

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

This report covers full-time vacancy recruitment for the period of July 27, 2014 through July 31, 2015

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	8/4/14 General Sales Manager	Industry Referral	1-105	1-2	1	Entercom.com - 4 Industry Referral - 3	7	7
B	8/12/14 Announcer	Employee Referral	1-114	1-2	1	Employee Referral - 8 Industry Referral - 2	10	10
C	9/1/14 Announcer	Employee Referral	1-114	1-2	1	Repeat Pool B	10	0
D	9/2/14 Announcer	Employee Referral	1-114	1-2	1	Repeat Pool B	10	0
E	9/2/14 Announcer	Industry Referral	1-114	1-2	1	Employee Referral - 2 Industry Referral - 4	6	6
F	9/8/14 Account Executive	Hawthorne Recruiter	1-114	1-2	1	Hawthorne Recruiter - 3 Indeed.com - 1 Industry Referral - 2	6	6



G	9/8/14 Announcer	Employee Referral	1-114	1-2	1	Repeat Pool B	10	0
H	9/12/14 Announcer	Employee Referral	1-114	1-2	1	Repeat Pool B	10	0
I	9/22/14 Account Manager	Indeed.com	1-114	1-2	1	Repeat Pool F	6	0
J	9/29/14 Producer	Employee Referral	1-114	1-2	1	Employee Referral - 4 Entercom.com - 10	14	14
K	9/29/14 Staff Accountant	Linkedin.com	1-114	1-2	1-2	Current Employee - 1 Craigslist.com - 1 Employee Referral - 2 Linkedin.com - 2	6	6
L	10/5/14 Sales Manager	Employee Referral	1-114	1-2		Employee Referral - 2 Entercom.com - 1 Self Referred - 2	5	5
M	10/20/14 Engineer	Entercom.com	1-114	1-2		Entercom.com - 1	1	1
N	11/3/14 Sales Manager	Employee Referral	1-114	1-2		Employee Referral - 2 Entercom.com - 1 Linked-In - 1 Self Referral - 1	5	5
O	11/3/14 Account Manager	Self Referral	1-114	1-2		Employee Referral - 1 Indeed.com - 1 Self Referral - 1	3	3
P	11/10/14 Account Manager	Indeed.com	1-114	1-2		Repeat Pool O	3	0
Q	11/10/14 Account Manager	Employee Referral	1-114	1-2		Repeat Pool O	3	0
R	12/1/14 Announcer – Game	Industry Referral	1-114	1-2		Repeat Pool E Industry Referral - 1	6	1
S	12/1/14 Announcer – Game	Employee Referral	1-114	1-2		Repeat Pool E Industry Referral - 1	6	1
T	12/5/14 Account Manager	Employee Referral	1-114	1-2		Employee Referral - 1 Self Referral - 1	2	2
U	12/5/14 Account Manager	Employee Referral	1-114	1-2		Employee Referral - 2 Industry Referral - 1	3	3
V	12/5/14 Account Manager	Employee Referral	1-114	1-2		Repeat Pool U	3	0



