

KJKK, KLUV, KMKV, KRLD, KRLD-FM, KVIL
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

ENTERCOM Dallas-Ft. Worth, TX IS AN EQUAL OPPORTUNITY EMPLOYER.

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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
Account Executive	5-6, 17, 19	17
News Editor - News Radio 1080 KRLD	5-7, 10, 14, 17, 20	20
Sales Assistant	5-7, 10, 14, 17, 19-20, 23	20
Sales Assistant	5-7, 10, 14, 17, 19-20, 23	20
Remote Engineer Supervisor	5-7, 10, 14, 20	20
Production Directors	5-7, 10, 14, 18, 20, 23	20
Account Executive	5-6, 17, 22	22
Account Executive	5-6, 17, 22	17
Account Executive	5-6, 17, 22	17
Government Partnership Account Manager	5-6, 17, 21	17
Project Manager	5-7, 10, 14, 17, 19-21	20
ALT 103.7 (KVIL) On-Air Talent	1-2, 5-8, 10-14, 17, 20	6
ALT 103.7 (KVIL) On-Air Talent	1-2, 5-8, 10-14, 17, 20	6
Receptionist	5-6, 20	20
Commercial Producer	1-2, 5-14, 17, 19-20, 23	20
Commercial Producer	1-2, 5-14, 17, 19-20, 23	6
Commercial Producer	1-2, 5-14, 17, 19-20, 23	19
Commercial Producer	1-2, 5-14, 17, 19-20, 23	17
Event Coordinator	5-6, 20	20
News Reporter	1-14, 17, 19-20	20
Full Time Programming Position -la Grande 107.5	1-14, 19, 21	6

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Commercial Producer	1-14, 17-19, 23	17
Commercial Producer	1-14, 17-19, 23	17
News Anchor	3-8, 10-14, 17, 20	6
Sales Assistant	3-7, 17, 19, 21	6
Sales Assistant	3-7, 17, 19, 21	6
Sales Assistant	3-7, 17, 19, 21	19
Radio Engineer	1-13, 17	9
Integrated Sales Planner	3-8, 10-14, 16, 20	16
Bilingual Commercial Producer	1-14, 17, 19, 21, 23	19
Executive Assistant / Office Manager	1-14, 16	16
Livestream Video Operator - DFW 105.3 The Fan	1-6, 8, 10-15, 17, 19, 21	6
Full Time 105.3 The Fan Sports Talk Host	1-6, 8, 10-15, 19-20, 23	20
Full Time 105.3 The Fan Sports Producer	1-6, 8, 10-15, 19-20	20
Administrative Assistant (Entercom Dallas)	1-6, 8, 10-15, 19-21	20

KJKK, KLUV, KMKV, KRLD, KRLD-FM, KVIL**EEO PUBLIC FILE REPORT****April 1, 2019 - March 31, 2020****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	Dallas Area Alliance for Women in Media Foundation 2365 Harrodsburg Rd A325 Lexington, Kentucky 40504 Phone : 972-333-1129 Url : https://allwomeninmedia-dfw.org/classin.php Adella Fremstad-Nolden Manual Posting	N	0
2	Dallas County Community College District (All Colleges) 1601 S Lamar Dallas, Texas 75215 Phone : 214-378-1500 Url : https://www.dcccd.edu/jobs/pages/listing-service.a Careers Services Manual Posting	N	0
3	Dallas Ft Worth Assn Black Journalists 320 S RL Thornton Freeway Dallas, Texas 75203 Email : dfwabj@gmail.com Cheryl Smith	N	0
4	Dallas Hispanic Chamber of Commerce 1402 N Corinth St #225 Dallas, Texas 75215 Phone : 214-521-6007 Email : sortiz@gdhcc.com S. Ortiz	N	0
5	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
6	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	64

