

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

This report covers full-time vacancy recruitment for the period of August 1, 2017 through July 31, 2017

Employment Unit: Entercom License, 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 and Hire Date	Recruitment Source Referring Hiree	Recruitment Sources utilized to fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	Producer	Entercom.com	1-115, 127-129
B	Account Manager	Industry Referral	1-115, 127-129
C	Programming Coordinator	Current Employee PT to FT	1-115, 127-129
D	Announcer	Current Employee PT to FT	1-115, 127-129
E	Account Manager	Employee Referral	1-115, 127-129
F	Announcer	Employee Referral	1-115, 127-129
G	Announcer	Employee Referral	1-115, 127-129
H	Board Operator	Industry Referral	1-115, 127-129
I	Announcer	Current Employee PT to FT	1-115, 127-129
J	Imaging Director	Entercom.com	1-115, 127-129
K	Director of Engineering	Employee Referral	1-115, 127-129



L	Account Manager	Employee Referral	1-115, 127-129
M	Digital Coordinator	Entercom.com	1-115, 127-129
N	Announcer	Employee Referral	1-115, 127-129
O	Announcer	Current Employee PT to FT	1-115, 127-129
P	Account Manager	Linked In	1-115, 127-129
Q	Engineer	Employee Referral	1-115, 127-129
R	Announcer	Entercom.com	1-115, 127-129
S	Announcer	Entercom.com	1-115, 127-129
T	Sales Support Coordinator	Entercom.com	1-115, 127-129
U	Sales Support Coordinator	Current Employee PT to FT	1-115, 127-129
V	National Sales Coordinator	Employee Referral	1-115, 127-129
W	Announcer	Current Employee PT to FT	1-115, 127-129
X	Account Manager	Industry Referral	1-115, 127-129
Y	Digital Sales Manager	Employee Referral	1-115, 127-129
Z	Account Manager	Employee Referral	1-129
AA	Account Manager	Industry Referral	1-129
AB	Digital Video & Content Coordinator	Current Employee PT to FT	1-129
AC	Digital Coordinator	Entercom.com	1-129
AD	Account Manager	Employee Referral	1-129



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name/Title	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)
1	Ellen Supple	Academy of Art College	79 New Montgomery San Francisco, CA 94105	0	No
2	Doreen Dunn	Academy of Radio Broadcasting	16052 Beach Blvd., Suite 253-N Hunting Beach, CA92647	0	No
3	Staci Cockrell	American Broadcast School	4511 S.E. 29 th Street Oklahoma City, OK 73115	0	No
4	Karen James Cody	American News Women's Club	1607 22 nd St NW Washington, DC 20008	0	No
5	Gladys Garcia	Arriba Juntos	1850 Mission Street San Francisco, CA 94103	0	No
6	Roland Acupido	Asian American for Community Involvement	2400 Moorpark Avenue San Jose, CA 95128	0	No
7	Rene Astudillo	Asian American Journalists Assoc	5 3 rd Street, #1108 San Francisco, CA 94103	0	No
8	John Chiang	Asian Business League	P.O. Box 191345 San Francisco, CA 94119	0	No
9	Tina Ying	Asian Immigrant Women Advocates	1010 Ruff Drive San Jose, CA 95110	0	No
10	Danny Chou	Asian Week	809 Sacramento Street San Francisco, CA 94108	0	No
11	Gloria Tan	Asian Women's Resources	940 Washington Street San Francisco, CA 94108	0	No
12	Ginny Reynolds	BAARC (Bay Area Advertising Relief Committee)	P.O. Box 26636 San Francisco, CA 94126	0	No
13	Kai Augetoro	Bay Area Black Journalists Assoc. (BABJA)	1714 Franklin Street, #100-260 Oakland, CA 94612	0	No
14	Ben Fuller-Rowell	Bay Area Broadcast Skills Bank	900 Front Street San Francisco, CA 94111	0	No
15	Danuta Sawka	Cal State East Bay	25800 Carlos Bee Blvd Hayward, CA 94542	0	No
16	California Broadcasters Association	California Broadcasters Association	915 L Street #1150 Sacramento, CA 95814	0	No
17	Theresa Woo	California Department of Rehabilitation	1485 Anea Circle, Suite 1100 Concord, CA 94520	0	No
18	Kate Buckley	California State University, Chico	Career Planning & Placement Chico, CA 95929	0	No
19	Tommy Daughtery	CalWorks Education & Training	1400 Evans Avenue, Room 221 San Francisco, CA 94124	0	No
20	Jobs desk	Center Southeast Asian Refugees	875 O'Farrell Street San Francisco, CA 94109	0	No
21	Bedilia Ramirez	Chabot College Employment & Career Services Ctr.	25555 Hesperian Blvd Hayward, CA 94545	0	No
22	Professor Chad Mark Glen	Chabot College Media Department	25555 Hesperian Blvd Hayward, CA 94545	0	No



23	Linda Liu	Chinese for Affirmative Action	17 Walter U Lum Place San Francisco, CA 94108	0	No
24	Sheila McFarland	City College of San Francisco	50 Phalen Avenue, Box A6 San Francisco, CA 94112	0	No
25	Job Matching Program Coordinator	City College of San Francisco	1800 Oakdale Avenue San Francisco, CA 94124	0	No
26	Nikki Love	Cogswell College	1175 Bordeaux Drive Sunnyvale, CA 94089	0	No
27	Alameda One Stop Career Center	College of Alameda	555 Ralph Appezzato Memorial Pkwy. Alameda, CA 94501	0	No
28	Career Center	College of Notre Dame	1500 Ralston Avenue Belmont, CA 94002	0	No
29	Autumn Newman	College of San Mateo	1700 W. Hillsdale Blvd. San Mateo, CA 94402	0	No
30	Jaime Symons	Covenant House of California	200 Harrison Street Oakland, CA 94607	0	No
31	George Pascua	Department of Rehabilitation	455 Golden Gate Ave #7777 San Francisco, CA 94102	0	No
32	Karis Bituin	Department of Rehabilitation	1234 Indiana Street San Francisco, CA 94107	0	No
33	Job Board	Department on the Status of Women	25 Van Ness Avenue, Suite 240 San Francisco, CA 94102	0	No
34	C. Franco	Diablo Valley College Career Center	321 Golf Club Road Pleasant Hill, CA 94523	0	No
35	John Christensen	Diablo Valley College Workability III Program	321 Gold Club Road Pleasant Hill, CA 94523	0	No
36	Vanessa Ioannides	Dominican University of California	50 Acacia Avenue San Rafael, CA 94901	0	No
37	Blake Bensen	East Bay Works Center	4071 Port Chicago Highway #250 Concord, CA 94520	0	No
38	Richard Cox	Eastbay Works Career Center	4545 Delta Fair Blvd. Antioch, CA 94509	0	No
39	Lauren Duffy	Elon University	Moseley Center, 151 Elon, NC 27244	0	No
40	Sandra Rice	Emma L. Bowen Foundation for Minority Interest in Media	30 Rockefeller Plaza New York, NY 10112	0	No
41	Ben Martinez	Employment Development Department	24100 Amador Street, 3 rd Floor Hayward, CA 94544	0	No
42	Thomas Swinnerton	Employment Development Department	801 Turk Street San Francisco, CA 94102	0	No
43	General Director	Experience Unlimited	745 Franklin Street San Francisco, CA 94102	0	No
44	Judith Olais	Filipinos for Affirmative Action	310 Eight Street, Suite 306 Oakland, CA 94607	0	No
45	Jean Cooper	Glide Memorial United Methodist Church	330 Ellis Street, Room 510 San Francisco, CA 94102	0	No
46	Zee Hunt	Greater San Francisco Ad Club (ADMARK)	P.O. Box 2690 San Francisco, CA 94126	0	No
47	Vicki Thompson	Heald College	875 Howard Street, Ste 100 San Francisco, CA 94103	0	No



