

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM PALM SPRINGS**

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

Employment Unit: Entercom License, LLC	Address: Entercom Palm Springs 2100 E Tahquitz Canyon Way #B Palm Springs, CA 92262	Contact Person/Title: Michael Valenzuela Senior Vice President/Market Manager
Unit Members, Community of License: KEZN-FM, Palm Desert, CA	Telephone Number: 909-825-9525	E-mail Address: Michael.valenzuela@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	Account Executive	Indeed.com	1-15



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	Joe Berry	California Broadcasters Assoc.	www.yourcba.com/job-bank	Yes	No	0
2	Veronica Manriquez	Victor Valley Community College	http://vvc.studentemployment.ngwebsolutions.com	Yes	No	0
3	Website	Southern CA Broadcasters Association	www.scba.com/rcjobs.asp	Yes	No	0
4	Ron Chase	Radio Online LLP	http://jobs.radio-online.com	Yes	No	0
5	Al Rodriquez	Employment Development Department	www.caljobs.ca.gov	Yes	No	0
6	Handshake	CA State University, San Bernardino	https://app.joinhandshake.com/	Yes	No	0
7	Handshake	Chapman University	https://app.joinhandshake.com/	Yes	No	0
8	Website	All Access Media Group	www.allaccess.com/forum	Yes	No	0
9	Website	Radio Online LLP	http://jobs.radio-online.com	Yes	No	0



COMPANY POSTINGS AND WEBSITES				
10	Corporate Representative	Entercom Corporate Website	Enterom.com/careers	1
11	EEO Coordinator	Internal Posting/Current employees	Posted in common room	0
ADVERTISING				
12	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0
13	On-Air Radio Ads	Entercom Riverside Radio Advertisement – KFRG-FM, KXFG-FM, KEZN-FM, KMPS-AM, KVFG-FM		0
14	Indeed.com	Indeed.com		5
15	LinkedIn	LinkedIn.com		0
JOB FAIRS				
Valley Wide Employment Expo		Supplemental Recruitment Initiative #3		1
NAB National Job Fair		Supplemental Recruitment Initiative #4		0
Total # of New Interviewees Referred				7



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom Palm Springs	The websites for each of the stations in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting.	EEO Coordinator
2	DirectEmployers Association	Periodically throughout the year	Entercom Palm Springs	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the DirectEmployers Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes 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.	EEO Coordinator
3	Valley Wide Employment Expo	09/20/18	Palm Desert, CA	The Employment Unit was one of the sponsors of the Valley-Wide Employment EXPO. The purpose of expo was to provide the opportunity for attendees to explore many, employment opportunities, and to apply for jobs with over a hundred different employers from the Coachella Valley and Riverside areas.	General Sales Manager
4	NAB National Job Fair	4/9/2019	Las Vegas, NV	Entercom attended the national industry wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed careers in radio at Entercom.	HR Administrator

