

KDGS, KEYN-FM, KFBZ, KFH, KNSS, KNSS-FM
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

ENTERCOM Wichita,KS IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>9111 E Douglas Ave, Suite 130, Wichita, KS - 67207</p>	<p><u>Contact Person/Title:</u></p> <p>Jackie Wise SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>316-685-2121</p>	<p><u>E-Mail Address:</u></p> <p>jackie.wise@entercom.com</p>

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
Digital and Radio Account Executive	1-26, 28, 30-38, 40-58, 60-61	60
Digital and Radio Account Executive	1-13, 15-60	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 1222 16th Avenue South, Suite 25 Nashville, Tennessee 37212 Url : www.allaccess.com Joel Denver Manual Posting	N	0
2	Baker University-Career Development Center 205 Pulliam Center PO Box 65 Baldwin City, Kansas 66006 Phone : 785-594-6451 Email : joe.watson@bakeru.edu Joe Watson	N	0
3	Bates Technical College Work Source Specialist 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7008 Url : http://batestech.edu Email : jcarroll@batestech.edu Jason Carroll	N	0
4	Butler County Community College 901 S Haverhill Rd El Dorado, Kansas 67042 Phone : 316-322-3294 Url : https://employers.emsicc.com/butlercc/signup Email : achaneyprofi@butlercc.edu Aletra Chaney-Profit	N	0
5	Cloud Community College 2221 Campus Drive Concordia, Kansas 66901 Phone : 800-729-5101 Email : bhanson@cloud.edu Brenda Hanson	N	0
6	Colby Community College 1255 S Range Colby, Kansas 67701 Phone : 785-462-3984 Url : http://www.colbycc.edu Email : Lisa.stithem@colbycc.edu Lisa Stithem	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
7	Cowley Co. Community College – Career Placement 125 S 2nd St Arkansas City, Kansas 67005 Phone : 620-441-5279 Url : http://www.cowley.edu Email : career@cowley.edu Beverly Frank	N	0
8	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
9	Dodge City Community College 2501 N 14th Ave Dodge City, Kansas 67801 Phone : 620-225-1321 Ext. 9400 Url : http://dc3.edu/ Email : ttate@dc3.edu Theresa Tate	N	0
10	Emporia State University 1 College Circle Emporia, Kansas 66801 Phone : 620-341-5465 Url : https://app.joinhandshake.com J Lutz 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
12	Entercom Wichita Team 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	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
13	Entercom Wichita's on-air ads 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	N	3
14	Entercom Wichita's stations' Instagram sites 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3166852121 Cathy Buss Manual Posting	N	0
15	Entercom Wichita's stations' social media sites 9111 E. Douglas Suite 130 Wichita, Kansas 67207 Phone : 3164250518 David Turner Manual Posting	N	0
16	Flint Hills Job Corp 4620 Eureka Dr Manhattan, Kansas 66503 Phone : 800-733-5627 Email : Escamilla.gina@jobcorps.org Gina Escamilla	N	0
17	Fort Hays State University 600 Park Street Hays, Kansas 67601 Phone : 785-628-3478 Url : https://app.joinhandshake.com Karen McCullough Manual Posting	N	0
18	Fort Hays State University Dept Info Network Technology 600 Park Street Hays, Kansas 67601 Phone : 785-628-3475 Email : markbannister@fhsu.edu Mark Bannister	N	0