48	Connie Nadrigal	Hispanic Chamber of Commerce of Silicon Valley	100 E Santa Clara Street San Jose, CA 95113	0	No
49	Sam Rodriguez	Holy Name University	3500 Mountain Blvd. Oakland, CA 94619	0	No
50	Bridgett Brown	Independent Living Resource Center	825 Howard Street San Francisco, CA 94103	0	No
51	Marjorie Fletcher	Japanese Culture & Community Center of Northern California	1840 Sutter Street San Francisco, CA 94115	0	No
52	JVS	Jewish Vocational Service	225 Bush Street, Suite 400 San Francisco, CA 94104	0	No
53	Career Services	JFK University Career Center	100 Ellinwood Way, Room 367 Pleasant Hill, CA 94523	0	No
54	Pat Hartnett	KCSM-TV & FM	1700 West Hillsdale Blvd San Mateo, CA 94402	0	No
55	Jeongwon Yoon	Korean Center Inc	1352 Post Street San Francisco, CA 94109	0	No
56	Barbara Rodgers	KPIX-TV News	855 Battery Street San Francisco, CA 94111	0	No
57	Adrienne Cabanatuan	KQED, Inc	2601 Mariposa Street San Francisco, CA 94110	0	No
58	Sean Kennedy	KZSU	P.O. Box 20190 Stanford, CA 94309	0	No
59	Velda Goe	Laney College	900 Fallon Oakland, CA 94607	0	No
60	Craig Lahti	Larkin Street Youth Center	134 Golden Gate Avenue San Francisco, CA 94102	0	No
61	Steve Botts	LDS Employment	1063 Detroit Avenue, Suite B Concord, CA 94518	0	No
62	Jed McNeil	LDS Employment	3060 Patt Avenue San Jose, CA 95133	0	No
63	Joseph Segor	LDS Employment	3551 Decoto Road Fremont, CA 94555	0	No
64	Caleb Van	Lions Center for the Blind	2115 Broadway Oakland, CA 94612	0	No
65	Regional Turner	Los Medanos College	2700 E. Leland Road Pittsburg, CA 94565	0	No
66	Roberto Delgado	Maynard Institute of Journalism	663 13 th Street, Suite 200 Oakland, CA 94612	0	No
67	Kristina Rizga	Media Alliance	1904 Franklin Street, Suite 500 Oakland, CA 94612	0	No
68	Andrea Peeters	Menlo College	1000 El Camino Real Atherton, CA 94027	0	No
69	Catherine Thur	Merritt College Career & Placement Center	12500 Campus Drive, Bldg. Q202 Oakland, CA 94619	0	No
70	Orlando Chavez	Mexican American Community Services Agency	660 Sinclair Drive San Jose, CA 95116	0	No



71	Ines Barbosa	Mills College Career Center	5000 McArthur Blvd. Oakland, CA 94613	0	No
72	Kai Yung	Mission Hiring Hall, Inc.	288 7 th Street San Francisco, CA 94103	0	No
73	Job Counselor at Employment Dept.	Mission Language & Vocational School	2929 – 19 th Street San Francisco, CA 94110	0	No
74	Ruth Mays	NAACP	1290 Fillmore Street San Francisco, CA 94115	0	No
75	Jose Hurtado	Napa Valley College Career Center	2277 Napa Vallejo Highway Napa, CA 94558	0	No
76	Marc Spears	NABJ Sports Task Force (National Association of Black Journalists)	marcspears@yahoo.com	0	No
77	Attn: Center Assistant	National University	3031 Tisch Way San Jose, CA 95128	0	No
78	Diana Yu	Japanese Community Youth Council	2012 Pine Street San Francisco, CA 94115	0	No
79	Amanda Robillard	Northern California Broadcasters Association	50 Francisco Street, Suite 103 San Francisco, CA 94133	0	No
80	Darryl Compton	NorCal RTNDA Radio-Television News Directors Assoc. of Northern California	4317 Camden Avenue San Mateo, CA 94403	0	No
81	Glenn Bell	Oakland Career Center Eastbay Works	1212 Broadway, Suite 100 Oakland, CA 94612	0	No
82	Career Librarian	Oakland Public Library	125 14 th Street Oakland, CA 94612	0	No
83	Amit Mukherjee	PCTV (Peralta Colleges Television)	900 Fallon Oakland, CA 94607	0	No
84	Brett Andrews	Positive Resource Center	785 Market Street, 10 th Floor San Francisco, CA 94103	0	No
85	Edward Hatter	Potrero Hill Neighborhood House	953 De Haro Street San Francisco, CA 94107	0	No
86	The Job Forum	San Francisco Chamber of Commerce	235 Montgomery Street, 12 th Floor San Francisco, CA 94104	0	No
87	Janet West	San Francisco City College	1800 Oakdale Avenue San Francisco, CA 94124	0	No
88	San Francisco Department on the Status of Women	San Francisco Department on the Status of Women	25 Van Ness Avenue, Suite 130 San Francisco, CA 94102	0	No
89	Fernando Rivera	San Francisco Hispanic Chamber of Commerce	3597 Mission Street San Francisco, CA 94110	0	No
90	Aaron Henry	San Francisco Housing Authority	1815 Egbert Avenue San Francisco, CA 94124	0	No
91	Jack Chan	San Francisco State University Career Center	1600 Holloway Avenue, SS206 San Francisco, CA 94132	0	No
92	Journalism Department	San Francisco State University	1600 Holloway Ave, HUM307 San Francisco, CA 94132	0	No
93	Kim Massey, Ph.D	San Jose State University	Department of Theatre Arts San Jose, CA 95192	0	No



94	Melan Jaich	Santa Clara University Career Center	500 El Camino Real Santa Clara, CA 95053	0	No
95	Nate Campbell	Sonoma State University KSUN Radio	1901 E. Cotati Avenue Rohnert Park, CA 94928	0	No
96	Career Center	Sonoma State University	1901 E. Cotati Avenue Rohnert Park, CA 94928	0	No
97	Edwin Florentino	Southeast Career Center – One Stop	1800 Oakdale Avenue, 1 st Floor San Francisco, CA 94124	0	No
98	Maria Gaxiola	Spanish Speaking Citizens Foundation	1470 Fruitvale Avenue Oakland, CA 94601	0	No
99	Ed Tywoniak	St. Mary's College Communication Dept.	1928 St. Mary's Road Moraga, CA 94556	0	No
100	Career Management	St. Mary's College	P.O. Box 3421 Moraga, CA 94575	0	No
101	Jean Branan	The Art Institute of California – San Diego	7650 Mission Valley Road San Diego, CA 92108	0	No
102	Sylvia Wells	The California Chicano News Media Association(CCNMA)	725 Arizona Avenue, Suite 206 Santa Monica, CA 90401	0	No
103	The Women's Foundation of California	The Women's Foundation of California	340 Pine Street, Suite 302 San Francisco, CA 94104	0	No
104	Laura Demir	University of California, Berkeley Media Studies	231 Evans Hall Berkeley, CA 94720	0	No
105	Monique Guevara	UC Berkeley – Career Center	210 Sproul Hall Berkeley, CA 94720	0	No
106	Jose Garcia	United Indians Nations, Inc.	1436 Clarke St #B San Leandro, CA 94577	0	No
107	Karl Darr	Veteran Employment Specialist	1080 N. 7 th Street San Jose, CA 95112	0	No
108	Anita Yoskowitz	Veterans Industries	401 Third Street San Francisco, CA 94107	0	No
109	Christina Lopez	Visitation Valley Community Center	50 Raymond Avenue San Francisco, CA 94134	0	No
110	Mauro Tumbocon Jr.	West Bay Filipino Multi-Service Center	175 Seventh Street San Francisco, CA 94103	0	No
111	Tania Estrada	Women's Building	3543 18 th Street #8 San Francisco, CA 94102	0	No
112	Women's Economic Agenda Project	Women's Economic Agenda Project	160 Franklin Street, Suite 209 Oakland, CA 94607	0	No
113	Dionjay Brooker	Young Community Developers, Inc	1715 Yosemite Avenue San Francisco, CA 94124	0	No
114	Jacinda Abacarian	Youth Radio	1701 Broadway Oakland, CA 94612	0	No
115	Administration	YWCA of San Francisco	940 Powell Street, Apt 101 San Francisco, CA 94108	0	No
116	Frank Weiss	California Job Journal	frankw@jobjournal.com	0	No
117	Jeannie Zazzi	Center for Independent Living	3075 Adeline St., Ste 110 Berkeley, CA 94703	0	No



118	Tina Lim	Chinatown Community Development Center	1525 Grand Avenue San Francisco, CA 94133	0	No
119	Stephanie Rosenberg	City College of San Francisco Business Department	John Adams Campus 1860 Hayes Street San Francisco, CA 94117	0	No
120	Janel Hadden	City College of San Francisco	Career Connection 1400 Evans Avenue San Francisco, CA 94124	0	No
121	Job Club	Department of Rehabilitation	301 Howard Street, 7 th FL San Mateo, CA 94402	0	No
122	Debbie Stehr	Eastbay Works One Stop Business & Career Center	4071 Port Chicago Highway, Suite 250 Concord, CA 94520	0	No
123	Career & Counseling Services	Golden Gate University	536 Mission Street San Francisco, CA 94105	0	No
124	Una Tutson	Goodwill Industries	Career Services 1500 Mission Street San Francisco, CA 94103	0	No
125	Debra Berrett	Solano Community College	Work Experience Coordinator 4000 Suisun Valley Road, Bldg 1500 Suisun City, CA 94585	0	No
126	Benjamin Bustamante	The San Francisco LGBT Center	1800 Market Street San Francisco, CA 94107	0	No

COMPANY POSTINGS & MISCELLANEOUS					
127	Corporate Representative	Entercom Corporate Website	www.entercom.com/careers		37
128	Betty Portue	Current Employees/Internal Postings (Common Board & Email)	bportue@entercom.com		22

ADVERTISING					
129	Bay Area Star STAR Bay Area Society for Television, Advertising and Radio		www.bayareastar.org		0

JOB FAIRS					
1	Diversity Job Fair	See Supplemental Recruitment Initiative #8			0
2	Silicon Valley Diversity Career Fair	See Supplemental Recruitment Initiative #9			0

OTHER SOURCES					
Industry Referral					18
Employee Referral					33
LinkedIn.com					2
Self-Referrred:					1



3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	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 EEO policy and invites all organizations to be a part of our recruitment process.	Program Directors Traffic Managers
2	Manager EEO Initiative Discussions with Managers	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	Entercom San Francisco	Entercom San Francisco offers internships at the radio stations in our Programming and Business department. Interns must be college students and receive college credit for the internships. The Program Directors and Business Manager oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. Eight (8) participated in this program.	Director of Programming Executive Producer Business Manager Credit Manager Senior Accountant
4	Paid Internship Program	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 for 3 months spanning the Fall semester. The Promotions Directors oversee the internships to evaluate the interns and ensure they are receiving information, education, and on the job training and experience. Eleven (11) participated in this program.	Promotions Director Promotion Assistant Coordinator
5	Station Tour	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. Students from the "Introduction to Broadcasting and Podcasting" class and their instructor attended.	Promotion Manager Business Manager Program Director General Manager
6	Entercom's EEO Reporting Training	Entercom San Francisco	Entercom's VP of Human Resources facilitates a training session for station personnel responsible for filing Entercom's annual FCC/EEO program Report.	Business Manager Receptionist
7	Recruitment Outreach Breakfast	Entercom San Francisco	Entercom San Francisco scheduled a breakfast for our EEO Recruitment Source contacts. This allows career center managers an opportunity to discuss available jobs and to tour the stations.	Community Affairs Director Business Manager Promotions Coordinator
8	Diversity Employment Day Career Fair	Entercom San Francisco	Entercom San Francisco station personnel attended the 17 th annual 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.	Community Affairs Director Promotion Assistant
9	Silicon Valley Diversity Career Fair	Entercom San Francisco	Entercom San Francisco station personnel attended the Silicon Valley Diversity Employment Day Career Fair. We also provided significant on air support to broadcast the event. Staff met with attendees, distributed job openings, and discussed internships at the stations.	Community Affairs Director Promotion Assistant
10	Station Tour	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet & greet with six entering freshmen at Cal State Berkeley and an advisor under the university's initiative named Boost Pre-College Program. They viewed a Power Point, met managers, observed in-studio during live shows, and received a tour. Radio broadcast career paths were discussed and explained.	Promotion Manager Business Manager Program Director Community Affairs Director
11	Station Tour	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet & greet with 20 high school graduates and three advisors from Oasis for Girls. They viewed a Power Point, met managers, observed in-studio during live shows, and received a tour. Radio broadcast career paths were discussed and explained.	Community Affairs Coordinator Promotion Assistant Account Executive Business Manager

