

KMNB, KZJK, WCCO
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

ENTERCOM Minneapolis-St. Paul, MN 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
Chief Engineer	3-4, 7-12, 15-19, 21-28, 30, 32, 34	32
IT Manager	3-4, 7-12, 15-16, 18-19, 21-28, 30, 33- 34	34
Account Executive	3-4, 7-12, 15-16, 18-28, 30, 33	33
General Sales Manager	1-30, 33-34	33
Digital Content Manager	3-4, 7-12, 15-16, 18-19, 21-28, 30, 33- 36	34
Receptionist	10-11, 32, 34, 36	32
IT Manager - Minneapolis	3-4, 7-12, 15-16, 18-19, 21-28, 30, 33- 34	33
Account Executive	3-4, 7-12, 15-16, 18-19, 21-28, 30, 33- 34, 36	33
Account Executive - Minneapolis	1-31, 33, 36	11

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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	All Access 24955 Pacific Coast Highway C303 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Job Listings Manual Posting	N	0
2	Anoka-Ramsey Community College 11200 Mississippi Blvd Coon Rapids, Minnesota 55433 Phone : 763-433-1100 Url : https://www.collegecentral.com/anokaramsey/employe Job Listings Manual Posting	N	0
3	Augsburg University 2211 Riverside Ave Minneapolis, Minnesota 55454 Phone : 612-330-1000 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
4	Bemidji State University/Northwest Technical College 1500 Birchmont Drive Northeast Bemidji, Minnesota 56601 Phone : 218-755-2038 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
5	Capella University 225 South 6th St Minneapolis, Minnesota 55402 Phone : 888-227-3552 Email : careerconnection@capella.edu Job Listings	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	Century College 3300 Century Ave N White Bear Lake, Minnesota 55110 Phone : 651-779-3300 Url : https://www.collegecentral.com/century/ Job Listings Manual Posting	N	0
7	College of Saint Benedict & Saint John's University 2850 Abbey Plaza Collegeville, Minnesota 56321 Phone : 320-363-2011 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
8	Concordia College 901 8th St S Moorhead, Minnesota 56562 Phone : 218-299-4000 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
9	Concordia University St. Paul 1282 Concordia Ave St Paul, Minnesota 55104 Phone : 651-641-8230 Url : https://app.joinhandshake.com Job Listings Manual Posting	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	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Gustavus Adolphus College 800 W College Ave St Peter, Minnesota 56082 Phone : 507-993-8000 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
13	Hamline University 1536 Hewitt Ave St Paul, Minnesota 55104 Phone : 651-523-2800 Url : https://hamline-csm.symplicity.com/employers/index Job Listings Manual Posting	N	0
14	Hennepin Technical College 9000 Brooklyn Blvd Brooklyn Park, Minnesota 55445 Phone : 952-995-1300 Url : https://www.collegecentral.com/hennepintech/ Job Listings Manual Posting	N	0
15	Macalester College 1600 Grand Ave St Paul, Minnesota 55105 Phone : 651-696-6000 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
16	Metropolitan State University 700 7th St E St Paul, Minnesota 55106 Phone : 651-793-1300 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
17	Minnesota Broadcasters Association 401 N Third Street Suite 370 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Email : maria.vorhis@minnesotabroadcasters.com Maria Vorhis	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Minnesota State University Moorhead 1105 7th Ave S Moorhead, Minnesota 56563 Phone : 218-477-2161 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
19	Minnesota State University, Mankato 730 Maywood Ave Mankato, Minnesota 56001 Phone : 507-389-1866 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
20	Minnesota Works 332 Minnesota Street Suite E200 St Paul, Minnesota 55101 Phone : 651-259-7500 Url : https://www.minnesotaworks.net Job Listings Manual Posting	N	0
21	Saint Mary's University of Minnesota 2500 Park Ave Minneapolis, Minnesota 55404 Phone : 612-728-5100 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
22	Southwest Minnesota State University 1501 Sate St Marshall, Minnesota 56258 Phone : 800-642-0684 Url : https://app.joinhandshake.com Job Listings 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
23	St. Catherine University 2004 Randolph Ave St Paul, Minnesota 55105 Phone : 651-690-6000 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
24	St. Cloud State University 720 4th Ave S St Cloud, Minnesota 56301 Phone : 320-308-0121 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
25	St. Olaf College 1520 St Olaf Ave Northfield, Minnesota 55057 Phone : 507-786-2222 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
26	The College of St. Scholastica 1200 Kenwood Ave Duluth, Minnesota 55811 Phone : 800-447-5444 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
27	University of Minnesota 3 Morrill Hall 100 Church St SE Minneapolis, Minnesota 55455 Phone : 612-625-5000 Url : https://app.joinhandshake.com Job Listings 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
28	University of Northwestern- St. Paul 3003 Snelling Ave N Roseville, Minnesota 55113 Phone : 651-631-5100 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
29	University of St Thomas 2115 Summit Avenue St Paul, Minnesota 55105 Phone : 651-962-6761 Url : https://stthomas-csm.symplicity.com/employers/?sig Job Listings Manual Posting	N	0
30	Winona State University 175 W Mark St Winona, Minnesota 55987 Phone : 507-457-5000 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
31	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
32	Current Employee/Internal Promotion	N	2
33	Employee Referral	N	13
34	Indeed.com	N	22
35	Internal Candidate	N	1
36	Linked In	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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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	12/4/2019	Sponsorship of events in the community designed to increase public awareness	Three Station tours for two high school students from Forest Lake High School.	4	Program Director Asst. Program Director Director of Content SVP/Market Mgr.
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	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
4	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
5	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
6	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
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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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
9	11/19/2020	Participation in Job Fairs	Minnesota Veterans Virtual Career Fair 2020	2	Marketing Director HR/Business Administrator