

KCBS, KFRC-FM, KGMZ, KGMZ-FM, KITS, KLLC, KRBQ**EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020**

ENTERCOM San Francisco, CA 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
Programming Assistant	10, 12, 25	25
Digital Content Manager	10, 12, 22	22
Sales Coordinator	10, 12, 20, 26, 29	26
Sales Project Manager	10, 12, 21	21
Digital Sales Manager	10, 12, 21	21
Digital Project Manager	10, 12, 20	12
Board Operator	12, 20-21	21
CONTINUITY COORDINATOR	10, 12, 21	21
General Sales Manager	1-19, 23, 29	23
Account Executive	10, 12, 24, 26-29	12
Account Executive	10, 12, 24, 26-29	27
Account Executive	10, 12, 24, 26-29	26
Account Executive	10, 12, 24, 26-29	12
Account Executive	10, 12, 24, 26-29	24

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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	Alameda County SSA 6955 Foothill Blvd Suite 100 Oakland, California 94605 Phone : 510-259-3879 Email : dsloan@acgov.org Darlene Sloan	N	0
2	Bay Area Community Resources 171 Carlos Drive San Rafael, California 94530 Phone : 415-444-5580 Email : vpacana@bayareacs.org Veronica Pacana	N	0
3	Berkeley Adult School Workability II Program 1701 San Pablo Ave Berkeley, California 94702 Phone : 510-644-8968 Url : http://alameda.peralta.edu/one-stop-career-center/ Kenneth L. Booker Manual Posting	N	0
4	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
5	Canada College 4200 Farm Hill Blvd Redwood City, California 94061 Phone : 650-305-3178 Url : https://www.collegecentral.com/canadacollege/ Robert Haick Manual Posting	N	0
6	City College of San Francisco 50 Frida Kahlo Way San Francisco, California 94112 Phone : 415-452-5112 Url : https://www.collegecentral.com/ccsf/ Rudy Padilla 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
7	College of San Mateo 1700 W Hillsdale Blvd San Mateo, California 94402 Phone : 650-574-6625 Url : https://www.collegecentral.com/collegeofsanmateo/ Rose Garcia Manual Posting	N	0
8	County of San Mateo Human Services 2415 University Ave #3 East Palo Alto, California 94303 Phone : 650-802-6527 Email : sbstewart@smchsa.org Susana Stewart	N	0
9	Department of Veteran Affairs 2 Gough St San Francisco, California 94103 Phone : 415-441-5051 Email : melissa.janosek@va.gov Melissa jonosek	N	0
10	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
11	East Bay Asian Local Development 1825 San Pablo Ave #200 Oakland, California 94612 Phone : 510-412-5353 Email : dlove@ebaldc.org Dawn Love	N	0
12	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	8

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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	KQED 2601 Mariposa St San Francisco, California 94110 Phone : 415-553-2129 Email : acabanatuan@kqed.org Adrienne Cabanatuan	N	0
14	Laney College 900 Fallon St Oakland, California 94607 Phone : 510-834-5740 Url : https://laney-csm.symplicity.com/employers/?signin Luis Serpa Manual Posting	N	0
15	Mass Mutual 2201 Walnut Ave Fremont, California 94538 Phone : 510-789-2432 Email : jlouie@financialguide.com Jane Louie	N	0
16	NAACP 1290 Fillmore St #109 San Francisco, California 94115 Phone : 510-652-8493 Email : Oaklandnaacp1051@yahoo.com Doug Blacksher	N	0
17	st. Vincent De Paul Society 1175 Howard St San Francisco, California 94103 Phone : 415-757-6524 Email : Jchase@svdp-sf.org Tony Chase	N	0
18	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Young Community Developers 1715 Yosemite Ave San Francisco, California 94124 Phone : 415-822-3491 Email : jharrison@ycdjobs.org Joshua Harrison	N	0

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b. Exemptions or 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
20	Current Employee	N	5
21	Current Employee - Transfer/Promotion	N	4
22	Current Employee/Internal Promotion	N	1
23	Employee Promotion	N	1
24	Employee Referral	N	3
25	Former Employee	N	1
26	Former Employee Referral	N	4
27	Linked In	N	2
28	Non-Employee Referral	N	1
29	Self Referral	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	Entercom San Francisco has in place internship programs for KGMZ-FM, KLLC-FM & other local ETM stations allowing local people to gain work experience and skills.	4	Programming Director Music Director Producer Programming Director
2	11/2/2019	Participation in Job Fairs	KCBS-AM Program Directors participation at UC Berkeley Nat'l Assoc of Black Journalists career fair 11/2/19	2	Programming Director Traffic Programming Director
3	2/4/2020	Participation in events or programs sponsored by educational institutions	Program Director of Entercom/KCBS-AM spoke at Writing For Media seminar at Ohlone College on 2/4/20	1	Programming Director
4	3/15/2020	Participation in events or programs sponsored by educational institutions	KCBS-AM Program Director participant in mentoring program at Benztown College Winter/Spring2020 with collect trip to San Francisco 3/15-3/17.	1	Programming Director
5	5/13/2020	Provision of training to management	The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	5	Market Hiring Managers
6	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	6	Business Administrator
7	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	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 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.	1	EEO Coordinator
8	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting.	1	EEO Coordinator

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9	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
10	7/23/2020	Hosting of Job Fair	Job Fair on-line via Premier Virtual Career Fairs on 7/23/20 where candidates can view open positions and upload resumes for further company review & outreach.	3	Business Administrator Business Administrator Promotions Mgr.