W	1/2/15 Producer	PT to FT Hire Date FT 9/23/13	1-114	1-2		Current Employee - 1	1	1
X	1/26/15 Account Manager	Employee Referral	1-114	1-2		Employee Referral - 1	1	1
Y	2/2/15 Account Manager	Employee Referral	1-114	1-2		Employee Referral - 1 Industry Referral - 4	5	5
Z	2/9/15 Continuity Director	Employee Referral	1-114	1-2		Careerbuilder.com - 1 Employee Referral - 1 Entercom.com - 2 Facebook.com - 1	5	5
AA	2/21/15 Account Manager	Employee Referral	1-114	1-2		Employee Referral - 2	2	2
AB	3/16/15 Account Executive	Entercom.com	1-114	1-2		Entercom.com - 2 Industry Referral - 2 Linkedin.com - 1	5	5
AC	4/27/15 Sales Coordinator	Entercom.com	1-114	1-2		Employee Referral - 1 Entercom.com - 1	2	2
AD	5/4/15 Sales Coordinator	Entercom.com	1-114	1-2		Entercom.com - (1 repeat Pool AC) +1	2	1
AE	5/26/15 Account Manager	Industry Referral	1-114	1-2		Employee Referral - 1 Entercom.com - 2 Industry Referral - 2	5	5
AF	5/27/15 Digital Director	Employee Referral	1-114	1-2		Employee Referral - 1 Entercom.com - 3	4	4
AG	6/1/15 Account Manager	Entercom.com	1-114	1-2		Employee Referral - (1 repeat Pool AE) Entercom.com- (2 repeat Pool AE) + 3 Industry Referral - 2	8	5
AH	6/15/15 Full Time Producer	All Access	1-114	1-2	3	All Access - 1 Current Employee - 2 Entercom.com - 1 Industry Referral - 1	5	5
AI	6/22/15 Program Director	Industry Referral	1-114	1-2		Current Employee - 1 Industry Referral - 3	4	4
AJ	7/6/15 Sales Coordinator	Bay Area Star	1-114	1-2	1	Bay Area Star - 1 Employee Referral - 1 Self Referred - 2	4	4
AK	7/6/15 Account Executive	Entercom.com	1-114	1-2		Employee Referral - 3 Entercom.com - 3 San Jose State University - 1	7	7



AL	7/6/15 Account Executive	Employee Referral	1-114	1-2	1	Repeat Pool AK	7	0
AM	7/6/15 Account Executive	San Jose State University	1-114	1-2	1	Repeat Pool AK	7	0
AN	7/13/15 Announcer	Entercom.com	1-114	1-2	1	Entercom.com - 1 Industry Referral - 2	3	3
TOTAL # OF NEW INTERVIEWEES FOR FULL TIME JOB VACANCIES DURING THE REPORTING PERIOD:								129

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	0	Yes	No
2	Doreen Dunn	Academy of Radio Broadcasting	16052 Beach Blvd. Suite 253-N	Hunting Beach	CA	92647	714.842.0100	0	Yes	No
3	Staci Cockrell	American Broadcast School	4511 S.E. 29 th Street	Oklahoma City	OK	73115	405.672.6511	0	Yes	No
4	Noemy Menbreno	Arriba Juntos	1850 Mission Street	San Francisco	CA	94103	415.487.3240	0	Yes	No
5	John Chiang	Asian Business League	P.O. Box 191345	San Francisco	CA	94119	415.284.6765	0	Yes	No
6	Danny Chou	Asian Week	809 Sacramento Street	San Francisco	CA	94108	415.397.0220	0	Yes	No
7	Ginny Reynolds	BAARC (Bay Area Advertising Relief Committee)	P.O. Box 26636	San Francisco	CA	94126	415.392.2272	0	Yes	No
8	Kai Augetoro	Bay Area Black Journalists Assoc. (BABJA)	1714 Franklin Street #100-260	Oakland	CA	94612	510.464.1000	0	Yes	No
9	Danuta Sawka	Cal State East Bay	25800 Carlos Bee Blvd	Hayward	CA	94542	510.885.3292	0	Yes	No
10		California Broadcasters Association	915 L Street #1150	Sacramento	CA	95814	916.444.2237	0	Yes	No
11	Theresa Woo	California Department of Rehabilitation	1485 Anea Circle, Suite 1100	Concord	CA	94520	925.602.2669	0	Yes	No
12	Kate Buckley	California State University, Chico	Career Planning & Placement	Chico	CA	95929	530.898.4636	0	Yes	No



