

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM LOS ANGELES**

**This report covers full-time vacancy recruitment for the period of November 17, 2017 through July 31, 2018**

<b>Employment Unit:</b> CBS Radio East, Inc.	<b>Address:</b> CBS Radio East, Inc. 5670 Wilshire Blvd, Ste 200 Los Angeles, CA 90036	<b>Contact Person/Title:</b> Jeff Federman Market Manager
<b>Unit Members, Community of License:</b> KNX-AM, Los Angeles, CA KTWV-FM, Los Angeles, CA KCBS-FM, Los Angeles, CA KROQ-FM, Los Angeles, CA KRTH-FM, Los Angeles, CA KAMP-FM, Los Angeles, CA	<b>Telephone Number:</b> 323-936-5784	<b>E-mail Address:</b> Jeff.Federman@entercom.com

**1. Full-Time Job Vacancies Filled by the Employment Unit:**

	<b>Title and Hire Date</b>	<b>Recruitment Source Referring Hire</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)</b>
A	Senior Staff Accountant	Employee Referral	1-67, 70, 71
B	IT Desktop Support	Industry Referral	1-67, 70, 71
C	On-Air Personality	Industry Referral	1-66, 68, 70, 71
D	News Reporter	Entercom.com	1-66, 68, 70, 71



E	Receptionist	Entercom.com	1-66, 68, 70, 71
F	On-Air Personality	Industry Referral	1-66, 68, 70, 71
G	Digital Content Producer	Entercom.com	1-66, 68, 70, 71
H	Business Development Manager	Entercom.com	1-66, 68, 70, 71
I	Account Executive	Employee Referral	1-66, 68, 70, 71
J	Digital Content Designer,	Entercom.com	1-66, 68, 70, 71
K	Music Director	Entercom.com	1-66, 68, 70, 71
L	Digital Designer, Client Marketing	Entercom.com	1-66, 68, 70, 71
M	Account Executive	Entercom.com	1-66, 68, 70, 71
N	Account Executive	Entercom.com	1-66, 68, 70, 71
O	Digital Media Producer	Entercom.com	1-66, 68, 70, 71



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

**ENTERCOM LOS ANGELES IS AN EQUAL OPPORTUNITY EMPLOYER**

P	Regional General Sales Manager	Entercom.com	1-66, 68, 70, 71
Q	Account Executive	Entercom.com	1-66, 68, 70, 71
R	Digital Content Producer	Current Employee (PT to FT)	1-66, 68, 70, 71
S	Account Executive	Entercom.com	1-66, 68, 70, 71
T	Continuity Director	Employee Referral	1-66, 68, 70, 71
U	Digital Content Producer	Industry Referral	1-66, 68, 70, 71
V	News Writer/Editor/Producer	Entercom.com	1-66, 68, 70, 71
W	Account Executive	Entercom.com	1-66, 68, 70, 71
X	Account Executive	Entercom.com	1-66, 68, 70, 71
Y	Market IT Manager	Entercom.com	1-66, 68, 70, 71



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

**ENTERCOM LOS ANGELES IS AN EQUAL OPPORTUNITY EMPLOYER**

## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?	Total Number of Interviewees Referred
1	Cyndee Maxwell	Alliance for Women in Media	<a href="http://www.awmsocal.org">www.awmsocal.org</a> <a href="mailto:maxwell.cyndee@gmail.com">maxwell.cyndee@gmail.com</a> (323) 930-8737	Yes	No	0
2	Chris A. Hiortdahl	America's Job Center of California Alhambra	<a href="mailto:CHiortdahl@mcscareergroup.com">CHiortdahl@mcscareergroup.com</a> (323)647-6500	Yes	No	0
3	George Lorandos	America's Job Center of California Chinatown WorkSource Center	<a href="mailto:glorandos@cscla.org">glorandos@cscla.org</a> (213) 808-1717	Yes	No	0
4	Dion Wiltshire	America's Job Center of California South Los Angeles	<a href="mailto:dwiltshire@letc.com">dwiltshire@letc.com</a> (323)432-4399 ext 222	Yes	No	0
5	Helen Au	Asian American Economic Developmental Enterprises	<a href="mailto:info@aaede.org">info@aaede.org</a> (626) 572-7021	Yes	No	0
6	Isabel Boniface	BUILD Rehabilitation Industries	<a href="mailto:iboniface@buildrehab.org">iboniface@buildrehab.org</a> (818) 898-0020	Yes	No	0
7	Ellen Dostal	California Broadcasters Association	<a href="http://www.yourcba.com">www.yourcba.com</a> <a href="mailto:edostel@scba.com">edostel@scba.com</a> (323) 930-5271	Yes	No	0
8	Cecilia Reyes	California Jobs Employment Development Department- Pacoima	<a href="mailto:cecilia.reyes@edd.ca.gov">cecilia.reyes@edd.ca.gov</a> (818) 899-5477	Yes	No	0