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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
7	Hispanic Women's Network of Texas 55 N I H 35 Austin, Texas 78702 Phone : 512-481-1600 Email : karina.ramirez@sbcglobal.net Karina Ramirez	N	0
8	Southern Methodist University 6425 Boaz Lane Dallas, Texas 75205 Phone : 214-768-2000 Url : https://app.joinhandshake.com/schools/216 Alicia Love Manual Posting	N	0
9	Texas Association of Broadcasters 502 E 11th St #200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	2
10	Texas Christian University 2800 S University Dr Fort Worth, Texas 76129 Phone : 817-257-7000 Laura Chaney Manual Posting	N	0
11	Texas Women's University 304 Administration Dr Denton, Texas 76204 Phone : 940-898-2000 Url : https://twu.joinhandshake.com/schools/421 Elizabeth MacDonald Manual Posting	N	0
12	University of North Texas 7300 University Hills Blvd Dallas, Texas 75241 Phone : 940-565-2105 Url : https://app.joinhandshake.com/ Daisy Gillam Manual Posting	N	0

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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
13	University of Texas at Arlington 701 S Nedderman Arlington, Texas 76013 Phone : 817-272-2932 Url : https://app.joinhandshake.com/schools/348 Careers Services Manual Posting	N	0
14	University of Texas at Dallas 800 W Campbell Rd Richardson, Texas 75080 Phone : 972-883-2111 Url : https://app.joinhandshake.com/ Julie Kim Manual Posting	N	0
15	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

b. 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
16	Current Employee	N	2
17	Employee Referral	N	35
18	Facebook post	N	3
19	Indeed.com	N	22
20	Internal Candidate	N	39
21	Linked In	N	10
22	Non-Employee Referral	N	1
23	Other Source	N	11
TOTAL INTERVIEWS OVER REPORTING PERIOD:			189

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2019	Participation in other activities designed by the station employment unit	<p>On air EEO policy. 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.</p> <p>This initiative is done on an on-going basis.</p>	6	Director Human Resources Traffic Manager Continuity EEO Coordinator
2	4/1/2019	Participation in other activities designed by the station employment unit	<p>Entercom Dallas, the websites for each of the station in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting.</p> <p>This initiative is done on an ongoing basis.</p>	6	EEO Coordinator
3	4/1/2019	Participation in other activities designed by the station employment unit	<p>Entercom Dallas has 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 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.</p> <p>This initiative is done on an ongoing basis.</p>	6	EEO Coordinator
4	4/9/2019	Participation in Job Fairs	<p>This free event for job seekers and features panel discussions, one-on-one career coaching, resume workshops, and hiring opportunities for various careers within the broadcasting company.</p>	1	Entercom Las Vegas
5	4/10/2019	Participation in events or programs sponsored by educational institutions	<p>Guest speaker for a broadcast class at the University of North Texas. Spoke with them about career opportunities and offered tips on how they can pursue employment in our industry.</p>	1	Program Directors

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6	4/18/2019	Participation in events or programs sponsored by educational institutions	News Reporter spoke to High School Seniors at Terrell High School about careers in journalism.	1	News Reporter
7	4/23/2019	Participation in events or programs sponsored by educational institutions	Spoke to college students from Eastfield College' journalism / communication program about careers in radio.	1	News Reporter
8	5/28/2019	Participation in other activities designed by the station employment unit	Entercom Dallas held intern in programming and News departments, one from (University of Texas at Arlington) and one from (Texas Christian University) and two from (University of North Texas)	2	News Director Program Director
9	9/10/2019	Participation in Job Fairs	Attended Southern Methodist University's Career Fair, met with students to offer suggestions to navigate the job search within the broadcast industry.	6	NTR Director Program Director
10	10/24/2019	Participation in events or programs sponsored by educational institutions	Entercom Dallas provides scheduled tour to Texoma Christian School. During the tour, we show student our studios and offices. Answer any questions they may have about careers in broadcast.	6	Program Directors
11	1/23/2020	Establishment of an intern program designed to assist members of the community	Spoke with student about careers in audio and digital space at SPCA auditorium.	6	NTR Director
12	1/29/2020	Sponsorship of events in the community designed to increase public awareness	Entercom Dallas provided a scheduled tour to the Girls Scouts. They toured our studios and offices. Staff answered questions they had about the broadcast industry and careers at Entercom.	6	On air personality Asst. Program Director
13	3/3/2020	Participation in events or programs sponsored by educational institutions	Spoke with students at New Hope Christian Academy about the weather and careers in Meteorology.	1	Meteorologist
14	3/11/2020	Participation in events sponsored by community groups	Entercom Dallas provided a tour to Jonathan's Place. Students toured our studios and offices while the staff answered questions they had about careers in the broadcast industry.	6	Account Executive