

KIFM, KKDO, KRXQ, KSEG, KSFM, KUDL
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

ENTERCOM Sacramento, 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
Sales Assistant	1-7, 9-23, 25-48, 50-52, 54-55, 60-61	60
Sales Assistant	1-7, 9-23, 25-48, 50-52, 54-55, 60-61	61
Promotions Coordinator	1-5, 9-23, 25-36, 57, 59	59
Account Executive	1-7, 9-48, 50-52, 54-55, 60	60
Account Executive	1-7, 9-48, 50-52, 54-55, 60	21
Account Executive	1-7, 9-48, 50-52, 54-55, 60	21
On Air Personality	1-7, 9-48, 50-52, 54-55, 57, 60	60
Integrated Media Sales Planner	1-7, 9-52, 54-56, 62	56
Digital Project Specialist- Sacramento	1-7, 9-23, 25-48, 50-52, 54-55, 62	62
Sales Project Manager- Sacramento	1-7, 9-23, 25, 27-48, 50-52, 54-55, 58, 60	60
Sales Project Manager- Sacramento	1-7, 9-23, 25, 27-48, 50-52, 54-55, 58, 60	58
Senior Account Executive	2-6, 8, 10-11, 13, 15, 17-19, 21-24, 27, 30-35, 39-40, 42-43, 46-54, 63	63

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American News Women's Club 1607 22nd Street NW Washington, District of Columbia 20008 Phone : 202-332-6770 Url : http://www.anwc.org/ Email : anwc@anwc.org Job Listing	N	0
2	Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : https://www.aaaja.org/ Email : national@aaaja.org Job Listing	N	0
3	Asian Community Center 7334 Park City Dr Sacramento, California 95831 Phone : 916-393-9026 Url : https://www.accsv.org/ Email : Office2@accsv.org Job Listing	N	0
4	Asian Immigrant Women Advocates 310 8th St #301 Oakland, California 94607 Phone : 510-268-0192 Url : https://www.aiwa.org/ Email : info@aiwa.org Job Listing	N	0
5	Asian Resources 2411 Alhambra Boulevard Suite 110 Sacramento, California 95817 Phone : 916-745-4313 Url : https://asianresources.org/ Email : chong@asianresources.org Chong Vang	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	CA Veterans of Foreign Wars 9136 Elk Grove Blvd #100 Elk Grove, California 95624 Phone : 916-509-8712 Url : https://www.vfwca.org/ Fax : 1-916-509-8720 Job Listing	N	0
7	California Army National Guard 3900 Roseville Rd North Highlands, California 95660 Phone : 916-882-0680 Email : generalinfo@ca.ngb.army.mil Job Listing	N	0
8	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
9	California Broadcasters Association 915 L St #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com/ Email : sstatham@yourCBA.com Job Listing	N	0
10	California Chicano News Media Association 300 South Grand Avenue Los Angeles, California 90071 Phone : 213-437-4408 Url : http://ccnma.org/ Email : cnmainfo@ccnma.org Job Listing	N	0
11	California State University Chico 400 W. First St. Chico, California 95929 Phone : 530-898-6771 Url : https://www.csuchico.edu/hr/ Email : humanresources@csuchico.edu Job Listing	N	0

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12	California State University Sacramento 6000 J Street Sacramento, California 95819 Phone : 916-278-6011 Url : https://www.csus.edu/aba/police/units-and-function Email : thuejl@csus.edu Julie Thue	N	0
13	CalWorks – Placer County Business Services 1000 Sunset Boulevard 220 Rocklin, California 95765 Phone : 916-784-6000 Url : https://www.placer.ca.gov/2096/human-services Email : customerservice@placer.ca.gov Fax : 1-916-784-6000 Human Services	N	0
14	CAPITAL – Council of Asian Pacific Islanders for Advocacy and Leadership 5665 Freeport Boulevard Suite 2 Sacramento, California 95822 Url : https://capitalofsacramento.org/ Email : Sonney.chong@att.net Sonney Chong	N	0
15	Chinese for Affirmative Action 1225 8th Street Suite 480 Sacramento, California 95814 Phone : 916-248-3489 Url : https://caasf.org/ Email : info@caasf.org Job Listing	N	0
16	Croatian-American Cultural Center 3730 Auburn Blvd Sacramento, California 95821 Phone : 916-489 0339 Url : https://www.croatiancenter.org/ Email : info@cacc.com Fax : 1-916-481-4233 Job Listing	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
17	Department of Rehabilitation 721 Capitol Mall Sacramento, California 95814 Phone : 916-324-1313 Url : https://www.dor.ca.gov/ Email : wdsinfo@dor.ca.gov Job Listing	N	0
18	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
19	Easter Seals 3205 Hurley Way Sacramento, California 95864 Phone : 916-485-6711 Url : https://www.easterseals.com/superior-ca/ Email : info@easterseals.com Job Listing	N	0
20	Employment Development Department – CA 22 Capitol Mall #5098 Sacramento, California 95814 Phone : 866-333-4606 Url : https://www.edd.ca.gov/ Email : erri@delpaso.seta.net Job Listing	N	0
21	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	8
22	Filipinos for Affirmative Action 310 8th St #309 Oakland, California 94607 Phone : 510-465-9876 Url : http://filipinos4justice.org/f4j-who-we-are/ Email : jolais@filipinos4justice.org Job Listing	N	0

