

**KALC, KEZW, KQKS, KQMT**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 - November 30, 2020**

ENTERCOM Denver-Boulder,CO IS AN EQUAL OPPORTUNITY EMPLOYER.

<b><u>Address:</u></b>  Denver Corp. Center I 4700 South Syracuse St, Suite 1050 (SRD Suite 850), Denver, CO - 80237	<b><u>Contact Person/Title:</u></b>  Chuck Sullivan SVP/Market Manager
<b><u>Telephone Number:</u></b>  303-967-2747	<b><u>E-Mail Address:</u></b>  chuck.sullivan@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
Receptionist	1-3, 5-66, 68, 71	66
Account Executive	2-10, 25, 28, 66-67, 69-70	66

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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	2Succeed in Employment 456 Bannock St. Denver, Colorado 80204 Phone : 303-504-1775 Email : sean.thomas@mhcd.org Sean Thomas	N	0
2	Adams County Workforce and Business Center 12200 Pecos Street Westminster, Colorado 80234 Phone : 303-375-2980 Email : acbussvc@adcogov.org job listings	N	0
3	Adams State College 208 Edgemont Blvd. Alamosa, Colorado 81102 Phone : 719-587-8105 Email : saatenci@adams.edu Shriley Atencio	N	0
4	American GI Forum- Mountain States Business Chapter 2660 S Linley Ct Denver, Colorado 80219 Phone : 303-934-3433 Email : johnpadilla@comcast.net John Padilla	N	0
5	Asian Chamber of Commerce 924 W Colfax Ave Denver, Colorado 80204 Phone : 303-595-9737 Email : info@accolorado.org John Wright	N	0
6	Association of Hispanic Media Professionals 1945 Allen Parkway Houston, Texas 77019 Phone : 713-526-1111 Email : aprilzarias@gmail.com April Arias	N	0

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7	Broomfield Workforce Center 100 Spader Way Broomfield, Colorado 80020 Phone : 303-464-5855 Email : voldham@ci.broomfield.co.us Vanessa Oldham	N	0
8	CCLARO 309 West 1st Ave Denver, Colorado 80223 Phone : 303-722-5153 Email : cllaro@cclaro.org job listings	N	0
9	Center for Work Education and Employment (CWEE) 1175 Osage Street #300 Denver, Colorado 80204 Phone : 303-892-8444 Email : leads@cwee.org Kate Schreiber	N	0
10	College America 1385 South Colorado Blvd 5th Floor Denver, Colorado 80222 Phone : 800-622-2894 Email : nathan.mizell@collegeamerica.edu Nathan Mizell	N	0
11	Colorado Center for the Blind 2233 W Shepperd Ave Littleton, Colorado 80120 Phone : 303-778-1130 Email : mmelton@cocenter.org Monique Melton	N	0
12	Colorado College 1130 North Cascade Ave Colorado Springs, Colorado 80903 Phone : 719-389-6893 Url : https://app.joinhandshake.com Cari Hanrahan Manual Posting	N	0

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13	Colorado Department of Regulatory Affairs 1560 Broadway Suite 110 Denver, Colorado 80202 Email : dora_edo_callcenter@state.co.us job listings	N	0
14	Colorado Division of Veterans Affairs 1355 South Colorado Boulevard Building C Suite 113 Denver, Colorado 80222 Phone : 303-284-6077 Email : cdvainfo@dmva.state.co.us job listings	N	0
15	Colorado Media School 404 S Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	N	0
16	Colorado Mountain College 1330 Bob Adams Dr Steamboat Springs, Colorado 80903 Phone : 970-947-8389 Email : kgnewbury@coloradomtn.edu Kirsten Gauthier-Newbury	N	0
17	Colorado State Univeristy- Pueblo 2200 Bonorte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Michelle Gjerde Manual Posting	N	0
18	Colorado State University- Denver 475 17th Street Ste. 300 Denver, Colorado 80202 Phone : 303-376-2624 Email : StudentEmployment@ColoState.Edu job listings	N	0