13	Mary Magee	CalWorks Education & Training	1400 Evans Avenue Room 221	San Francisco	CA	94124	415.557.5723	0	Yes	No
14	Jobs desk	Center Southeast Asian Refugees	875 O'Farrell Street	San Francisco	CA	94109	415.885.2743	0	Yes	No
15	Terrance Thompson	Chabot College Employment & Career Services Ctr.	25555 Hesperian Blvd	Hayward	CA	94545	510.723.7228	0	Yes	No
16	Professor Chad Mark Glen	Chabot College Media Department	25555 Hesperian Blvd	Hayward	CA	94545	510.723.6609	0	Yes	No
17	Francine Podenski	City College of San Francisco	50 Phalen Avenue, Box A6	San Francisco	CA	94112	415.239.3285	0	Yes	No
18	Job Matching Program Coordinator	City College of San Francisco	1800 Oakdale Avenue	San Francisco	CA	94124	415.561.1987	0	Yes	No
19	Nikki Love	Cogswell College	1175 Bordeaux Drive	Sunnyvale	CA	94089	408.498.5102	0	Yes	No
20	Monique Perkins	College of Alameda	555 Atlantic Avenue	Alameda	CA	94501	510.748.2193	0	Yes	No
21	Career Center	College of Notre Dame	1500 Ralston Avenue	Belmont	CA	94002	650.508.3717	0		
22	Krystal Romero	College of San Mateo	1700 W. Hillsdale Blvd.	San Mateo	CA	94402	650-378-7222	0	Yes	No
23	Jaime Symons	Covenant House of California	200 Harrison Street	Oakland	CA	94607	510.379.1013	0	Yes	No
24	Marilyn Ridgway	Department of Rehabilitation	301 Howard Street, 7 th Floor	San Francisco	CA	94105	415.904.7100	0	Yes	No
25	Job Board	Department on the Status of Women	25 Van Ness Avenue, Suite 240	San Francisco	CA	94102	415.252.2570	0	Yes	No
26	Sarah Boland	Diablo Valley College Career Center	321 Golf Club Road	Pleasant Hill	CA	94523	925.685.1230	0	Yes	No
27	John Christensen	Diablo Valley College Workability III Program	321 Gold Club Road	Pleasant Hill	CA	94523	925.969.2127	0	Yes	No
28	Vanessa Ioannides	Dominican University of California	50 Acacia Avenue	San Rafael	CA	94901	415.485.3235	0	Yes	No
29	Claire Marcheano	East Bay Works Center	4071 Port Chicago Highway #250	Concord	CA	94520	925.671.4500	0	Yes	No
30	Richard Cox	Eastbay Works Career Center	4545 Delta Fair Blvd.	Antioch	CA	94509	925.706.4830	0	Yes	No
31	Sandra Rice	Emma L. Bowen Foundation for Minority Interest in Media	524 West 57 th Street	New York	NY	10019	212.975.5884	0	Yes	No
32	Ben Martinez	Employment Development Department	24100 Amador Street, 3 rd Floor	Hayward	CA	94544	510.265.8366	0	Yes	No
33	Thomas Swinnerton	Employment Development Department	801 Turk Street	San Francisco	CA	94102	415.749.7500	0	Yes	No
34	General Director	Experience Unlimited	745 Franklin Street	San Francisco	CA	94102	415.771.1776	0	Yes	No
35	Judith Olais	Filipinos for Affirmative Action	310 Eight Street Suite 306	Oakland	CA	94607	510.465.9876	0	Yes	No
36	Jean Cooper	Glide Memorial United Methodist Church	330 Ellis Street Room 510	San Francisco	CA	94102	415.674.6041	0	Yes	No
37	Zee Hunt	Greater San Francisco Ad Club (ADMARK)	P.O. Box 2759	Alameda	CA	94501	510.658.4883	0	Yes	No
38	Bridgett Brown	Independent Living Resource Center	649 Mission Street, 3 rd Floor	San Francisco	CA	94105	415.543.6222	0	Yes	No
39	Marjorie Fletcher	Japanese Culture & Community Center of Northern California	1840 Sutter Street	San Francisco	CA	94115	415.567.5505	0	Yes	No



40	Amabella Camins	Jewish Vocational Service	225 Bush Street Suite 400	San Francisco	CA	94104	415.782.6253	0	Yes	No
41	Jeanne Rich	JFK University Career Center	100 Ellinwood Way Room 367	Pleasant Hill	CA	94523	925.969.3542	0	Yes	No
42	Pat Hartnett	KCSM-TV & FM	1700 West Hillsdale Blvd	San Mateo	CA	94402	650.574.6586	0	Yes	No
43	Young Park	Korean Center Inc	1352 Post Street	San Francisco	CA	94109	415.441.1881	0	Yes	No
44	Barbara Rodgers	KPIX-TV News	855 Battery Street	San Francisco	CA	94111	415.362.5550	0	Yes	No
45	Adrienne Cabanatuan	KQED, Inc	2601 Mariposa Street	San Francisco	CA	94110	415.553.2307	0	Yes	No
46	Sean Kennedy	KZSU	P.O. Box 20190	Stanford	CA	94309	650.725.4868	0	Yes	No
47	Velda Goe	Laney College	900 Fallon	Oakland	CA	94607	510.834.5740	0	Yes	No
48	Ruth Nunez	Larkin Street Youth Center	1138 Sutter Street	San Francisco	CA	94109	415.673.0911	0	Yes	No
49	Steve Botts	LDS Employment	1063 Detroit Avenue Suite B	Concord	CA	94518	925.827.4692	0	Yes	No
50	Jed McNeil	LDS Employment	3060 Patt Avenue	San Jose	CA	95133	408.729.4700	0	Yes	No
51	Joseph Segor	LDS Employment	3551 Decoto Road	Fremont	CA	94555	510.790.1800	0	Yes	No
52	Caleb Van	Lions Center for the Blind	2115 Broadway	Oakland	CA	94612	510.450.1580	0	Yes	No
53	Regional Turner	Los Medanos College	2700 E. Leland Road	Pittsburg	CA	94565	925.439.2181	0	Yes	No
54	Marty Gaetjens	Mass Communications	301 Campbell Hall	Berkeley	CA	94720	510.642.2363	0	Yes	No
55	Roberto Delgado	Maynard Institute of Journalism	663 13 th Street, Suite 200	Oakland	CA	94612	510.891.9202	0	Yes	No
56	Kristina Rizga	Media Alliance	1904 Franklin Street Suite 500	Oakland	CA	94612	510.832.9000	0	Yes	No
57	Andrea Peeters	Menlo College	1000 El Camino Real	Atherton	CA	94027	650.543.3735	0	Yes	No
58	Catherine Thur	Merritt College Career & Placement Center	12500 Campus Drive, Bldg. Q202	Oakland	CA	94619	510.531.4911	0	Yes	No
59	Orlando Chavez	Mexican American Community Services Agency	660 Sinclair Drive	San Jose	CA	95116	408.929.1080	0	Yes	No
60	Esther Jones	Mills College Career Center	5000 McArthur Blvd.	Oakland	CA	94613	510.430.3183	0	Yes	No
61	Kai Yung	Mission Hiring Hall, Inc.	288 7 th Street	San Francisco	CA	94103	415.626.1919	0	Yes	No
62	Job Counselor at Employment Dept.	Mission Language & Vocational School	2929 – 19 th Street	San Francisco	CA	94110	415.622.5432	0	Yes	No
63	Ruth Mays	NAACP	1290 Fillmore Street	San Francisco	CA	94115	415.922.0650	0	Yes	No
64	Jose Hurtado	Napa Valley College Career Center	2277 Napa Vallejo Highway	Napa	CA	94558	707.256.7330	0	Yes	No
65	Marc Spears	NABJ (National Association of Black Journalists) Sports Task Force	marcjspears@yahoo.com				303.596.2171	0	Yes	No
66	Academic Dept.	National Hispanic University	14271 Story Road	San Jose	CA	95127	408.926.6246	0	Yes	No
67	Attn: Center Assistant	National University	3031 Tisch Way	San Jose	CA	95128	408.236.1100	0	Yes	No
68	Scott Duong	New Ways Worker	2012 Pine Street	San Francisco	CA	94115	415.202.7911	0	Yes	No
69	Darryl Compton	NorCal RTNDA Radio-Television News Directors Assoc. of Northern California	4317 Camden Avenue	San Mateo	CA	94403	650.341.9978	0	Yes	No
70	Glenn Bell	Oakland Career Center Eastbay Works	1212 Broadway, Suite 100	Oakland	CA	94612	510.768.4473	0	Yes	No
71	Career Librarian	Oakland Public Library	125 14 th Street	Oakland	CA	94612	510.238.3138	0	Yes	No



72	Amit Mukherjee	PCTV (Peralta Colleges Television)	900 Fallon	Oakland	CA	94607	510.464.3255	0	Yes	No
73	Brett Andrews	Positive Resource Center	785 Market Street, 10 th Floor	San Francisco	CA	94103	415.777.0333	0	Yes	No
74	Edward Hatter	Potrero Hill Neighborhood House	953 De Haro Street	San Francisco	CA	94107	415.826.8080	0	Yes	No
75	Kathie Myambo	RSNC – Rehabilitation Services of Northern California	490 Gold Club Road	Pleasant Hill	CA	94523	925-682-6330	0	Yes	No
76	The Job Forum	San Francisco Chamber of Commerce	235 Montgomery Street 12 th Floor	San Francisco	CA	94104	415.392.4520	0	Yes	No
77	Janet West	San Francisco City College	1800 Oakdale Avenue	San Francisco	CA	94124		0	Yes	No
78		San Francisco Department on the Status of Women	25 Van Ness Avenue, Suite 130	San Francisco	CA	94102	415.252.2570	0	Yes	No
79	Human Resource	San Francisco Housing Authority	1815 Egbert Avenue	San Francisco	CA	94124	415.715.3280	0	Yes	No
80	Jack Chan	San Francisco State University Career Center	1600 Holloway Avenue SS206	San Francisco	CA	94132	415.338.1764	0	Yes	No
81	Cristina Azocar	San Francisco State University Center for Integration & Improvement of Journalism	1600 Holloway Ave HUM307	San Francisco	CA	94132	415.338.2083	0	Yes	No
82	Kim Massey, Ph.D	San Jose State University	Department of Theatre Arts	San Jose	CA	95192	408.924.4571	1	Yes	No
83	Melan Jaich	Santa Clara University Career Center	500 El Camino Real	Santa Clara	CA	95053	408.554.4793	0	Yes	No
84	Nate Campbell	Sonoma State University KSUN Radio	1901 E. Cotati Avenue	Rohnert Park	CA	94928	707.664.2622	0	Yes	No
85	Career Center	Sonoma State University	1901 E. Cotati Avenue	Rohnert Park	CA	94928	707.664.3127	0	Yes	
86	Edwin Florentino	Southeast Career Center – One Stop	1800 Oakdale Avenue, 1 st Floor	San Francisco	CA	94124	415.970.7714	0	Yes	No
87		Spanish Speaking Citizens Foundation	1470 Fruitvale Avenue	Oakland	CA	94601	510.261.7839	0	Yes	No
88	Ed Tywoniak	St. Mary's College Communication Dept.	1928 St. Mary's Road	Moraga	CA	94556	925.631.4000	0	Yes	No
89	Career Management	St. Mary's College	P.O. Box 3421	Moraga	CA	94575	925.631-4600	0	Yes	No
90	Jean Branan	The Art Institute of California – San Diego	7650 Mission Valley Road	San Diego	CA	92108	858.598.1200	0	Yes	No
91	Sylvia Wells	The California Chicano News Media Association(CCNMA)	727 W 27 th St, Room 201	Los Angeles	CA	90007	213.821.0075	0	Yes	No
92	Michelle Chandra	The Women's Foundation of California	340 Pine Street Suite 302	San Francisco	CA	94104	415.837.1113	0	Yes	No
93	Career Center	UC Berkeley	210 Sproul Hall	Berkeley	CA	94720	510.642.6000	0	Yes	No
94	Jose Garcia	United Indians Nations, Inc.	1436 Clarke St #B	San Leandro	CA	94577	510.352.4510	0	Yes	No
95	Jeffrey Artz	Veteran Employment Specialist	1080 N. 7 th Street	San Jose	CA	95112	408.869.9204	0	Yes	No
96	Anita Yoskowitz	Veterans Industries	401 Third Street	San Francisco	CA	94107	415.551.7360	0	Yes	No
97	Christina Lopez	Visitation Valley Community Center	50 Raymond Avenue	San Francisco	CA	94134	415.494.5356	0	Yes	No
98	Mauro Tumbocon Jr.	West Bay Filipino Multi-Service Center	175 Seventh Street	San Francisco	CA	94103	415.431.6266	0	Yes	No
99	Andrea Martinez	Women's Building	3543 18 th Street #8	San Francisco	CA	94102	415.431.1180	0	Yes	No
100		Women's Economic Agenda Project	160 Franklin Street, Suite 209	Oakland	CA	94607	510.986-8620	0	Yes	No
101	Dionjay Brookter	Young Community Developers, Inc	1715 Yosemite Avenue	San Francisco	CA	94124	415.822.3491	0	Yes	No
102	Jacinda Abacarian	Youth Radio	1701 Broadway	Oakland	CA	94612	510.251.1101	0	Yes	No



103	Administration	YWCA of San Francisco	940 Powell Street, Apt 101	San Francisco	CA	94108	415.775.6502	0	Yes	No
104	Lauren Duffy	Elon University	Moseley Center, 151	Elon	NC	27244	336.278.6554	0	Yes	No
105	Sam Rodriguez	Holy Name University	3500 Mountain Blvd.	Oakland	CA	94619	510.436.1419	0	Yes	No
106	Karen James Cody	American News Women's Club	1607 22 nd St NW	Washington	DC	20008	202.332.6770	0	Yes	No
107	Roland Acupido	Asian American for Community Involvement	2400 Moorpark Avenue	San Jose	CA	95128	408-975-2745	0	Yes	No
108	Rene Astudillo	Asian American Journalists Assoc	5 3 rd Street, #1108	San Francisco	CA	94103	415.346.2051	0	Yes	No
109	Tina Ying	Asian Immigrant Women Advocates	1010 Ruff Drive	San Jose	CA	95110	408.289.8983	0	Yes	No
110	Gloria Tan	Asian Women's Resources	940 Washington Street	San Francisco	CA	94108	415.788.1008	0	Yes	No
111	Ben Fuller-Rowell	Bay Area Broadcast Skills Bank	900 Front Street	San Francisco	CA	94111	415.905.6542	0	Yes	No
112	Yorbee Hui	Chinese for Affirmative Action	17 Walter U Lum Place	San Francisco	CA	94108	415.274.6750	0	Yes	No
113	Connie Nadrigal	Hispanic Chamber of Commerce of Silicon Valley	100 E Santa Clara Street	San Jose	CA	95113	408.213.0320	0	Yes	No
114	Fernando Rivera	San Francisco Hispanic Chamber of Commerce	3597 Mission Street	San Francisco	CA	94110	415.278.9611	0	Yes	No

COMPANY POSTINGS & MISCELLANEOUS

1	Stephanie Gilson	Entercom Corporate Website – Entercom.com	CorporateEEO@entercom.com	206.213.0132	36	N/A
2	Betty Portue	Current Employees/Internal Postings (Common Board & Email)	bportue@entercom.com	415.777.0965	5	N/A

ADVERTISING

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

JOB FAIRS

1	San Francisco State University Career Fair	See Supplemental Recruitment Initiative #19 (April 3, 2015)	0	
2	Foothill College & De Anza College Spring Internship Career Fair	See Supplemental Recruitment Initiative #23 (May 20, 2015)	0	
3	San Francisco Diversity Employment Day Career Fair	See Supplemental Recruitment Initiative #24 (May 28, 2015)	0	

OTHER SOURCES

-	Industry Referral	30	N/A
-	Employee Referral	36	N/A
-	Indeed.com	2	N/A



-	Linkedin.com	4	N/A
-	Hawthorne Executive Search	3	N/A
-	Careerbuilder.com	1	N/A
-	Self Referred	7	N/A
-	Facebook.com	1	N/A
TOTAL # OF NEW INTERVIEWEES REFERRED:			129

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	Once a 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 San Francisco 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. 42 participated in this program.	Director of Programming Executive Producer Business Manager
4	Paid Internship Program	Periodically throughout the year	Entercom San Francisco	Entercom San Francisco 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. 21 participated in this program.	Promotions Director Promotion Assistant Coordinator
5	RAMP QUICK START	Periodically throughout the year	Entercom San Francisco	This training is for new sellers is designed to jump start activity. It is designed to teach AEs about the company, the industry, the market, the cluster and how to uncover and solve their client's marketing challenges. 17 new Account Executive participated in this program.	Account Executives



