

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM SAN FRANCISCO**

This report covers full-time vacancy recruitment for the period of July 27, 2013 through July 31, 2014

Employment Unit: Entercom San Francisco, LLC	Address: Entercom San Francisco, LLC 201 3 rd Street, Suite 1200 San Francisco, California 94103	Contact Person / Title: Steve DiNardo Vice President / Market Manager
Unit Members, Community of License: KUZX-FM, San Francisco, CA KOIT, San Francisco, CA KGMZ-FM, San Francisco, CA KUFX, San Jose, CA KBLX-FM, Berkeley, CA	Telephone Number: 415.777.0965	E-Mail Address: sdinardo@entercom.com

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

	Title	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy <i>(See #2: "Recruitment Sources for Corresponding List")</i>			Referral Source of Interviewees		
			Outreach Organizations	Company Postings	Advertising	Referral Source	Number Interviewed	New Interviewees
A	8/19/13 Promotions Director	Employee Referral	1-109	1-2		Employee Referral – 2 Entercom Website - 4	6	6
B	9/10/13 Program Director	Employee Referral	1-109	1-2	1,3	All Access – 1 Employee Referral – 3 Entercom Website - 3	7	7
C	11/4/13 Account Manager	Entercom Website	1-109	1-2	2	Employee Referral - 1 Entercom Website – 1 Sales Job Network Recruiting Event - 14	16	16
D	11/15/13 Sales Support Coordinator	Employee Referral	1-109	1-2	2	Employee Referral – 2 Entercom Website - 2	4	4
E	11/18/13 Account Manager	Sales Job Network Career Fair	1-109	1-2	2	Employee Referral – (1 repeat from Pool D) Entercom Website – (1 repeat from Pool D) Sales Job Network Career Fair – (14 repeat from Pool D)	16	0
F	1/13/14 Announcer	Industry Referral	1-79, 81-109	1-2	2	Industry Referral - 5	5	5



G	1/16/14 Web Director	Employee Referral	1-79, 81-109	1-2	2,3,4	Employee Referral – 1 Entercom Website - 4	5	5
H	1/21/14 General Sales Manager	Employee Referral	1-79, 81-109	1-2	2	Employee Referral – 5 Entercom Website - 1	6	6
I	3/10/14 Producer	Entercom Website	1-79, 81-110	1-2	2	Employee Referral – 1 Entercom Website – 6 Industry Referral - 1	8	8
J	3/24/14 Announcer	Industry Referral	1-79, 81-110	1-2	2	Industry Referral – 6	6	6
K	3/24/14 Announcer	Industry Referral	1-79, 81-110	1-2	2	Industry Referral – (5 repeat from Pool L) + 1	6	1
L	3/24/14 Announcer	Industry Referral	1-79, 81-110	1-2	2	Current Employee – 4 Industry Referral - 1	5	5
M	4/21/14 Announcer	All Access	1-79, 81-110	1-2	1,2	All Access – 3 Employee Referral - 2 Entercom Website – 1	6	6
N	4/28/14 Account Manager	Hawthorne Recruiter	1-79, 81-110	1-2	2	Employee Referral – 1 Entercom Website - 1 Industry Referral – 2 Hawthorne Recruiter - 10	14	14
O	4/28/14 Account Manager	Hawthorne Recruiter	1-79, 81-110	1-2	2	Employee Referral – (1 repeat from Pool P) Entercom Website – (1 repeat from Pool P) Industry Referral – (2 repeat from Pool P) Hawthorne Recruiter – (10 repeat from Pool))	14	0
P	4/28/14 Account Manager	Employee Referral	1-79, 81-110	1-2	2	Employee Referral – (1 repeat from Pool P) Entercom Website – (1 repeat from Pool P) Industry Referral – (2 repeat from Pool P) Hawthorne Recruiter – (10 repeat from Pool)	14	0
Q	4/28/14 Account Manager	Hawthorne Recruiter	1-79, 81-110	1-2	2	Employee Referral – (1 repeat from Pool P) Entercom Website – (1 repeat from Pool P) Industry Referral – (2 repeat from Pool P) Hawthorne Recruiter – (10 repeat from Pool)	14	0
R	7/1/14 Account Manager	Hawthorne Recruiter	1-79, 81-111	1-2	2	Entercom Website – 3 Hawthorne Recruiter - 1 Industry Referral – 1	5	5
S	7/1/14 Program Director New station launched. Position hired in secret.							
TOTAL # OF NEW INTERVIEWEES FOR FULL TIME JOB VACANCIES DURING THE REPORTING PERIOD:								94



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	Street Address	City	State	Zip	Phone	Total Number Interviewees Referred	Did Entercom contact organizations request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?
1	Ellen Supple	Academy of Art College	79 New Montgomery	San Francisco	CA	94105	415.274.8618		Yes	No
2	Doreen Dunn	Academy of Radio Broadcasting	16052 Beach Blvd. Suite 253-N	Hunting Beach	CA	92647	714.842.0100		Yes	No
3	Staci Cockrell	American Broadcast School	4511 S.E. 29 th Street	Oklahoma City	OK	73115	405.672.6511		Yes	No
4	Tonya Sellers	American Women in Radio & Television	PO Box 19023	Oakland,	CA	94619	415.797.2178		Yes	No
5	Noemy Menbreno	Arriba Juntos	1850 Mission Street	San Francisco	CA	94103	415.487.3240		Yes	No
6	John Chiang	Asian Business League	P.O. Box 191345	San Francisco	CA	94119	415.284.6765		Yes	No
7	Danny Chou	Asian Week	809 Sacrament Street	San Francisco	CA	94108	415.397.0220		Yes	No
8	Ginny Reynolds	BAARC (Bay Area Advertising Relief Committee)	P.O. Box 26636	San Francisco	CA	94126	415.392.2272		Yes	No
9	Kai Augetoro	Bay Area Black Journalists Assoc. (BABJA)	1714 Franklin Street #100-260	Oakland	CA	94612	510.464.1000		Yes	No
10	Danuta Sawka	Cal State East Bay	25800 Carlos Bee Blvd	Hayward	CA	94542	510.885.3292		Yes	No
11		California Broadcasters Association	915 L Street #1150	Sacramento	CA	95814	916.444.2237		Yes	No
12	Theresa Woo	California Department of Rehabilitation	1485 Anea Circle, Suite 1100	Concord	CA	94520	925.602.2669		Yes	No
13	Kate Buckley	California State University, Chico	Career Planning & Placement	Chico	CA	95929	530.898.5253		Yes	No
14	Mary Magee	CalWorks Education & Training	1400 Evans Avenue Room 221	San Francisco	CA	94124	415.557.5723		Yes	No
15	Jobs desk	Center Southeast Asian Refugees	875 O'Farrell Street	San Francisco	CA	94109	415.885.2743		Yes	No
16	Terrance Thompson	Chabot College Employment & Career Services Ctr.	25555 Hesperian Blvd	Hayward	CA	94545	510.723.7228		Yes	No
17	Professor Chad Mark Glen	Chabot College Media Department	25555 Hesperian Blvd	Hayward	CA	94545	510.723.6609		Yes	No
18	Francine Podenski	City College of San Francisco	50 Phalen Avenue, Box A6	San Francisco	CA	94112	415.239.3285		Yes	No
19	Job Matching	City College of San Francisco	1800 Oakdale Avenue	San Francisco	CA	94124	415.561.1987		Yes	No



	Program Coordinator									
20	Nikki Love	Cogswell College	1175 Bordeaux Drive	Sunnyvale	CA	94089	408.498.5102		Yes	No
21	Monique Perkins	College of Alameda	555 Atlantic Avenue	Alameda	CA	94501	510.748.2193		Yes	No
22	Krystal Romero	College of San Mateo	1700 W. Hillsdale Blvd.	San Mateo	CA	94402	650-378-7222		Yes	No
23	Career Center	College of Notre Dame	1500 Ralston Avenue	Belmont	CA	94002	650.508.3717		Yes	No
24	Jaime Symons	Covenant House of California	200 Harrison Street	Oakland	CA	94607	510.379.1013		Yes	No
25	Cindy Lister	DeAnza College Career Center	21250 Stevens Creek Blvd	Cupertino	CA	95014	408.864.5711		Yes	No
26	Marilyn Ridgway	Department of Rehabilitation	301 Howard Street, 7 th Floor	San Francisco	CA	94105	415.904.7100		Yes	No
27	Job Board	Department on the Status of Women	25 Van Ness Avenue, Suite 240	San Francisco	CA	94102				
28	Sarah Boland	Diablo Valley College Career Center	321 Golf Club Road	Pleasant Hill	CA	94523	925.685.1230		Yes	No
29	John Christensen	Diablo Valley College Workability III Program	321 Gold Club Road	Pleasant Hill	CA	94523	925.969.2127		Yes	No
30	Vanessa Ioannides	Dominican University of California	50 Acacia Avenue	San Rafael	CA	94901	415.485.3235		Yes	No
31	Claire Marcheano	East Bay Works Center	4071 Port Chicago Highway #250	Concord	CA	94520	925.671.4500		Yes	No
32	Richard Cox	Eastbay Works Career Center	4545 Delta Fair Blvd.	Antioch	CA	94509	925.706.4830		Yes	No
33	Sandra Rice	Emma L. Bowen Foundation for Minority Interest in Media	524 West 57 th Street	New York	NY	10019	212.975.5884		Yes	No
34	Ben Martinez	Employment Development Department	24100 Amador Street, 3 rd Floor	Hayward	CA	94544	510.265.8366		Yes	No
35	Thomas Swinnerton	Employment Development Department	801 Turk Street	San Francisco	CA	94102	415.749.7500		Yes	No
36	General Director	Experience Unlimited	745 Franklin Street	San Francisco	CA	94102	415.771.1776		Yes	No
37	Judith Olais	Filipinos for Affirmative Action	310 Eight Street Suite 306	Oakland	CA	94607	510.465.9876		Yes	No
38	Jean Cooper	Glide Memorial United Methodist Church	330 Ellis Street Room 510	San Francisco	CA	94102	415.674.6041		Yes	No
39	Zee Hunt	Greater San Francisco Ad Club (ADMARK)	P.O. Box 2759	Alameda	CA	94501	510.658.4883		Yes	No
40	Bridgett Brown	Independent Living Resource Center	649 Mission Street, 3 rd Floor	San Francisco	CA	94105	415.543.6222		Yes	No
41	Marjorie Fletcher	Japanese Culture & Community Center of Northern California	1840 Sutter Street	San Francisco	CA	94115	415.567.5505		Yes	No
42	Amabella Camins	Jewish Vocational Service	225 Bush Street Suite 400	San Francisco	CA	94104	415.782.6253		Yes	No
43	Jeanne Rich	JFK University Career Center	100 Ellinwood Way Room 367	Pleasant Hill	CA	94523	925.969.3542		Yes	No
44	Pat Hartnett	KCSM-TV & FM	1700 West Hillsdale Blvd	San Mateo	CA	94402	650.574.6586		Yes	No
45	Young Park	Korean Center Inc	1352 Post Street	San Francisco	CA	94109	415.441.1881		Yes	No
46	Barbara Rodgers	KPIX-TV News	855 Battery Street	San Francisco	CA	94111	415.362.5550		Yes	No
47	Anh Lan Hoang	KQED, Inc	2601 Mariposa Street	San Francisco	CA	94110	415.864.2000		Yes	No
48	Sean Kennedy	KZSU	P.O. Box 20190	Stanford	CA	94309	650.725.4868		Yes	No
49	Velda Goe	Laney College	900 Fallon	Oakland	CA	94607	510.834.5740		Yes	No