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19	Colorado State University- Fort Collins 711 Oval Drive Ammons Hall Ft. Collins, Colorado 80523 Phone : 970-491-5707 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Katie Flint Manual Posting	N	0
20	Colorado Women's Chamber of Commerce 1350 17th St Suite 100 Denver, Colorado 80202 Phone : 303-458-0220 Email : <a href="mailto:dvaiana@cwcc.org">dvaiana@cwcc.org</a> Dayna Vaiana	N	0
21	Community College of Denver - Auraria Campus 1111 W Colfax Avenue Denver, Colorado 80204 Phone : 303-556-2600 Email : <a href="mailto:dianda.coe@ahcc.edu">dianda.coe@ahcc.edu</a> Dianda Coe	N	0
22	Community College of Denver - North Campus 6211 Downing Street Denver, Colorado 80216 Phone : 303-556-3823 Email : <a href="mailto:frances.robles@ccd.edu">frances.robles@ccd.edu</a> Frances Robles	N	0
23	Denver Hispanic Chamber of Commerce 924 W Colfax Ave #201 Denver, Colorado 80204 Phone : 303-534-7783 Email : <a href="mailto:jespinoza@hispanicchamberdenver.org">jespinoza@hispanicchamberdenver.org</a> J Espinosa	N	0
24	Denver Indian Center 4407 Morrison Road Denver, Colorado 80219 Phone : 303-936-2688 Email : <a href="mailto:lauren@denverindiancenter.org">lauren@denverindiancenter.org</a> Lauren Garrett	N	0

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<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>
25	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
26	Eastern New Mexico University 1500 S Avenue K Portales, New Mexico 88130 Phone : 505-562-2211 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Melissa Yazzie Manual Posting	N	0
27	Emily Griffith Opportunity School 1860 Lincoln St Denver, Colorado 80203 Phone : 720-423-4764 Email : <a href="mailto:cdc@dpsk12.org">cdc@dpsk12.org</a> Chris McGuire	N	0
28	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	0
29	Johnson & Wales University - Denver 7150 Montview Blvd Denver, Colorado 80220 Phone : 303-256-9300 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Carrie Marshall Manual Posting	N	0
30	Lamar Community College 2401 South Main Lamar, Colorado 81052 Phone : 719-366-2248 Email : <a href="mailto:learning.support@lamarcc.edu">learning.support@lamarcc.edu</a> Ket Winsor	N	0

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31	LARASA 309 W 1st Ave Denver, Colorado 80223 Phone : 303-722-5150 Email : fredfell@cllaro.org job listing	N	0
32	Little Priest Tribal College 601 East College Drive PO Box 270 Winnebago, Nebraska 68071 Phone : 402-878-2380 Email : sandra.francis@littlepriest.edu Sandra Francis	N	0
33	Mi Casa Business Center for Women 345 S Grover St Denver, Colorado 80219 Phone : 303-573-1302 Email : dgarcia@micasaresourcecenter.org Daniel Garcia	N	0
34	Morgan Community College 920 Barlow Rd Fort Morgan, Colorado 80701 Phone : 970-542-3157 Email : maria.cardenas@morgancc.edu Maria Cardenas	N	0
35	Naropa University 2130 Arapahoe Ave Boulder, Colorado 80302 Phone : 303-300-8740 Email : lfaucheux@naropa.edu Linda Faucheux	N	0
36	National American University 1325 S Colorado Boulevard Suite 100 Denver, Colorado 80222 Phone : 800-609-1431 Email : centadmissions@national.edu job listing	N	0

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37	New Mexico Highlands University 1005 Diamond St Las Vegas, New Mexico 87701 Phone : 505-454-3251 Email : careerservices@nmhu.edu job listing	N	0
38	New Mexico State University 1780 E University Ave Las Cruces, New Mexico 88003 Phone : 575-646-1631 Email : employer@nmsu.edu job listing	N	0
39	Northeastern Junior College 100 College Ave Sterling, Colorado 80751 Phone : 800-626-4637 Email : cindy.carey@njc.edu Cindy Carey	N	0
40	Otero Junior College 1802 Colorado Ave La Junta, Colorado 81050 Phone : 719-384-6931 Email : allison.hall@ojc.edu Allison Hall	N	0
41	Pike's Peak Community College 5675 S Academy Blvd Colorado Springs, Colorado 80906 Phone : 800-456-6847 Email : career@ppcc.edu Christine Chavez	N	0
42	Pueblo Latino Chamber of Commerce 215 S Victoria Ave Pueblo, Colorado 81003 Phone : 719-542-5513 Email : office@pueblolatinochamber.com job listing	N	0