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

9	Laura Acosta	California Baptist University	<a href="mailto:lacosta@calbaptist.edu">lacosta@calbaptist.edu</a> (951)343-4386	Yes	No	0
10	Cindy Lewis	California Lutheran University	<a href="mailto:clewis@callutheran.edu">clewis@callutheran.edu</a> (805) 493-3200	Yes	No	0
11	Sylvia Wells	CCNMA: Latino Journalists of California	<a href="mailto:ccnmaininfo@ccnma.org">ccnmaininfo@ccnma.org</a> (424) 229-0482	Yes	No	0
12	Jodie Rettinhouse	Chico State Career Center	<a href="mailto:jrettinhouse@csuchico.edu">jrettinhouse@csuchico.edu</a> (530) 898-5252	Yes	No	0
13	Ari Gutierrez	Daily Journal Corporation	<a href="mailto:Ari_Gutierrez@dailyjournal.com">Ari_Gutierrez@dailyjournal.com</a> (213) 229-5530	Yes	No	0
14	Calvin Payne	Department of Veterans Affairs	<a href="mailto:calvin.payne@va.gov">calvin.payne@va.gov</a> (310) 478-3711 x43594	Yes	No	0
15	Sheldon Douglas	Diamond in the RAW	<a href="mailto:stntdva@gmail.com">stntdva@gmail.com</a> <a href="mailto:sdouglas@turnkeytheprofessionals.com">sdouglas@turnkeytheprofessionals.com</a> (310) 497-4880	Yes	No	0
16	Janet Dyer Gould	Directors Guild Producer Training Plan	<a href="mailto:janet@dgptp.com">janet@dgptp.com</a> (818) 386-2545	Yes	No	0
17	Maira Cruz	East Los Angeles College Career Center	<a href="mailto:elac_career@elac.edu">elac_career@elac.edu</a> (323) 415-4126	Yes	No	0
18	Stephanie Thomas	EDD/SGV Workforce Services	<a href="mailto:stthomas@edd.ca.gov">stthomas@edd.ca.gov</a> (626) 960-5579	Yes	No	0
19	Donna Nelson-Netherly	Employment Development Department- Compton Workforce Services	<a href="mailto:dnetherl@edd.ca.gov">dnetherl@edd.ca.gov</a> (323) 290-5156	Yes	No	0
20	Tessa Adler	Employment Development Department- Crenshaw Workforce Services	<a href="mailto:Tessa.adler@edd.ca.gov">Tessa.adler@edd.ca.gov</a> (323) 290-5137	Yes	No	0
21	Robert Goodwin	Employment Development Department- Glendale	<a href="mailto:Robert.goodwin@edd.ca.gov">Robert.goodwin@edd.ca.gov</a> (818)409-0420	Yes	No	0
22	Norma Gallegos	Employment Development Department- Pacoima Workforce Services	<a href="mailto:Norma.gallegos@edd.ca.gov">Norma.gallegos@edd.ca.gov</a> (818) 890-9421	Yes	No	0



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

**ENTERCOM LOS ANGELES IS AN EQUAL OPPORTUNITY EMPLOYER**

23	Sandra Magallanes	Employment Development Department- San Fernando Valley Workforce Services Cluster	<a href="mailto:Sandra.magallanes@edd.ca.gov">Sandra.magallanes@edd.ca.gov</a> (818) 357-0535	Yes	No	0
24	Pamela Gutierrez	Employment Development Department- West LA Workforce Services	<a href="mailto:pamela.gutierrez@edd.ca.gov">pamela.gutierrez@edd.ca.gov</a> (323) 290-5290	Yes	No	0
25	Terry Miller	Experience Unlimited- Employment Development Department	<a href="mailto:Westcovina.eu@gmail.com">Westcovina.eu@gmail.com</a> (626) 814-8291	Yes	No	0
26	Regina Shelton	Experience Unlimited Networking Group WorkSource Center	<a href="mailto:Job-postings@eu-glapros.org">Job-postings@eu-glapros.org</a> (818) 596-4431	Yes	No	0
27	Faye Cohill	Glendale Community College- Garfield Campus	<a href="mailto:fcohill@glendale.edu">fcohill@glendale.edu</a> (818) 240-1000 x5055	Yes	No	0
28	Hilda Mendoza	Goodwill Industries of San Diego Community Employment Center	<a href="mailto:hmendoza@sdgoodwill.org">hmendoza@sdgoodwill.org</a> (619) 225-2200 x529	Yes	No	0
29	Pamela Bengé	Grossmont College Student Employment Services	<a href="mailto:Pamela.benge@gcccd.edu">Pamela.benge@gcccd.edu</a> (619) 644-7612	Yes	No	0
30	Linda Corrente	Hemophilia Foundation Southern California	<a href="mailto:correntel@sbcglobal.net">correntel@sbcglobal.net</a> (323) 525-0440	Yes	No	0
31	Don Clark	Illinois Center for Broadcasting	<a href="mailto:dclark@beonair.com">dclark@beonair.com</a> (312) 884-8000	Yes	No	0
32	Anthony Rodriguez	JVS Worksource	<a href="mailto:ARodriguez@jvsla.org">ARodriguez@jvsla.org</a> (310)309-6000 x231	Yes	No	0
33	Tony Jaramillo	JVS Worksource	<a href="mailto:tjaramillo@jvsla.org">tjaramillo@jvsla.org</a> (310)309-6000 x266	Yes	No	0
34	Zed Navarro	KKSM AM1320- Palomar College Radio	<a href="mailto:znavarro@palomar.edu">znavarro@palomar.edu</a> (760) 744-1150 x2442	Yes	No	0
35	Linda Akutagawa	Leadership Education For Asian Pacific's, Inc.	<a href="mailto:lakutagawa@leap.org">lakutagawa@leap.org</a> (213) 485-1422	Yes	No	0
36	Saundra Dowden Elena Lopez	Los Angeles County Office of Education	<a href="mailto:sundiakayden@hotmail.com">sundiakayden@hotmail.com</a> (562) 401-5486 (626)579-1224	Yes	No	0
37	Vacie Thomas	Los Angeles NAACP	<a href="mailto:naacpla@sbcglobal.net">naacpla@sbcglobal.net</a> (310) 397-1171	Yes	No	0