50	Ruth Nunez	Larkin Street Youth Center	1138 Sutter Street	San Francisco	CA	94109	415.673.0911		Yes	No
51	Steve Botts	LDS Employment	1063 Detroit Avenue Suite B	Concord	CA	94518	925.827.4692		Yes	No
52	Jed McNeil	LDS Employment	3060 Patt Avenue	San Jose	CA	95133	408.729.4700		Yes	No
53	Joseph Segor	LDS Employment	3551 Decoto Road	Fremont	CA	94555	510.790.1800		Yes	No
54	Caleb Van	Lions Center for the Blind	2115 Broadway	Oakland	CA	94612	510.450.1580		Yes	No
55	Regional Turner	Los Medanos College	2700 E. Leland Road	Pittsburg	CA	94565	925.439.2181		Yes	No
56	Marty Gaetjens	Mass Communications	301 Campbell Hall	Berkeley	CA	94720	510.642.2363		Yes	No
57	Elizabeth Pinio	Maynard Institute of Journalism	663 13 th Street, Suite 200	Oakland	CA	94612	510.891.9202		Yes	No
58	Kristina Rizga	Media Alliance	1904 Franklin Street Suite 500	Oakland	CA	94612	510.832.9000		Yes	No
59	Mark Shilstone	Media Line	P.O. Box 51090	Pacific Grove	CA	93950	800.237.8073		Yes	No
60	Angela Schmiede	Menlo College	1000 El Camino Real	Atherton	CA	94027	650.543.3735		Yes	No
61	Catherine Thur	Merritt College Career & Placement Center	12500 Campus Drive, Bldg. Q202	Oakland	CA	94619	510.531.4911		Yes	No
62	Orlando Chavez	Mexican American Community Services Agency	660 Sinclair Drive	San Jose	CA	95116	408.929.1080		Yes	No
63	Esther Jones	Mills College Career Center	5000 McArthur Blvd.	Oakland	CA	94613	510.430.3183		Yes	No
64	Robert Lopez	Mission Hiring Hall, Inc.	288 7 th Street	San Francisco	CA	94103	415.626.1919		Yes	No
65	Job Counselor at Employment Dept.	Mission Language & Vocational School	2929 – 19 th Street	San Francisco	CA	94110	415.641.3706		Yes	No
66	Ruth Mays	NAACP	1290 Fillmore Street	San Francisco	CA	94115	415.922.0650		Yes	No
67	Edward Beanes	Napa Valley College	2277 Napa Vallejo Highway	Napa	CA	94558	707.253.3055		Yes	No
68	Marc Spears	NABJ (National Association of Black Journalists) Sports Task Force	marcjspears@yahoo.com				303.596.2171			
69	Academic Dept.	National Hispanic University	14271 Story Road	San Jose	CA	95127	408.926.6246			
70	Attn: Center Assistant	National University	3031 Tisch Way	San Jose	CA	95128	408.236.1100		Yes	No
71	Scott Duong	New Ways Worker	2012 Pine Street	San Francisco	CA	94115	415.202.7911		Yes	No
72	Lisa Seabourne	No. Peninsula Neighborhood Services	600 Linden Avenue	South San Francisco	CA	94080	650.583.3373		Yes	No
73	Joe Wallace	North Richmond Career Center	305 Chesley Avenue	Richmond	CA	94801	510.374.7309		Yes	No
74	Darryl Compton	NorCal RTNDA Radio-Television News Directors Assoc. of Northern California	4317 Camden Avenue	San Mateo	CA	94403	650.341.9978		Yes	No
75	Glenn Bell	Oakland Career Center Eastbay Works	1212 Broadway, Suite 100	Oakland	CA	94612	510.768.4473		Yes	No
76	Career Librarian	Oakland Public Library	125 14 th Street	Oakland	CA	94612	510.238.3138		Yes	No
77	Amit Mukherjee	PCTV (Peralta Colleges Television)	900 Fallon	Oakland	CA	94607	510.464.3255		Yes	No
78	Brett Andrews	Positive Resource Center	785 Market Street, 10 th Floor	San Francisco	CA	94103	415.777.0333		Yes	No
79	Gwen Caracer	Potrero Hill Neighborhood House	953 De Haro Street	San Francisco	CA	94107	415.826.8080		Yes	No
80	Rev. Shumate	Resource Center	1417 Filbert Street	Richmond	CA	94801	510.231.6884		Yes	No
81	Kathie Myambo	RSNC – Rehabilitation Services of Northern California	490 Gold Club Road	Pleasant Hill	CA	94523	925-682-6330		Yes	No
82	The Job Forum	San Francisco Chamber of	235 Montgomery Street	San Francisco	CA	94104	415.392.4520		Yes	No