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43	Pueblo of Acoma PO Box 309 Acoma Pueblo, New Mexico 87034 Phone : 505-552-6604 Email : governor@puebloofacoma.org Governor Kurt Riley	N	0
44	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : 303-458-3508 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Virgina Perea Manual Posting	N	0
45	San Juan College 4601 College Blvd Farmington, New Mexico 87402 Phone : 505-326-3311 Email : hailk@sanjuancollege.edu Kathi Hail	N	0
46	Santa Fe Community College 6401 Richards Ave Santa Fe, New Mexico 87508 Phone : 505-428-1406 Email : patty.armstrong@sfcc.edu Patty Armstrong	N	0
47	Santa Fe University of Art and Design 1600 St Michael's Dr Santa Fe, New Mexico 87505 Phone : 877-762-9801 Email : careerservices@santafeuniversity.edu job listing	N	0
48	Servicios de La Raza 3131 w 14th Ave Denver, Colorado 80204 Phone : 303-458-5851 Email : silviag@serviciosdelaraza.org Silvia G	N	0

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49	Shalom Denver 2498 W 2nd Ave Denver, Colorado 80204 Phone : 303-922-2100 Email : sleeper@jewishfamilyservice.org Sara Leeper	N	0
50	The Gathering Place 1535 High St Denver, Colorado 80218 Phone : 303-996-9046 Email : bj@tgpdenver.org job listing	N	0
51	Trinidad State Jr. College-Valley Campus 600 Prospect St Trinidad, Colorado 81082 Phone : 719-589-7000 Email : roberta.taylor-hill@trinidadstate.edu Roberta Taylor-Hill	N	0
52	Univ. of Oklahoma; American Indian Institute 900 Asp Ave Norman, Oklahoma 73019 Phone : 405-325-4127 Url : https://app.joinhandshake.com Noetta Harjo Manual Posting	N	0
53	Univeristy of Colorado- Colorado Springs 1420 Austin Bluffs Parkway PO Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3340 Email : bkratzer@uccs.edu Bev Kratzer	N	0
54	University of Colorado - Denver- Employer Outreach and Recruitment 1201 Larimer St Denver, Colorado 80204 Phone : 303-315-5969 Url : https://app.joinhandshake.com Sarah Trzeciak Manual Posting	N	0

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55	University of Colorado-Boulder Campus 2010 Wilard Loop Dr Boulder, Colorado 80305 Phone : 303-492-6541 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jacob Jedamus-Denu Manual Posting	N	0
56	University of Denver 2199 University Blvd Denver, Colorado 80208 Phone : 303-871-2000 Email : <a href="mailto:julia.nelson@du.edu">julia.nelson@du.edu</a> Julia Nelson	N	0
57	University of the Southwest 6610 N Lovington Hwy Hobbs, New Mexico 88240 Phone : 575-392-6561 Email : <a href="mailto:jbodine@usw.edu">jbodine@usw.edu</a> Sheral Painter	N	0
58	Webster University of Denver 9250 W Costilla Ave Suite 310 Aurora, Colorado 80112 Phone : 303-708-8305 Email : <a href="mailto:mreed@webster.edu">mreed@webster.edu</a> job listing	N	0
59	Western State Colorado University College Union 102 Gunnison, Colorado 81231 Phone : 970-943-0120 Email : <a href="mailto:swhiting@western.edu">swhiting@western.edu</a> Svea Whiting	N	0
60	Women's College Coalition 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-892-8444 Email : <a href="mailto:colleges@womenscolleges.org">colleges@womenscolleges.org</a> job listing	N	0

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61	Women's Foundation of Colorado 1901 E Asbury Ave Denver, Colorado 80208 Phone : 303-285-2960 Email : wfco@wfco.org job listing	N	0
62	Women's Resource Agency, Inc 750 Citadel Dr E #3128 Colorado Springs, Colorado 80909 Phone : 719-471-3170 Email : reception@wrainc.org job listing	N	0
63	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
64	YWCA of Boulder County 2222 14th St Boulder, Colorado 80302 Phone : 303-443-0419 Email : renee@ywcaboulder.org Renee Rieder	N	0

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**b. Exemptions or 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>
65	Current Employee	N	2
66	Employee Referral	N	2
67	Former Employee Referral	N	1
68	Indeed.com	N	1
69	Not Available	N	1
70	Station Website	N	4
71	Station Website Posting (One or More SEU Stations)	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</b>

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**III. RECRUITMENT INITIATIVES**

	<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	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
2	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
3	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
4	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
5	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
6	9/21/2020	Establishment of an intern program designed to assist members of the community	The Executive High School Internship (EHSI) program is an extremely competitive program designed for high academic seniors seeking information about a career.	1	TWIN Traffic Reporter
7	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director

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**III. RECRUITMENT INITIATIVES**

	<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>
8	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager