

KFRG, KXFG
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

ENTERCOM Riverside-San Bernardino, 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
Account Executive KQPS-FM	1-15, 17	8
On-Air Talent	1-16, 19	8
Account Executive KQPS-FM	1-15, 17-19	8

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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	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Mark Capuano Manual Posting	N	1
2	CA State Polytechnic University-Pomona 3801 W Temple Ave Pomona, California 91768 Phone : 909-869-4734 Url : https://app.joinhandshake.com/ David Craig Manual Posting	N	0
3	CA State University, San Bernadino 5500 University Pkwy San Bernardino, California 92407 Phone : 909-537-5250 Url : https://app.joinhandshake.com/ Sarai Maldonado Manual Posting	N	0
4	California Broadcasters Assoc. 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com/job-bank Joe Berry Manual Posting	N	0
5	Chapman University 1 University Drive Orange, California 92866 Phone : 717-997-6942 Url : https://app.joinhandshake.com/ Franciska Morlet Manual Posting	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
6	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
7	Employment Development Department 1325 Spruce Street Riverside, California 92507 Phone : 951-955-3100 Url : http://www.caljobs.ca.gov Job Listing Manual Posting	N	0
8	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	15
9	Norco Community College 2001 Third Street Norco, California 92860 Phone : 951-372-7147 Url : http://www.norcollege.edu/cte Career Services Manual Posting	N	0
10	Radio Online LLP 3500 Tripp Ave Amarillo, Texas 79121 Phone : 806-352-7503 Url : http://jobs.radio-online.com Lisa Chase Manual Posting	N	0
11	Southern CA Broadcasters Association 5670 Wilshire Blvd Ste 200 Los Angeles, California 90036 Phone : 323-930-5597 Url : http://www.scba.com/jobs/submit Job Listing Manual Posting	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
12	University of CA, Irvine 20162 SW Birch #250 Irvine, California 92697 Phone : 949-824-6881 Url : https://app.joinhandshake.com/ Andrea Chung Manual Posting	N	0
13	University of CA, Riverside 900 University Ave Riverside, California 92521 Phone : 951-827-3631 Url : https://app.joinhandshake.com/ Kristen Roberts Manual Posting	N	0
14	University of Redlands 1200 E Colton Ave Redlands, California 92374 Phone : 800-215-4178 Url : https://app.joinhandshake.com/ Career Center Manual Posting	N	0
15	Victor Valley Community College 18422 Bear Valley Rd Victorville, California 92395 Phone : 760-245-4271 Url : http://vvc.studentemployment.ngwebsolutions.com Job Listing Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
16	Current Employee	N	1
17	Indeed.com	N	3
18	Internal Candidate	N	1
19	Linked In	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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	9/12/2019	Co Sponsoring Job Fair	Entercom-Riverside co-sponsored the 24th Annual Valley Wide Employment Expo. Employment unit recruited for Account Executives.	1	General Sales Manager
2	3/20/2020	Participation in events or programs sponsored by educational institutions	Career Day Coyote Canyon Elementary. Spoke to students about careers in broadcasting.	1	Director of Promotions & Live Events
3	4/29/2020	Participation in events or programs sponsored by educational institutions	Guest virtual lecturer: East Stroudsburg University. Spoke to student about careers in broadcasting.	1	Asst Program Director
4	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.	8	Market Hiring Managers Business Administrator
5	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.	1	SVP/Market Manager
6	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
7	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
8	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.	1	EEO Coordinator