del Rey, California 90292 Phone : 310-309-6000 Email : ARodriguez@jvsla.org Anthony Rodriguez	N	0
21	Los Angeles County Office of Education 9300 Imperial Hwy Downey, California 90242 Phone : 562-401-5486 Email : sundiakayden@hotmail.com Saundra Dowden	N	0
22	Los Angeles NAACP P.O. Box 56408 Los Angeles, California 90056 Phone : 310-397-1171 Email : naacpla@sbcglobal.net Vacie Thomas	N	0
23	Mexican America Opportunities Foundation 401 N. Garfield Ave Montebello, California 90640 Phone : 323-313-1603 Email : mcovarrubias@maof.org Maricela Covarrubias	N	0
24	National Association for the Placement of Colored People- Hollywood Bureau 4929 Wilshire Blvd Ste. 3310 Los Angeles, California 90034 Phone : 323-938-5268 Email : chinds@naacpnet.org Cynthia Hinds	N	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
25	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Brenda Rivas	N	0
26	Verdugo Jobs Center 1255 S. Central Ave Glendale, California 91204 Phone : 818-937-8013 Email : gjordan@ci.glendale.ca.us Gail Jordan	N	0
27	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. Exemptions or 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
28	Corporate Recruiter	N	2
29	Current Employee	N	4
30	Current Employee - Transfer/Promotion	N	1
31	Employee Referral	N	20
32	Indeed.com	N	8
33	Internship Program	N	1
34	Job posting on internet	N	3
35	Linked In	N	9
36	Non-Employee Referral	N	2
37	Recruiter	N	6
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/10/2019	Participation in Job Fairs	Entercom Communications participated in the 2019 Long Beach Community Job Fair hosted by Long Beach City College. Members of the Entercom staff were available to distribute information regarding job vacancies, answer questions regarding careers in broadcast media, and collect resumes.	2	Promotions Manager Promotions Manager
2	10/26/2019	Co Sponsoring Job Fair	Entercom Communications was a sponsor for The National Association of Black Journalists of Los Angeles (NABJLA) Media Summit. The Regional HR Manager attended the career fair portion of the media summit to distribute information regarding open positions with Entercom Los Angeles, review resumes, and answer questions regarding careers in media broadcasting. An On-Air Personality was available to host a "Radio 1010 Workshop" for event attendees.	2	Regional HR Manager On Air Personality/Music Director
3	11/1/2019	Participation in events or programs sponsored by educational institutions	Entercom Communications participated in "Connect the Dots: Professional Pathways into the Creative Industries" at Cal State LA. An employee of Entercom Communications was present with information about job vacancies and available to answer questions regarding careers in broadcast media.	1	Mixer
4	11/14/2019	Participation in Job Fairs	Entercom Communications participated in the Career & Academic Pathways Exploration Fair for Santa Ana College. Representatives from the broadcasting unit were present to distribute information regarding job vacancies, collect resumes, and inform the students about potential career opportunities in broadcast media.	2	Promotions Manager Promotions Manager
5	2/27/2020	Participation in other activities designed by the station employment unit	Gave tour of Entercom offices and stations, spoke to students from Granada Hills Charter School regarding digital marketing for radio and music.	1	Digital Content Producer Marketing Director Digital Content Producer IT Manager

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6	3/3/2020	Participation in events sponsored by community groups	Speaker at TalkRadio Boot Camp Radio Conference. "Building our next generation of talent for news and news talk stations"	1	Brand Manager
7	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
8	Ongoing Event	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
9	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 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.	1	EEO Coordinator
10	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting.	1	EEO Coordinator
11	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager