

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM SAN DIEGO

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

Employment Unit: Entercom San Diego, LLC CBS Radio Stations, Inc.	<u>Address:</u> Entercom License, LLC 9665 Granite Ridge Drive Suite 600 San Diego, CA 92123	<u>Contact Person/Title:</u> Bob Bolinger Vice President/Market Manager
Unit Members, Community of License: KBZT-FM San Diego, CA KSON-FM San Diego, CA KWFN-FM San Diego, CA KXSN-FM, San Diego, CA KYXY-FM San Diego, CA SMOOTHJAZZKIFM/HD2 San Diego, CA BOBRADIO/HD2 San Diego, CA	<u>Telephone Number:</u> (619) 291-9797	<u>E-mail Address:</u> Bob.Bolinger@Entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	On Air Personality		Confidential Search
B	On Air Personality		Confidential Search
C	Account Executive	Entercom.com	1-26



D	Account Executive	Entercom.com	1-26
E	Producer	Employee Referral	1-26
F	Account Executive	Indeed.com	1-26
G	Producer	Employee Referral	1-26
H	Account Executive	Entercom.com	1-26
I	Traffic Manager	Employee Referral	1-27
J	Program Director	Employee Referral	1-26
K	Project Manager, Events & Experiences	Indeed.com	1-26
L	Account Executive	Employee Referral	1-26
M	Digital Project Manager (SRD)	Employee Referral	1-26



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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	Eugene De Leon	Asian Journal	550 E 8th Street, Suite 6 National City, CA 91950 619 474-0588 asianjournal@aol.com	NO	NO	0
2	Sylvia Wells Job Posting Dept.	California Chicano News Media Assoc./USC Annenberg School of Journalism	725 Arizona Ave Suite 206 Santa Monica, CA 90401 213-437-4408 ccnmainfo@ccnma.org	NO	NO	0
3	Noe Gonzalez	California Chicano News Media Association	P.O. Box 370603 San Diego, CA 92137 ccnmainfo@ccnma.org	NO	NO	0
4	Dora Mendivil	Center for Employment Training	4153 Market Street, Suite C San Diego, CA 92102 619 527-4895 sandiego@cet2000.org	NO	NO	0
5	Laurie Brown	Cuyamaca College	900 Rancho San Diego Parkway El Cajon, CA 92109 619 660-4000 cuyamaca.career@gcccd.edu	NO	NO	0
6	Business Services	East County Career Center	924 East Main Street El Cajon, CA 92021 619 590-3950 Eccc.guhSan Diego.net	NO	NO	0
7	Hilda Mendoza	Goodwill Industries of San Diego	3663 Rosecrans Street San Diego, CA 92110 619 225-2200 hmendoza@San Diegogoodwill.org	NO	NO	0
8	Pamela Benge	Grossmont Community College	8800 Grossmont College Dr. El Cajon, CA 92020 pamela.benge@gcccd.edu	NO	NO	0



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9	Berenice Cisneros	La Prensa San Diego	1712 Logan Ave San Diego, CA 92113 619-425-7400 laprensa@ix.netcom.com	NO	NO	0
10	Kirk Draper	Latter Day Saints Employment Resource Services	4722 Mercury St San Diego, CA 92111 858 279-2664 sandiego@ldschurch.org	NO	NO	0
11	Anita Corona	MAAC Project	450 East 8th St., #D National City, CA 91950 619 426-3595 communications@maacproject.org	NO	NO	0
12	Mina Threat	Marine Corps Recruit Depot : Personal, and Professional Development Center	4025 Tripoli Avenue Bldg 14 San Diego, CA 92140 619 524-1011 mina.threat@usmc.mil	NO	NO	0
13	M Brown	Mira Costa College	1 Barnard Dr Oceanside, CA 92056 760-757-2121 mbrown@miracosta.edu	NO	NO	0
14	Stephanie Murphy	Metro Career Center	3910 University Ave San Diego, CA 92105 619 516-2200 metroregioncareercenter@gmail.com	NO	NO	0
15	Maggie Allington	NAACP	450 East 8th St., #D National City, CA 91950 619 263-7823 San Diegonacp@cox.net	NO	NO	0
16	Kim Traci	North County Coastal Career Center	1949 Avenida Del Oro Escondido, CA 92025 760 631-6150 NCCC@workforce.org	NO	NO	0
17	Frank Berry	North County Inland Career Center	463 North Midway Dr., #100B, Escondido, CA 92027 760 871-1962 NCCC@workforce.org	NO	NO	0
18	Student Services	San Diego Christian College	200 Riverview Pkwy Santee, CA 92071 619 201-8700 robyann.antal@SanDiegocc.edu	NO	NO	0