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

38	Elainea Robbins	Los Angeles Urban League	<a href="mailto:elainea.robbs@laul.org">elainea.robbs@laul.org</a> (323) 525-3749	Yes	No	0
39	Micah Johnson	Media Stars	<a href="mailto:micah@mediastars.tv">micah@mediastars.tv</a> (480) 588-0944	Yes	No	0
40	Maricela Covarrubias	Mexican America Opportunities Foundation	<a href="mailto:mcovarrubias@maof.org">mcovarrubias@maof.org</a> (323) 313-1603	Yes	No	0
41	Bing Bruce	Mt. San Jacinto College	<a href="mailto:bbruce@msjc.edu">bbruce@msjc.edu</a> (951) 487-3667	Yes	No	0
42	Cynthia Hinds	National Association for the Placement of Colored People-Hollywood Bureau	<a href="mailto:chinds@naacpnet.org">chinds@naacpnet.org</a> (323) 938-5268	Yes	No	0
43	Brenda Rivas	National Hispanic Media Coalition	<a href="mailto:info@nhmc.org">info@nhmc.org</a> (626) 792-6462	Yes	No	0
44	Mamie Jackson	NORD	<a href="mailto:Nord4kidneydisease@yahoo.com">Nord4kidneydisease@yahoo.com</a> (818) 445-9792	Yes	No	0
45	Traci Hawkins	Ole Skool Crew Supreme Team LLC	<a href="mailto:dorihamad@aol.com">dorihamad@aol.com</a> (909)-272-9763	Yes	No	0
46	Marcella Wong	PACE Westlake WorkSource Center	<a href="mailto:mwong@westlake-worksource.org">mwong@westlake-worksource.org</a> (213) 353-1677	Yes	No	0
47	Pat Hahn	Palomar College	<a href="mailto:phahn@palomar.edu">phahn@palomar.edu</a> (818) 240-1150 x2964	Yes	No	0
48	Haroldine Gardner	Pasadena City College	<a href="mailto:hxgardner@pasadena.edu">hxgardner@pasadena.edu</a> (626) 585-7315	Yes	No	0
49	Pina Hernandez	PHFE WIC Program	<a href="mailto:pina@phfewic.org">pina@phfewic.org</a> (626) 856-6618 x260	Yes	No	0
50	Stephanie Chais	Professional Development Center	<a href="mailto:PDC@cga.net">PDC@cga.net</a> (310)379-5463	Yes	No	0
51	Meriel Anderson-McDade	Riverside City College	<a href="mailto:meriel.anderson-mcdade@rcc.edu">meriel.anderson-mcdade@rcc.edu</a> (951) 222-8486	Yes	No	0
52	Laura Castaneda	San Diego City College	<a href="mailto:lcastane@sdccd.edu">lcastane@sdccd.edu</a> (619) 388-3043	Yes	No	0
53	Joe D'Ambro	San Diego City College Transfer/Career Center	<a href="mailto:citytran@sdccd.edu">citytran@sdccd.edu</a> (619) 388-3133	Yes	No	0
54	Patricia Nieves	San Diego State University	<a href="mailto:pnieves@mail.sdsu.edu">pnieves@mail.sdsu.edu</a> (619) 594-6509	Yes	No	0



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

55	Jennifer Cunningham	Soka University of America	<a href="mailto:jcunningham@soka.edu">jcunningham@soka.edu</a> (949) 480-4191	Yes	No	0
56	Tammy Ferranti-Lansdown	Southeast Los Angeles County Workforce Investment Board	<a href="mailto:tammyf@selaco.com">tammyf@selaco.com</a> (562) 484-5052	Yes	No	0
57	Keith Dorrity	Southern California Indian Center	<a href="mailto:kdorrity@indiancenter.org">kdorrity@indiancenter.org</a> (213) 387-5772	Yes	No	0
58	Angie Drennon	The Art Institute of California-San Diego	<a href="mailto:adrennon@aii.edu">adrennon@aii.edu</a> (858) 598-1468	Yes	No	0
59	Lisa Ganem	The Art Institute of California-San Diego	<a href="mailto:lganem@aii.edu">lganem@aii.edu</a> (858) 598-1404	Yes	No	0
60	Gail Jordan	Verdugo Jobs Center	<a href="mailto:gjordan@ci.glendale.ca.us">gjordan@ci.glendale.ca.us</a> (818) 937-8013	Yes	No	0
61	Jose Arevalo	Veterans Advocacy Group of America	<a href="mailto:jlapolo@gmail.com">jlapolo@gmail.com</a> (800)478-1927	Yes	No	0
62	Paulette Hunter	Watts Labor Community Action Committee	<a href="mailto:paulettewlac@gmail.com">paulettewlac@gmail.com</a> (323) 563-4708	Yes	No	0
63	Lori Ann Banez	Westmont College	<a href="mailto:lbanez@westmont.edu">lbanez@westmont.edu</a> (805) 565-6263	Yes	No	0
64	Debra Cruz	Whittier College	<a href="mailto:dcruz@whittier.edu">dcruz@whittier.edu</a> (562) 464-4530	Yes	No	0
65	Robin McCarthy	Women at Work	<a href="mailto:jobs@womenatwork.org">jobs@womenatwork.org</a> (626) 796-6870 x22	Yes	No	0
66	Bianca C. Quesada	Women In Film	<a href="mailto:info@wif.org">info@wif.org</a> (323) 935-2211	Yes	No	0

#### COMPANY POSTINGS AND WEBSITES

67	CBS Radio Careers	CBSRadio.com/Careers	<a href="mailto:cdesantiago@cbs.com">cdesantiago@cbs.com</a>	323-930-8793	1
68	Entercom Careers	Entercom.com/Careers	<a href="mailto:cdesantiago@entercom.com">cdesantiago@entercom.com</a>	323-930-8793	37