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19	Friends University 2100 W University Ave Wichita, Kansas 67213 Phone : 316-295-5000 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
20	Garden City Community College 801 Campus Dr Garden City, Kansas 67846 Phone : 620-276-7611 Url : http://www.gcccks.edu Email : ryan.ruda@gcccks.edu Ryan Ruda	N	0
21	Hispanic Social Services 437 N Topeka Topeka, Kansas 67202 Phone : 316-264-8344 Email : msmith@catholiccharitieswichita.org M Smith	N	0
22	Hutchinson Community College 1300 N Plum Hutchinson, Kansas 67501 Phone : 620-665-3377 Url : http://www1.hutchcc.edu Email : worthamm@hutchcc.edu Fax : 1-620-728-8155 Michelle Wortham	N	0
23	IAM & AW 24494 Placid Harbor Way Hollywood, Maryland 20636 Phone : 301-373-3300 Url : http://www.goiam.org Email : jpunion@aol.com J Punion	N	0
24	Kansas Association of Broadcasters 214 SW 6th St. Suite 300 Topeka, Kansas 66603 Url : www.kab.net Kent Cornish Manual Posting	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
25	Kansas Professional Communicators 810 Avenue A Dodge City, Kansas 67801 Phone : 620-801-4147 Url : http://www.kansasprofessionalcommunicators.org Email : monica.springer@servitech.com Monica Springer	N	0
26	Kansas State University 1720 Anderson Ave Manhattan, Kansas 66506 Phone : 785-532-2769 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
27	Kansas Wesleyan University 100 E Claflin Ave Salina, Kansas 67401 Phone : 785-833-4326 Email : patsy.stockham@kwu.edu Patsy Stockham	N	0
28	KANSEL 1650 N Fairview Ave Wichita, Kansas 67203 Phone : 316-263-9620 Url : http://www.kansel.org Email : kwoolley@kansel.org Katie Woolley	N	0
29	Ketch Employment 1006 E Waterman St Wichita, Kansas 67211 Phone : 316-383-8700 Email : JSchneider@ketch.org Fax : 1-316-383-8715 June Schneider	N	0
30	KU University Career Center Summerfield Hall, 203 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Email : KUCareer@ku.edu Ann Hartley	N	0

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31	McPherson College 1600 East Euclid Street McPherson, Kansas 67450 Phone : 800-365-7402 Url : https://app.joinhandshake.com Kevin Mokhtarian Manual Posting	N	0
32	Mississippi State University 75 BS Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/?sign Email : career@career.msstate.edu Amy Skelton	N	0
33	Missouri Western State University 4525 Downs Drive St. Joseph, Missouri 64507 Phone : 816-714-206 Url : https://app.joinhandshake.com/ Vincent Bowhay Manual Posting	N	0
34	National Association of Broadcasters – NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Career Services	N	0
35	Newman University Student Support Services 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : https://www.collegecentral.com/ Career Services Manual Posting	N	0
36	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	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
37	North Western Oklahoma State University 709 Oklahoma Blvd Alva, Oklahoma 73717 Phone : 580-327-1700 Email : tawilson@nwsu.edu Taylor Wilson	N	0
38	Pittsburg State University 1701 South Broadway Street Pittsburg, Kansas 66762 Phone : 620-235-4141 Url : https://app.joinhandshake.com Heather Busch Manual Posting	N	0
39	Radio and Music Pros (R.A.M.P.) 24307 Magic Mountain Parkway #65 Valencia, California 91355 Phone : 661-294-9408 Url : ramp247.com Email : Kevin@RAMP247.com Kevin Carter	N	0
40	Right Management 100 Manpower Place Milwaukee, Wisconsin 53212 Phone : 619-216-2583 Url : http://www.right.com Email : pamela.sanchez@right.com Pamela Sanchez	N	0
41	Rogers State University 1701 West Will Rogers Boulevard Claremore, Oklahoma 74017 Phone : 918-343-7864 Url : https://app.joinhandshake.com Calli Payne Manual Posting	N	0
42	Southwestern College 2040 South Rock Rd Wichita, Kansas 67207 Phone : 888-864-5335 Url : https://ps.sckans.edu/ Email : ses@swccd.edu Dan Falk	N	0

