

KFXX, KGON, KMTT, KNRK, KRSK, KWJJ-FM, KYCH-FM
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

ENTERCOM Portland,OR IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 0700 SW Bancroft St, Portland, OR - 97239	<u>Contact Person/Title:</u> Kim Martinez SVP/Market Manager
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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	1-50, 52, 58, 62	18
Full-time Producer On-air Entercom Sports	1-50, 52, 55, 59	55
Program Director	1-50, 52, 57, 62	57
Full-time Engineer	1-50, 52, 55	55
Sales Assistant	1-50, 52, 56, 59	56
KWJJ/The Wolf AM Show	1-50, 52, 60	60
KWJJ/The Wolf AM Show	1-50, 52, 60	60
Buzz AM On Air Personality	1, 3, 7-8, 10-11, 13, 15, 17-19, 22, 25-28, 30, 33-35, 38-40, 42, 45-48, 50, 54, 57, 64-65	65
Buzz AM On Air Personality	1, 3, 7-8, 10-11, 13, 15, 17-19, 22, 25-28, 30, 33-35, 38-40, 42, 45-48, 50, 54, 57, 64-65	54
Programming Promotion Coordinator-Portland	1-50, 52-53, 61	61
Event Coordinator - Portland	1-50, 52-53, 61	61
Assistant Program Dir/PM Drive Personality-Portlan	1-50, 52	18
Digital Sales Manager - Portland	1-50, 52, 57, 61, 63	57
Receptionist	1-50, 52-53, 56, 59	56
Account Executive - Portland	1, 3, 7-8, 10, 12-19, 22, 25-28, 30, 33-35, 38-39, 42, 44, 46-49, 51, 57, 59, 61, 64	57
Account Executive - Portland	1, 3, 7-8, 10, 12-19, 22, 25-28, 30, 33-35, 38-39, 42, 44, 46-49, 51, 57, 59, 61, 64	64

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Engineer Full-time	1, 3, 7-8, 10, 12, 14-19, 22, 25-28, 30, 33-35, 38-39, 42, 44, 46-49, 51, 59, 61	59

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
2	Alternative Services of Oregon 7165 SW Fir Loop STE 200 Tigard, Oregon 97223 Phone : 503-941-5256 Email : efleming@asioregon.org Erin Fleming	N	0
3	Asian Health & Service Center 3430 SE Powell Blvd. Portland, Oregon 97202 Phone : 503-872-8822 Email : dchiu@ahscpx.org Daniel Chi	N	0
4	Bates Technical College Work Source Specialist 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7000 Email : skmiller@batetech.edu Shirley Miller	N	0
5	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Email : BUF@bufor.org Maria Ramirez	N	0
6	Blue Mountain Community College 408 SE 7th Street Pendleton, Oregon 97801 Phone : 541-276-9050 Email : cluke@bluecc.edu Carrie Luke	N	0

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7	California State University Chico 400 W. 1st St. Chico, California 95929 Phone : 530-898-4636 Student Services Manual Posting	N	0
8	Career Makers 7659 SW Mohawk St Tualatin, Oregon 97062 Phone : 503-699-3192 Email : Peter@careermakers.com Pater Paskill	N	0
9	Cascade Aids Project 208 SW 5th Ave Suite 800 Portland, Oregon 97204 Phone : 503-223-5907 Email : developmentcontact@cascadeaids.org Yasenia Pascual-Buendia	N	0
10	Chemeketa Community College PO Box 14007 Career Center Salem, Oregon 97309 Phone : 503-399-5000 Email : jobplacement@chemeketa.edu Jane Estrada	N	0
11	City University 3925 NE 72nd Ave Career Services Vancouver, Washington 98661 Phone : 206-239-4765 Email : careers@cityu.edu Deirdre Grimes	N	0
12	Clatsop Community College 1653 Jerome Ave Astoria, Oregon 97103 Phone : 503-338-2411 Email : cwedirector@clatsopcc.edu Joanie Weatherly	N	0