6	RAB Professional Development	Periodically throughout the year	Entercom San Francisco	Entercom San Francisco sales people participate in the Radio Advertising Bureau's proprietary training program for radio marketing professionals (RMP). RMP is a comprehensive training program designed to teach AEs the basics of positioning themselves as Marketing Consultants, preparing great presentations, and prospecting. The program consists of 17 training module which are self-directed and include quizzes and feedback from RAB trainers. Six (6) Account Executives participated in this program during the annual reporting period.	Account Executives
7	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 General Sales Managers Program Directors
8	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
9	Integrated Marketing Solutions	Periodically throughout the year	Entercom Corporate Web-Ex	Entercom hosts Account Executive Webex sessions that are 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
10	Traffic System Training	Periodically throughout the year	Entercom San Francisco	Provides an opportunity for all new traffic department employees to attend comprehensive training in manager on air logs, scheduling copy, and formatting station schedules. A company trainer conducts these web-based sessions.	Traffic Mangers Continuity Directors
11	Sales Tools Training Order Entry	Periodically throughout the year	Entercom San Francisco	Provides an opportunity for all new sellers and sales assistants to attend comprehensive training in order entry and review, advanced tools and shortcuts. A company trainer conducts these web-based sessions.	Sales Assistants Account Executives
12	Sales Tools Training Pitched & Pending	Periodically throughout the year	Entercom San Francisco	Provides training on a sales tool which includes Outlook integration, CRM Opportunities, Budget and Forecasting Reports, and Customer Account maintenance, utilizing and maintaining pitched and pending sales data bases. A company trainer conducts these web-based sessions.	Sales Administrative Manager Account Executives
13	Station Tour	August 12, 2014	Entercom San Francisco	Entercom San Francisco conducted a station tour for the San Mateo Margaret J. Kemp Camp for Girls after an On Air Announcer spoke on a career panel discussing broadcast careers with young woman at the camp.	On Air Announcer Business Manager



14	Conference attendance	October 11, 2014	San Jose, CA	One of our On Air Announcers was a panelist at the Latino/Latina Role Model Conference in San Jose, speaking about education and training required for broadcast careers.	On Air Announcer
15	Station Tour	October 21, 2014	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. 20 students and their instructor attended.	Promotion Manager Business Manager Program Director General Manager
16	Station Tour	February 25, 2015	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the University of San Francisco. Six (6) members of a Mass Communications class and their instructor attended.	Promotion Manager Business Manager Program Director General Manager
17	Station Tour	March 23, 2015	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. Seven (7) students and their instructor attended.	Promotion Manager Business Manager Program Director General Manager
18	Station Tour	April 2, 2015	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. Eight (8) students and their instructor attended.	Promotion Manager Business Manager Program Director General Manager
19	San Francisco State University Career Fair	April 3, 2015	San Francisco, CA	Station personnel attended a four hour career day on campus at San Francisco State University. Staff met with attendees, distributed job openings, and discussed internships at the stations.	Business Manager General Sales Manager Promotion Director
20	Station Tour	April 11, 2015	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. 17 students and their instructor attended.	Promotion Manager Business Manager Program Director General Manager
21	Recruitment Outreach Breakfast	April 23, 2015	Entercom San Francisco	Entercom San Francisco hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview on their specific departments. A station tour was also provided. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	HR Manager Promotions Manager Sales Manager Program Director
22	Foothill College & De Anza College Spring Internship Career Fair	May 20, 2015	San Mateo, CA	Entercom San Francisco station personnel attended a half day Spring Internship Career Fair at Foothill College and De Anza College in San Mateo. Staff met with attendees, distributed job openings, and discussed internships at the stations.	Senior Promotion Assistant



23	San Francisco Diversity Employment Day Career Fair	May 28, 2015	San Francisco, CA	Entercom San Francisco station personnel attended the 15 th annual San Francisco Diversity Employment Day. We also provided significant on air support to broadcast the event. Staff met with attendees, distributed job openings, and discussed internships at the stations. Our Promotion Manager was presented with an award for community involvement and spoke to attendees.	Promotion Manager Promotion Assistant
24	San Jose Chamber of Commerce Seminar	July 9, 2015	San Jose, CA	Entercom San Francisco station personnel attended a seminar sponsored by the Chamber on marketing your small business. Six (6) Account Executives and a Sales Manager represented Entercom.	Account Executives General Sales Manager