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43	Sterling College 125 W Cooper Sterling, Kansas 67579 Phone : 620-278-2173 Url : https://www.sterling.edu Email : career@sterling.edu Career Services	N	0
44	Tabor College 7348 W 21st St Suite 117 Wichita, Kansas 67205 Phone : 620-947-3121 ext 1222 Url : https://tabor.edu Email : sydneyfountain@tabor.edu Sydney Fountain	N	0
45	Truman State University 100 E. Normal Ave Student Union Building #3100 Kirksville, Missouri 63501 Phone : 660-543-4985 Email : jnuhn@truman.edu Jennifer Nuhn	N	0
46	University of Colorado at Boulder Center for Community S440 133UCB Boulder, Colorado 80309 Phone : 303-492-6514 Url : https://app.joinhandshake.com Elizabeth Gaeddert Manual Posting	N	0
47	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Email : ahartley@ku.edu Ann Hartley	N	0
48	University of Missouri - Kansas City 5100 Rockhill Rd Kansas City, Missouri 64110 Phone : 816-235-1225 Url : https://app.joinhandshake.com/ Daniel Folk Manual Posting	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
49	University of North Texas 1155 Union Circle #311277 Denton, Texas 76203 Phone : 940-565-2105 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
50	Urban League of Kansas 2418 E Ninth Wichita, Kansas 67214 Phone : 316-262-2463 Url : https://www.kansasul.org Email : ksurbanleague@gmail.com Frankie Kirkendoll	N	0
51	Washburn University 1700 Southwest College Ave Topeka, Kansas 66621 Phone : 785-670-1450 Url : https://app.joinhandshake.com Kent McAnally Manual Posting	N	0
52	Wichita Area Technical College 4004 N Webb Road Wichita, Kansas 67226 Phone : 316-677-1736 Url : http://wsutech.edu Email : careerservices@wsutech.edu Caleb Fouse	N	0
53	Wichita Public Library 711 W 2nd Wichita, Kansas 67203 Phone : 316-262-68500 Url : http://www.wichitalibrary.org/ Email : admin@wichita.lib.ks.us Kevin McWhorter	N	0

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54	Wichita Public Schools #259 903 S Edgemoore Wichita, Kansas 67218 Phone : 316-973-4511 Url : https://www.usd259.org/ Email : info@usd259.net Jim Means	N	0
55	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-978-3688 Url : https://app.joinhandshake.com Brian Austin Manual Posting	N	0
56	Wichita Workforce Center 2021 N Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6800 Url : https://workforce-ks.com Email : info@workforce-ks.com Job Listing	N	0
57	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
58	Employee Referral	N	4
59	Job Board	N	1
60	Linked In	N	4
61	Non-Employee Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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 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
3	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
4	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
5	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.	1	Business Administrator
6	8/20/2020	Participation in Job Fairs	The Business Administrator attended Career Fest, a virtual job fair held by The Trust, on August 20, 2020. He chatted with job seekers and directed them to apply online at www.entercom.com/careers .	1	Business Administrator
7	8/25/2020	Participation in Job Fairs	The Business Administrator attended the KansasWorks Statewide Virtual Career Fair held from 8/25/20 to 8/27/20. Potential candidates were directed to apply online at www.entercom.com/careers .	1	Business Administrator

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8	9/8/2020	Participation in Job Fairs	The Business Administrator attended the KansasWorks Get Hired! 2020 Virtual Career Fair held from 9/8/20 to 9/10/20. Potential candidates were directed to apply online at https://entercom.avature.net/careers/JobDetail/Digital-and-Radio-Account-Executive/15431 .	1	Business Administrator
9	9/22/2020	Participation in Job Fairs	The Business Administrator attended the KansasWorks Statewide Virtual Career Fair held from 9/22/20 to 9/24/20. Potential candidates were directed to apply online at https://entercom.avature.net/careers/JobDetail/Digital-and-Radio-Account-Executive/15431 .	1	Business Administrator
10	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
11	10/14/2020	Participation in events or programs sponsored by educational institutions	The Director of Sales attended a zoom meeting with a marketing class at Butler Community College, where she presented radio and held a Q&A session. Some of the topics discussed include the following: Radio.com Streaming, Digital Platform, Covid-19 Impact, Effective Schedules and Marketing Campaigns, Solutions-Based Selling Concepts, and Radio Comparisons to other Media.	1	Director of Sales
12	10/27/2020	Participation in Job Fairs	The Business Administrator attended the KansasWorks Statewide Virtual Career Fair held from 10/27/20 to 10/29/20. Potential candidates were directed to apply online at www.entercom.com/careers .	1	Business Administrator

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13	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
14	12/8/2020	Participation in Job Fairs	The Business Administrator attended the KansasWorks Statewide Virtual Career Fair held from 12/8/20 to 12/10/20. Potential candidates were directed to apply online at www.entercom.com/careers .	1	Business Administrator