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13	Concordia University 2811 NE Holman Portland, Oregon 97211 Phone : 503-228-9371 Email : mbouslaugh@cu-portland.edu Meagan Bouslaugh	N	0
14	Confederate Tribes of Siletz 3789 River Rd. N #D Salem, Oregon 97303 Phone : 503-390-9494 Email : TamraR@ctsi.nsn.us Tamra Russell	N	0
15	Confederate Tribes of Warm Springs 2112 Wasco St Warm Springs, Oregon 97761 Phone : 503-238-1512 Email : personnel@wstribes.org Amelia Tewee	N	0
16	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	1
17	Eastern Oregon University 1 University Blvd LaGrande, Oregon 97850 Phone : 541-962-3672 Url : https://app.joinhandshake.com Jessie Bowman Manual Posting	N	0
18	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	29

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19	George Fox University 414 N Meridian Newberg, Oregon 97132 Phone : 503-538-8383 Url : https://app.joinhandshake.com Kaitlyn Ragan Manual Posting	N	1
20	Goodwill Industries - Portland 1943 SE Sixth Ave Portland, Oregon 97214 Phone : 503-238-6100 Email : plangdon@gicw.org Paul Langdon	N	0
21	Hispanic Metropolitan Chamber PO Box 1837 Portland, Oregon 97207 Phone : 503-222-0280 Email : NLeon@hmccoregon.com Nicole Davison Leon	N	0
22	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 Email : jobs@IRCO.org Careers Center	N	0
23	Japan-America Society of Oregon 312 NW Second Ave Portland, Oregon 97209 Phone : 503-552-8811 Email : kmiyanaga@jaso.org Kaoru Miyanaga	N	0
24	Latino Journalists of California 231 H Street Bakersfield, California 93304 Phone : 424-229-9482 Email : cimperial@kchcc.org Chuck Imperial	N	0

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25	LDS Employment Resource Services 4195 SW 99th Ave Beaverton, Oregon 97005 Phone : 503-643-4654 Email : Wel-ec-beaverton@ldschurch.org Marie Day	N	0
26	Lewis & Clark College 0615 SW Palantine Hill Rd. Portland, Oregon 97219 Phone : 503-768-7000 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
27	Linfield College 900 SE Baker McMinnville, Oregon 97128 Phone : 503-883-2200 Email : career@linfield.edu Career Center	N	0
28	Northwest China Council 127 NW Third Ave Portland, Oregon 97209 Phone : 503-973-5451 Email : johnw@nwchina.org John Wong	N	0
29	Oregon Association of Broadcasters 2420 NE Sandy Blvd Suite 120 Portland, Oregon 97232 Phone : 503-443-2299 Email : theoab@theoab.org Bob Singer	N	0
30	Oregon Association of Minority Entrepreneurs 4134 N Vancouver Portland, Oregon 97217 Phone : 503-249-7744 Email : Matt@oame.org Matt Rutter	N	0

