

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM DALLAS

This report covers full-time vacancy recruitment for the period of April 1, 2018 through March 31, 2019

Employment Unit: Entercom License, LLC	<u>Address:</u> Entercom Dallas 4131 N Central Expressway, Suite 1000 Dallas, TX 75204	<u>Contact Person/Title:</u> Brian Purdy Regional President/Market Manager
Unit Members, Community of License: KJKK(FM), Dallas, TX KLUV(FM), Dallas, TX KMVK(FM), Fort Worth, TX KRLD(AM), Dallas, TX KRLD-FM, Dallas, TX KVIL(FM), Highland Park-Dallas, TX	<u>Telephone Number:</u> 214-525-7000	<u>E-mail Address:</u> Brian.Purdy@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	Digital Project Manager	Current Employee (PT to FT)	1-16
B	Sales Administration Manager	Indeed	1-18
C	On-Air Talent	Allaccess.com	1-18
D	Account Executive	Entercom.com	1-15



E	Account Executive	Employee Referral	1-18
F	Traffic Editor/Anchor	Employee Referral	1-18
G	Reporter (KRLD-AM)	Current Employee (PT to FT)	1-16
H	Sales Assistant – Music Group	Current Employee (PT to FT)	16-16
I	On-Air Talent	Employee Referral	1-18
J	Account Executive	Entercom.com	1-16
K	Account Executive	Employee Referral	1-18
L	Board Operator – KRLD-AM	Employee Referral	1-18
M	Traffic Manager	Entercom.com	1-15
N	Event Coordinator	Current Employee (PT to FT)	1-16
O	Live Events & Experiences Creative Services Manager	Entercom.com	1-15
P	News Anchor	Employee Referral	1-18



Q	Brand Advocate	Entercom.com	1-15
R	Traffic Reporter (KRLD)	Employee Referral	1-18
S	Traffic Reporter (KRLD)	Employee Referral	1-18

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	S. Ortiz	Dallas Hispanic Chamber of Commerce	sortiz@gdhcc.com	Yes	No	0
2	Carmen Humble	Dallas Black Chamber of Commerce	chum@dbcc.org	Yes	No	0
3	Careers Services	University of Texas at Dallas	recruit@utdallas.edu	Yes	No	0
4	Julie Way	Texas Women's University	Jway2@twu.edu	Yes	No	0
5	Karina Ramirez	Hispanic Women's Network of Texas	Karina.ramirez@sbcglobal.net	Yes	No	0
6	Craig Bean	Texas Association of Broadcasters	craig@tab.org	Yes	No	0
7	Careers	Southern Methodist University	careers@smu.edu	Yes	No	0
8	Michelle McConnell	American Broadcasting School	michelle@radioschool.com	Yes	No	0
9	Careers Services	Dallas County Community College District (all colleges)	wosby@dcccd.edu	Yes	No	0
10	Laura Chaney	Texas Christian University	L.J.Chaney@tcu.edu	Yes	No	0
11	Careers Services	University of North Texas	careercenter@unt.edu	Yes	No	0



12	Careers Services	University of Texas at Arlington	careers@uta.edu	Yes	No	0
13	Careers Services	Dallas Area Alliance for Women in Media Foundation	website@allwomeninmedia-dfw.org	Yes	No	0
14	Cheryl Smith	Dallas Ft Worth Assn Black Journalists	dfwabj@gmail.com	Yes	No	0

COMPANY POSTINGS AND WEBSITES					
15	EEO Coordinator	Entercom Corporate Website	www.entercom.com/careers		58
16	EEO coordinator	In-House postings Current Employees	Karen.Luong@entercom.com	214-525-7086	34

ADVERTISING			
17	On-Air Radio Ads KJKK(FM), KLUV(FM), KMKV(FM), KRLD(AM), KRLD-FM, KVIL(FM)	Entercom Dallas Radio Advertisement	0
18	Direct Employers Association	https://de.nlx.org/pdfs/JobAlliancesList.pdf	0

OTHER SOURCES	
Employee Referral	16
Former Employee Referral	1
Industry Referral	1
AllAccess	3
Indeed	10
ZipRecruiter	1



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Dallas	Once a week, Entercom Dallas airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Dallas area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Human Resources Manager EEO Administrator Traffic Managers Continuity Directors
2	Station Tours	Periodically throughout the year	Entercom Dallas	Entercom Dallas provides scheduled tours to the public and organizations interested in the broadcast industry. During these tours, we show them our studios and offices and answer any questions they have about the industry or careers at Entercom.	Account Executives Sales Managers On Air Staff Program Directors Human Resources Manager Promotions and Events Staff
3	Internship	Summer 2018	Entercom Dallas	Entercom Dallas held interns in sales, programming and news departments. One from (Southern University Methodist), two from (Oklahoma State University), one from (University of North Texas) and one from (Texas Tech University).	Human Resources Manager EEO Administrator Hiring Managers
4	Manager EEO Training	8/7/18	Entercom Dallas	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.	Human Resources Manager Hiring Managers EEO Administrator
5	Radio/TV Broadcasting class	9/5/18	University of North Texas in Denton, TX	Featured speaker to the broadcast class on his story and the history of our radio stations. Explained how he got into the business and how to help them get into the business with tips he's learned.	Program Director
6	Vandeventer Middle School	11/16/18	Vandeventer Middle School	Featured Speaker on getting into broadcasting and his journey as part of their Career Day. They split up into classrooms where he spoke to each class more in depth on what he does for a living. They had parents from various careers speak in the classrooms. Students chose who they were interested in hearing.	Program Director