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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
23	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California 95838 Phone : 916-286-8600 Url : http://www.gsul.org/ Email : rmathews@gsul.org Job Listing	N	0
24	INALLIANCE (Sacramento Vocational Services) 6950 21st Ave. Sacramento, California 95820 Phone : 916-381-1300 Url : https://inallianceinc.com/ Email : ataurone@inallianceinc.com Job Listing	N	0
25	Inter-Tribal Council of California 3425 Arden Way Sacramento, California 95825 Phone : 916-452-3601 Url : https://www.itccinc.org/ Email : larryb@itccinc.org Job Listing	N	0
26	Maynard Institute for Journalism Education 663 13th St Oakland, California 94612 Phone : 501-891-9202 Url : https://www.mije.org/ Email : djm@maynardije.org Job Listing	N	0
27	Mutual Asst. Network of Del Paso Heights 811 Grand Ave # A3 Sacramento, California 95838 Phone : 916-927-7694 Url : http://www.mutualassistance.org/ Email : info@mutualassistance.org Job Listing	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
28	NAACP - Sacramento 816 H St Sacramento, California 95814 Phone : 916-856-0155 Url : https://www.naacp.org/ Email : info@naacp.org Job Listing	N	0
29	NAACP – Stanislaus 608 13th St Modesto, California 95354 Phone : 209-544-2810 Url : https://www.naacp.org/ Email : info@naacp.org Job Listing	N	0
30	National Association of Broadcasting 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-3928 Url : https://www.nab.org/default.asp Email : nab@nab.org Job Listing	N	0
31	Native American Media 10401 Wilshire Blvd Los Angeles, California 90024 Phone : 310-475-6845 Url : https://www.nativepublicmedia.org/ Email : info@nativeamericanmedia.org Job Listing	N	0
32	Newhouse Career Development Center 215 University Place Syracuse, New York 13244 Phone : 916-865-2440 Url : https://newhouse.syr.edu/career-development/alumni Email : nhcdc@syr.edu Job Listing	N	0