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31	Pioneer Pacific College 4145 SW Watson Ave #300 Beaverton, Oregon 97005 Phone : 503-688-2126 Email : DBielitz@pioneerpacific.edu Dwn Bielitz	N	0
32	Portland Advertising Federation 1231 NW Hoyt St Portland, Oregon 97209 Phone : 503-496-0200 Email : Stephanie@portlandadfed.com Stephanie Murphy	N	0
33	Portland Community College PO Box 19000 Student Employment Portland, Oregon 97280 Phone : 971-722-6111 Email : stujobs@pcc.edu Gary Coleman	N	0
34	Portland State University PO Box 751 Portland, Oregon 97207 Phone : 503-206-6915 Url : https://app.joinhandshake.com Greg Flores Manual Posting	N	0
35	Regent University 1000 Regent University Dr. Virginia Beach, Virginia 23464 Phone : 757-352-4584 Email : CTM@regent.edu Michael Patrick	N	0
36	SE Works, Inc 6927 SE Foster Rd Portland, Oregon 97206 Phone : 503-772-2300 Email : eeslinger@seworks.org Liz Eslinger	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
37	Self Enhancement, Inc. 3920 N Kirby Portland, Oregon 97227 Phone : 503-249-1721 Email : Stephanie@selfenhancement.org Stephanie Peters	N	0
38	Society of Broadcast Engineers 9247 N Meridian St Suite 305 Indianapolis, Indiana 42660 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0
39	Southern Oregon University 1250 Siskiyou Blvd. Ste 139 Ashland, Oregon 97520 Phone : 541-552-7672 Url : https://app.joinhandshake.com Andrew Clum Manual Posting	N	0
40	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 310-289-2000 Email : tdgaorg@gmail.com Career Services	N	0
41	United Cerebral Palsy of Oregon and SW Washington 305 NE 102nd Ave #100 Portland, Oregon 97220 Phone : 503-777-4166 Email : MMiller@UCPAORWA.org Melissa Miller	N	0
42	University of Oregon 1200 University Street Eugene, Oregon 97403 Phone : 541-346-3235 Url : https://app.joinhandshake.com Colleen Lewis Manual Posting	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
43	Urban League of Portland 10 N Russell Portland, Oregon 97227 Phone : 503-280-2600 Email : cwilliams@ulpdx.org Cinna'Mon Williams	N	0
44	Vancouver Chamber of Commerce 1101 Broadway Vancouver, Washington 98660 Phone : 360-694-2588 Email : tlawwill@vancouverusa.com Terry Lawwill	N	0
45	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : 360-705-0774 Email : kshipman@wsab.org Keith Shipman	N	0
46	Washington State University PO Box 64106 Career Services Pullman, Washington 99164 Phone : 509-335-3564 Url : https://app.joinhandshake.com Christie Motley Manual Posting	N	0
47	Watoto wa Dunia PO Box 11622 Portland, Oregon 97211 Phone : 000-000-0000 Email : watotowadunia@gmail.com Theresa Kurtak	N	0
48	Western Oregon University 345 N Monmouth Ave Career Development Ctr Monmouth, Oregon 97361 Phone : 503-838-8261 Url : https://app.joinhandshake.com Kathryn Plummer Manual Posting	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
49	Willamette University 900 State St Salem, Oregon 97301 Phone : 503-370-6300 Url : https://app.joinhandshake.com Connie Ralph Manual Posting	N	0
50	Worksource Washington 5411 E Mill Plain Blvd Ste 3B Vancouver, Washington 98661 Phone : 360-735-5000 Email : tredmon@eds.wa.gov Beverly Kimble	N	0
51	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
52	YWCA of Portland 1111 SW 10th Ave Portland, Oregon 97202 Phone : 503-294-7400 Email : connect@ywcapdx.org Chris Forney	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
53	Current Employee	N	13
54	Current Employee - Transfer/Promotion	N	1
55	Current Employee/Internal Promotion	N	2
56	Employee Promotion	N	2
57	Employee Referral	N	5
58	Former Employee Referral	N	1
59	Indeed.com	N	7
60	Job Board	N	4
61	Linked In	N	11
62	Non-Employee Referral	N	3
63	Other Source	N	1
64	Recruiter	N	2
65	Trade Website	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

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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	2/12/2020	Co Sponsoring Job Fair	Entercom Portland participated in the annual Diversity Employment Career Fair. The Promotions team greeted job seekers, handed out station information and directed candidates to the Entercom.com online career portal as well as answered questions about careers in radio.	2	Promotions Assistant Promotions Assistant
2	5/12/2020	Co Sponsoring Job Fair	Participated in Central Washington University virtual job fair May 12, 13 and 14th to share information about job opportunities in radio.	4	Business Adm/HR
3	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
4	Ongoing Event	Participation in other activities designed by the station employment unit	Internal bulletin board posting of the current open positions listed in Entercom career sites, including position title, station and reference number.	6	Business Administrator
5	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
6	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
7	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

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8	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director