		Commerce	12 th Floor							
83	Janet West	San Francisco City College	1800 Oakdale Avenue	San Francisco	CA	94124			Yes	No
84	Cynthia Vasquez	San Francisco Department on the Status of Women	25 Van Ness Avenue, Suite 130	San Francisco	CA	94102	415.252.2570		Yes	No
85	Josephina Lopez	San Francisco Housing Authority	100 Appleton Avenue	San Francisco	CA	94110	415.447.1706		Yes	No
86	Jack Chan	San Francisco State University Career Center	1600 Holloway Avenue SS206	San Francisco	CA	94132	415.338.1764		Yes	No
87	Cristina Azocar	San Francisco State University Center for Integration & Improvement of Journalism	1600 Holloway Ave HUM307	San Francisco	CA	94132	415.338.2083		Yes	No
88	Kim Massey, Ph.D	San Jose State University	Department of Theatre Arts	San Jose	CA	95192	408.924.4571		Yes	No
89	Melan Jaich	Santa Clara University Career Center	500 El Camino Real	Santa Clara	CA	95053	408.554.4793			
90	Nate Campbell	Sonoma State University KSUN Radio	1901 E. Cotati Avenue	Rohnert Park	CA	94928	707.664.2622		Yes	No
91	Career Center	Sonoma State University	1901 E. Cotati Avenue	Rohnert Park	CA	94928	707.664.3127		Yes	
92	Najeeb Nazbar	Southeast Career Center – One Stop	1800 Oakdale Avenue, 1 st Floor	San Francisco	CA	94124	415.970.7714		Yes	No
93	Claudia Leal	Spanish Speaking Citizens Foundation	1470 Fruitvale Avenue	Oakland	CA	94601	510.261.7839		Yes	No
94	Ed Tywoniak	St. Mary's College Communication Dept.	1928 St. Mary's Road	Moraga	CA	94556	925.631.4000		Yes	No
95	Career Management	St. Mary's College	P.O. Box 3421	Moraga	CA	94575	925.631-4600		Yes	No
96	Jean Branan	The Art Institute of California – San Diego	7650 Mission Valley Road	San Diego	CA	92108	858.598.1200		Yes	No
97	Sylvia Wells	The California Chicano News Media Association(CCNMA)	727 W 27 th St, Room 201	Los Angeles	CA	90007	213.821.0075		Yes	No
98	Michelle Chandra	The Women's Foundation of California	340 Pine Street Suite 302	San Francisco	CA	94104	415.837.1113		Yes	No
99	Career Center	UC Berkeley	210 Sproul Hall	Berkeley	CA	94720	510.642.6000		Yes	No
100	Jose Garcia	United Indians Nations, Inc.	1436 Clarke St #B	San Leandro	CA	94577	510.352.4510		Yes	No
101	Jeffrey Artz	Veteran Employment Specialist	1080 N. 7 th Street	San Jose	CA	95112	408.869.9204		Yes	No
102	Anita Yoskowitz	Veterans Industries	401 Third Street	San Francisco	CA	94107	415.551.7360		Yes	No
103	Christina Lopez	Visitation Valley Community Center	50 Raymond Avenue	San Francisco	CA	94134	415.494.5356		Yes	No
104	Mauro Tumbocon Jr.	West Bay Filipino Multi-Service Center	175 Seventh Street	San Francisco	CA	94103	415.431.6266		Yes	No
105	Andrea Martinez	Women's Building	3543 18 th Street #8	San Francisco	CA	94102	415.431.1180		Yes	No
106		Women's Economic Agenda Project	160 Franklin Street, Suite 209	Oakland	CA	94607	510.986-8620		Yes	No
107	Dionjay Brookter	Young Community Developers, Inc	1715 Yosemite Avenue	San Francisco	CA	94124	415.822.3491		Yes	No
108	Jacinda Abacarian	Youth Radio	1701 Broadway	Oakland	CA	94612	510.251.1101		Yes	No
109	Administration	YWCA of San Francisco	9940 Powell Street, Apt 101	San Francisco	CA	94108	415.775.6502		Yes	No
110	Lauren Duffy	Elon University	Moseley Center, 151	Elon	NC	27244	336.278.6554		Yes	No
111	Sam Rodriguez	Holy Name University	3500 Mountain Blvd.	Oakland	CA	94619	510.436.1419		Yes	No