#### ADVERTISING

69	On-Air Radio Ads	Entercom Los Angeles Radio Advertisement KNX-AM, KTWV-FM, KCBS-FM, KROQ-FM, KRTH-FM, KAMP-FM			0
70	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>			4
71	LinkedIn	<a href="http://www.Linkedin.com">www.Linkedin.com</a>			12



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

ENTERCOM LOS ANGELES IS AN EQUAL OPPORTUNITY EMPLOYER

<b>JOB FAIRS</b>		
Entercom LA Sales Mixer February	See Supplemental Initiative #2	20
City of Burbank's 6 <sup>th</sup> Annual Veteran's Job Fair	See Supplemental Initiative #3	0
Your Turn Intern Expo	See Supplemental Initiative #4	0
San Pedro Career Fair	See Supplemental Initiative #5	0
Riverside City College Career Fair	See Supplemental Initiative #7	10
Entercom LA Sales Mixer May	See Supplemental Initiative #9	0

<b>OTHER SOURCES</b>	
Current Employee	9
Industry Referral	16
Employee Referral	3

<b>Total # of New Interviewees Referred</b>	<b>112</b>
---	------------



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Los Angeles	Once a week, Entercom Los Angeles airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Los Angeles area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director Controller Production Human Resources Traffic Coordinators Air-Talent
2	Entercom LA Sales Mixer	February 21, 2018	Entercom Los Angeles	Entercom Los Angeles hosted a career fair mixer to meet local sales executives interested in a position with Entercom Los Angeles. General Sales Managers, Account Executives, and station staff were available to discuss the broadcast industry and answer any questions they have about a sales career at Entercom.	Market Manager SVP Sales General Sales Managers Account Executives On-Air Talent Production
3	City of Burbank's 6 <sup>th</sup> Annual Veteran's Job Fair	March 15, 2018	McCambridge Recreation Center	Entercom Los Angeles participated in the Veteran's Job Fair. The Human Resources Coordinator was available to meet with all attendees to collect resumes and provide information on job openings and answer any questions regarding working in the broadcast industry.	Human Resources Coordinator
4	Your Turn Intern Expo	March 23, 2018	LA Convention Center	Entercom Los Angeles participated in the Your Turn Intern Expo & Celebrity Fest at the Los Angeles Convention Center. The promotions team was on-site to distribute information regarding Entercom career opportunities, provide entertainment, and answer questions about careers in the radio industry.	Promotions Staff Promotions Manager
5	San Pedro Career Fair	April 2, 2018	Harbor Occupational Center	Entercom Los Angeles participated in the San Pedro Career Fair. The promotions team was on-site to provide entertainment, distribute Entercom station merchandise, provide information regarding job openings, and answer questions about career opportunities at Entercom.	Promotions Staff Promotions Manager
6	La Verne Radio Summit	May 1, 2018	University of La Verne	An Entercom employee visited the University of La Verne to discuss careers in the broadcast industry with students in the Advanced Radio Class. Employee provided background information regarding career opportunities in radio as well as listened to their work and provide feedback.	On-Air Talent



7	Riverside City College Career Fair	May 4, 2018	Riverside City College	Human Resources Coordinator attended the Riverside City College Career Fair to meet with students interested in careers in the broadcast industry. Employee provided information regarding open opportunities at Entercom LA as well as collected resumes of prospective candidates and answered questions about career opportunities.	Human Resources Coordinator
8	Manager EEO Training	May 9, 2018 May 16, 2018	Entercom Los Angeles	Managers are trained regarding EEO compliance rules, and are given forms and policy memos. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	Human Resources Director Department Heads Supervisors Human Resources Coordinator
9	Entercom LA Sales Mixer	May 16, 2018	Entercom Los Angeles	Entercom Los Angeles hosted a career fair mixer to meet local sales executives interested in a position with Entercom Los Angeles. General Sales Managers, Account Executives, and station staff were available to discuss the broadcast industry and answer any questions they have about a sales career at Entercom.	Market Manager SVP Sales General Sales Managers Account Executives On-Air Talent Production



©Entercom Communications Corp 2018 | All Rights Reserved

\* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

**ENTERCOM LOS ANGELES IS AN EQUAL OPPORTUNITY EMPLOYER**