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33	Placer County Employment Development 115 Ascot Roseville, California 95661 Phone : 530-889-4060 Url : https://askedd.edd.ca.gov/ Email : fcastro@placer.ca.gov Job Listing	N	0
34	Sacramento American Women in Radio & Television P.O. Box 254468 Sacramento, California 95865 Url : https://awmsac.org/ Email : kgong@hearst.com Job Listing	N	0
35	Sacramento Chamber of Commerce One Capitol Mal Ste 700 Sacramento, California 95814 Phone : 916-275-4663 Url : https://metrochamber.org/ Email : community@metrochamber.org Job Listing	N	0
36	Sacramento Hispanic Chamber of Commerce 1451 River Park Dr #220 Sacramento, California 95815 Phone : 916-486-7700 Url : http://www.sachcc.org/ Email : info@sfhcc.com Job Listing	N	0
37	Sacramento Job Corp Center 3100 Meadowview Rd Sacramento, California 95832 Phone : 916-394-0770 Url : https://sacramento.jobcorps.gov/ Email : business@jobscorps.gov Job Listing	N	0
38	Sacramento Lao Family Community 3400 Watt Ave ste 203-205 Sacramento, California 95821 Phone : 916-359-2788 Url : https://lafd.org/ Email : saclao@yahoo.com Job Listing	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
39	Sacramento Works Career Center 7000 Franklin Blvd Suite 540 Sacramento, California 95823 Phone : 916-563-5151 Url : https://sacramentoworks.org/ Email : eren@crossroadsdiversified.com Job Listing	N	0
40	San Francisco Hispanic Chamber of Commerce 3597 Mission St San Francisco, California 94110 Phone : 415-735-6120 Url : https://hccsf.com/ Email : info@hccsf.com Job Listing	N	0
41	SETA 925 Del Paso Blvd Sacramento, California 95815 Phone : 916-263-7891 Url : http://www.seta.net/ Email : terri@delpaso.seta.net Terri Carpenter	N	0
42	Sierra College Career Connections 5100 SIERRA COLLEGE BLVD. Rocklin, California 95677 Phone : 916-624-3333 Url : https://www.sierracollege.edu/ Job Listing Manual Posting	N	0
43	Solano Community College 4000 Suisun Valley Road Fairfield, California 94534 Phone : 707-864-7000 Url : http://www.solano.edu/ Email : careercenter@solano.edu Job Listing	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
44	Southeast Asian Assistance 5625 24th St Sacramento, California 95822 Phone : 916-421-1036 Url : https://saacenter.org/ Email : seacenter@sbcglobal.net Job Listing	N	0
45	Stanford Settlement 450 W El Camino Ave Sacramento, California 95833 Phone : 916-927-1303 Url : https://www.stanfordsettlement.org/ Email : sisterjeanne@stanfordsettlement.com Job Listing	N	0
46	State Department of Education 1430 N St Sacramento, California 95814 Phone : 916-319-0800 Url : https://www.cde.ca.gov/ Email : superintendent@cde.ca.gov Job Listing	N	0
47	The Internship & Career Center – University of Davis 1 Shields Ave Davis, California 95616 Phone : 530-752-2855 Url : https://icc.ucdavis.edu/ Email : clhotaling@ucdavis.edu Job Listing	N	0
48	United Cerebral Palsy 4350 Auburn Boulevard Sacramento, California 95841 Phone : 916-565-7700 Url : https://ucpsacto.org/ Email : info@ucp.org Job Listing	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
49	University of the Pacific 3601 Pacific Ave Stockton, California 95211 Phone : 209-932-3247 Url : https://www.pacific.edu/ Email : sdaugherty@pacific.edu Sue Daughtery	N	0
50	Volt Employment Services 1544 Eureka Rd #150 Roseville, California 95661 Phone : 916-923-0791 Url : http://www.volt.com/ Email : tfrey@volt.com Jeff Lachance	N	0
51	WEAVE 1900 K St #200 Sacramento, California 95811 Phone : 916-448-2321 Url : https://www.weaveinc.org/ Email : info@weaveinc.org Job Listing	N	0
52	Women's Civic Improvement Club 3555 3rd Ave Sacramento, California 95817 Phone : 916-451-8870 Url : https://www.wcicinc.org/index.html Email : moua@wcicinc.org Job Listing	N	0
53	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	Yolo County One-Stop Career Center 500 Jefferson Blvd West Sacramento, California 95605 Phone : 916-375-6307 Url : https://www.yolocounty.org/health-human-services/e Email : Valarie.stapleton@yolocounty.org Job Listing	N	0
55	Youth Radio 1701 Broadway Oakland, California 94612 Phone : 510-251-1101 Email : youthradio@youthradio.org Job Listing	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
56	Corporate Recruiter	N	1
57	Current Employee	N	3
58	Current Employee - Transfer/Promotion	N	1
59	Current Employee/Internal Promotion	N	1
60	Employee Referral	N	5
61	Internal Candidate	N	1
62	Linked In	N	2
63	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/8/2019	Hosting of Job Fair	Entercom Sacramento hosted a hiring fair within our local community. The hiring fair had 19 employers represented and over 608 job seekers attend. We provided the attendees with the following free services: professional headshots, resume review, workshops on Social Media in Job Searching, Job Ready Education and Interview Skills. On-site interviews were held by the represented employers. Entercom Sacramento was able to speak to hundreds of interested candidates and build a relationship with the community that will allow us to host more job fairs in the future.	3	HR/Payroll Coordinator Account Executive Event Coordinator
2	2/6/2020	Hosting of Job Fair	Entercom Sacramento hosted a local job fair. There were 29 employers represented and 903 job seekers attended. We provided the attendees with the following free services: professional headshots, resume review, workshops on Job Ready Education and Interview Skills. On-site interviews were held by the represented employers. Entercom Sacramento was able to speak to hundreds of interested candidates and build a relationship with the community that will allow us to host more job fairs in the future.	5	Business Administrator General Sales Manager Account Executive Event Coordinator
3	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
4	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

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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 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
6	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
7	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
8	7/23/2020	Participation in Job Fairs	Entercom participated in a virtual job fair hosted by SacJobs.com. The hiring fair had more than 40 employers represented and over 700 job seekers attend. We distributed job openings, reviewed resumes and spoke with candidates about the positions we currently have available.	2	Business Administrator Promotions Manager