COMPANY POSTINGS & MISCELLANEOUS



1	Stephanie Gilson	Entercom Corporate Website	CorporateEEO@entercom.com	206.213.0132	26	N/A
2	Betty Portue	Current Employees/Internal Postings (Common Board & Email)	bportue@entercom.com	415.777.0965	4	N/A

ADVERTISING

1	All Access	www.allaccess.com			4	N/A
2	Bay Area Star STAR Bay Area Society for Television, Advertising and Radio	www.bayareastar.org				N/A
3	Craigslist	www.craigslist.org				N/A
4	Creative Hotlist	www.creativehotlist.com				N/A

JOB FAIRS

1	Sales Job Network Recruiting Event	See Supplemental Recruitment Initiative #11 (September 27, 2013)			14	
2	San Francisco State University Career Day	See Supplemental Recruitment Initiative #14 (April 4, 2014)				
3	Silicon Valley HIREvent	See Supplemental Recruitment Initiative #15 (April 23, 2014)				

OTHER SOURCES

-	Industry Referral				17	N/A
-	Employee Referral				18	N/A
-	Linked-in					N/A
-	Hawthorne Executive Search				11	N/A
TOTAL # OF NEW INTERVIEWEES REFERRED:					94	



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Weekly	Entercom San Francisco	One day per week, Entercom San Francisco airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Bay Area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Program Directors Traffic Managers
2	Manager EEO Initiative Discussions with Managers	Quarterly	Entercom San Francisco	Quarterly discussions with managers regarding EEO compliance rules. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	Business Manager Department Heads
3	Internship Program Programming	Periodically throughout the year	Entercom San Francisco	Entercom SF offers internships at the radio stations in our Programming department. Interns must be college students and receive college credit for the internships. The Program Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 25 participated in this program.	Director of Programming Executive Producer Business Manager
4	Paid Internship Program Promotions	Periodically throughout the year	Entercom San Francisco	Entercom SF offers paid internships at the radio stations in our Promotions department. Interns must be college students. The program is designed to cycle students through every 3 months spanning the Fall, Spring, and Summer semesters. The Promotions Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 19 participated in this program.	Promotions Director Promotion Coordinator Business Manager
5	RAMP 3.0 Sales Training Program	Periodically throughout the year	Entercom San Francisco	Entercom salespeople and managers participate in Entercom's proprietary RAMP Training. RAMP is a comprehensive training program designed to teach AEs about the company, the industry, the market, the cluster and how to uncover and solve their client's marketing challenges. The program consists of weekly training sessions conducted by the Sales Managers of all of Entercom's stations. The program can also be conducted as independent study. After completing the sessions, the AEs are tested on their knowledge through our online testing center. When they pass all of the quizzes, they become RAMP graduates. 8 Account Executives graduated from this program during the annual reporting period.	Sales Managers Account Executives
6	Sales Advanced Education Conference Calls	Monthly	Entercom San Francisco	Monthly conference calls are held with all Entercom General Managers and other managers/professionals as determined by the call content to enhance learning, skills and internal communication in key revenue generating areas.	General Manager Director of Sales General Sales Managers