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19	Esperanza Daniel	San Diego County Hispanic Chamber of Commerce	PO Box 131548 San Diego, CA 92170-1548 858 268-0790 info@SanDiegochcc.org	NO	NO	0
20	Monica Romero	San Diego Mesa College	7250 Mesa College Drive Room I3-202 San Diego, CA 92111 mesacareer@SanDiegoccd.edu	NO	NO	0
21	Daryl Brady	San Diego Union Tribune	P.O. Box 120191 San Diego, CA 92108-4321 619 299-4141 cory.fish@SanDiegouniontribune.com	NO	NO	0
22	Leo Alarcon	South County Career Center	1111 Bay Blvd, Ste. E Chula Vista, CA 91911 619 628-0300 leonardo@workforce.org	NO	NO	0
23	Rhonda Wooten-Savino	South Metro Career Center	4389 Imperial Ave San Diego, CA 92113 619 266-4200 rwooten@edd.ca.gov	NO	NO	0
24	Nelson Riley	Southwestern College	900 Otay Lakes Road Chula Vista, CA 91910 619 421-6700 ses@swccd.edu	NO	NO	0
25	Lorraine Cardenas	UEI College	310 3rd Ave, Ste C6/C7 Chula Vista, CA 91910 877 463-4472 CardenasL@uei.edu	NO	NO	0
26	Felix Mejia	Veteran Administration Bldg., Code 28	8810 Rio SAN DIEGO Dr San Diego, CA 92108 800 827-1000 fmejia@edd.ca.gov	NO	NO	0
27	Larry Keene	TDGA - Traffic Directors Guild of America	26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, CA 92675 949 429-7063 tdga@cox.net	NO	NO	0



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COMPANY POSTINGS AND WEBSITES					
28	Corporate Representatives	Entercom Website (www.entercom.com)	mgoetz@entercom.com	610-660-5645	13
29	Stephanie Estrada	In-house Postings Current Employees	smestrada@entercom.com	619-718-7211	4
ADVERTISING					
30	AllAccess.com	www.AllAccess.com			3
JOB FAIRS					
Access Inc. Spring Opportunity Job Fair		See Supplemental Initiative #3			0
2018 East County Career Expo		See Supplemental Initiative #4			0
OTHER SOURCES					
Employee Referral					12
Indeed.com					3
LinkedIn					7
Total # of New Interviewees Referred					42



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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Manager EEO Training	Periodically throughout the year	Entercom San Diego	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.	EEO Administrator Department Heads
2	Aztec Music Group Guest Speaker	March 7, 2018	San Diego State University Student Union San Diego, CA	Entercom San Diego KBZT Midday personality, Alyssa Haberman, was a guest speaker for the Aztec Music Group, a student organization at San Diego State whose mission is to provide entertainment, artist development/exposure, performance opportunities, and music industry knowledge to the San Diego State University community. Alyssa provided student's with information about careers in the radio industry.	Alyssa Haberman, On-Air Talent/KBZT
3	Access Inc. Spring Opportunity Job Fair	April 6, 2018	Access Inc. Parking Lot San Diego, CA	Entercom San Diego participated in the Access Inc. Spring Opportunity Job Fair. The assistant EEO coordinator, who represents our stations, handed out station information along with a list of current job openings available on the Entercom Careers site, as well as answered questions about job opportunities in radio.	Assistant EEO Coordinator
4	2018 East County Career EXPO	April 25, 2018	Cuyamaca College El Cajon, CA	Entercom San Diego participated in the 2018 East County Career EXPO. The assistant EEO coordinator, who represents our stations, handed out station information along with a list of current job openings available on the Entercom Careers site, as well as answered questions about job opportunities in radio.	Assistant EEO Coordinator



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