7	Business Development Workshops	Weekly	Entercom San Francisco	Weekly meetings open to all Sales Staff includes training, real world examples of capturing and closing deals from non-traditional sources, and sales leads.	Business Development Director Sales Mangers Marketing Manager Account Executives
8	Integrated Marketing Solutions	Monthly throughout the year	Entercom Corporate Web-Ex	Entercom hosts a monthly Account Executive Webex that is intended to enhance our AE's skills as marketing consultants and provide ideas and successes to help grow their controllable business. On the 45 minute calls, we provide timely category research that help identify opportunities in our markets that can be used to accelerate the sales process.	Account Executives Sales Managers
9	NAB / RAB	September 18-20, 2013	Orlando, FL	Entercom representatives attended the National Association of Broadcasters convention. The event brought radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders and explore creative business strategies to help radio flourish in the digital age. One AE from Entercom San Francisco attended.	Account Executive
10	"Sales Flyaway" Event	Sept 29-Oct 1, 2013	Las Vegas, NV	Top sellers from Entercom markets met in Las Vegas to attend brainstorming sessions, sharing of success stories, guest speakers. Four AE's from Entercom San Francisco attended.	Account Executives
11	Sales Job Network Recruiting Event	September 27, 2013	Concord, CA	Our Director of Sales attended this four hour event and interviewed eight potential candidates with prior sales experience. We found a number of solid candidates and called five into the station for follow-up interviews.	Director of Sales
12	Entercom's EEO Policy and Compliance Training	February 12, 2014	Web-Ex	Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance.	VP of Human Resources EEO Administrators
13	Menlo College Outreach Event & Station Tour	February 25, 2014	Entercom San Francisco	Entercom staff met with the Career Center Manager & Student Internship Director from Menlo College to discuss the college's placement procedures for interns in the Business Office and Marketing Departments at Entercom. Internship opportunities were discussed and a station tour was provided.	Business Manager Payroll Coordinator Marketing Director
14	San Francisco State University Career Day	April 4, 2014	On campus	Entercom hiring managers attended the San Francisco State University Career Day. They met with students and discussed broadcasting careers at Entercom and provided instructs on how to apply for current job openings.	Business Manager Promotion Director Director of Engineering
15	Silicon Valley HIREvent	April 23, 2014	San Jose, CA	Entercom San Francisco hiring manager met with job seekers at a half day job fair in San Jose. Staff met with attendees, distributed job openings, and discussed internships at the stations.	Promotions Department



16	Social Media Training	June 18-June 20, 2014	Entercom San Francisco	This is an Entercom initiative offered to Programming employees to educate them on social media skills that will enhance their performance. It will also assist on-air staff with their ratings and name recognition. The training is a 3-day seminar.	Social Media Strategist Program Director Promotions Director Marketing Manager On-Air Talent Promotions Assistant Producers
17	Preventing Discrimination, Harassment and Retaliation Management in California Training Seminar	July 9, 2014	Entercom San Francisco	Entercom's VP of Human Resources facilitates a seminar for our managers and supervisors that covers Entercom's EEO policy, Entercom's FCC/EEO program requirements and managers' responsibilities, and Federal and State Employment Laws. The seminar also includes a review of Protected Classifications, managers' responsibilities in preventing discrimination, harassment and retaliation with applicants and employees, and Entercom's policy and procedures for employee complaints and responding to complaints.	VP of Human Resources All Department Managers Line Supervisors
18	Academy of Arts Station Meeting & Tour	July 17, 2014	Entercom San Francisco	Entercom staff met with students and their instructor from the Academy of Arts University summer program to discuss careers in radio. The class toured the facility and met with multiple departments.	General Manager HR Coordinator Promotion Manager Business Manager
19	EEO Breakfast	July 29, 2014	Entercom San Francisco	Entercom San Francisco hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview of their specific departments. A station tour was provided. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	General Manager Sales Manager Program Director Promotion Director Business Manager HR Assistant

