

KEZK-FM, KFTK, KFTK-FM, KMOX, KNOU, KYKY
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

ENTERCOM St. Louis, MO 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	1-4, 6-8, 10-14, 16-20, 22-31, 33-43, 45-48, 50-51, 53-54, 56-58	51
Account Executive	1-4, 6-8, 10-14, 16-20, 22-31, 33-43, 45-48, 50-51, 53-54, 56-58	58
Account Executive	1-4, 6-8, 10-14, 16-20, 22-31, 33-43, 45-48, 50-51, 53-54, 56-58	53
Sales Assistant - St. Louis	1-4, 6-10, 12-14, 16-20, 22-48, 50, 52-54	53
Mid Day Air Talent - St. Louis	1-4, 6-8, 10-14, 16-20, 22-28, 30-31, 33-35, 37-43, 45-47, 50-51, 55	55
Account Manager	1-4, 6-8, 10-14, 16-48, 50-51, 55, 58	51
Account Executive - St. Louis	1-8, 10-51, 58-59	51

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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	Center for Specialized Services 11786 Westline Industrial Drive St. Louis, Missouri 63146 Phone : 314-983-9230 Email : mjannings@headinjuryctr-stl.org Matthew Jannings	N	0
2	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6986 Url : https://app.joinhandshake.com/ Nicolette Yevich Manual Posting	N	0
3	Columbia College of Missouri 1001 Rogers St Columbia, Missouri 65201 Phone : 573-875-7425 Url : https://app.joinhandshake.com/ Dan Gomez-Palacio Manual Posting	N	0
4	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
5	Drury University 900 North Benton Ave Springfield, Missouri 65802 Phone : 417-873-7284 Url : https://app.joinhandshake.com/ Lisa Tessier Manual Posting	N	0
6	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Fontbonne College 6800 Wydown Blvd St. Louis, Missouri 63105 Phone : 314-889-4516 Email : careers@fontbonne.edu Christine Keller	N	0
8	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
9	Harris Stowe State University 3026 Laclede Ave St. Louis, Missouri 63103 Phone : (314) 340-3366 Url : http://go.hssu.edu/index.cfm Email : CareerEngagement@hssu.edu Career Engagement Center N/A	N	0
10	Illinois Wesleyan University 1312 Park St Bloomington, Illinois 61701 Phone : 309-556-1000 Url : https://app.joinhandshake.com/ Warren Kistner Manual Posting	N	0
11	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63505 Phone : 636-481-3223 Email : lwarner@jeffco.edu Lora Warner	N	0
12	Lewis & Clark Community College 5800 Godfrey Road BA 2418 Godfrey, Illinois 62035 Phone : 618-468-5500 Email : tdlane@lc.edu Terry Lane	N	0

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13	Lincoln University 820 Chestnut St Page Library Building Jefferson City, Missouri 65102 Phone : 573-681-5987 Email : careerservices@lincolnu.edu Marnita Stovall-Brown	N	0
14	Lindenwood University 209 S. Kingshighway Blvd St. Louis, Missouri 63301 Phone : 636-949-4806 Url : https://app.joinhandshake.com/ Shannon Wright Manual Posting	N	0
15	Logan University 1851 Schoettler Rd Chesterfield, Missouri 63017 Phone : 636-230-1936 Url : https://app.joinhandshake.com/ Dana Wehrli Manual Posting	N	0
16	Mathews Dickey Boys & Girls Club 4245 N. Kingshighway Blvd St. Louis, Missouri 63115 Phone : 314-382-5952 ext234 Email : sparacha@mathews-dickey.com Sara Paracha	N	0
17	McKendree University 701 College Road Lebanon, Illinois 62254 Phone : 618-537-6806 Email : careerservices@mckendree.edu Jennifer Pickerell	N	0
18	Missouri Baptist University 1 College Park Drive St. Louis, Missouri 63141 Phone : 314-434-1115 Url : https://app.joinhandshake.com/ Brian Knapp Manual Posting	N	0

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19	Missouri Broadcasters Association 1025 NE Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : vsabatino@mbaweb.org Victoria Sabatino	N	0
20	Missouri Division of Vocational Rehab 9900 Page Avenue Ste 104 St. Louis, Missouri 63132 Phone : 314-877-1500 Email : karen.klenke@vr.dese.mo.gov Karen Klenke	N	0
21	Missouri S&T 1201 N State St Rolla, Missouri 65409 Phone : 573-341-4230 Url : https://app.joinhandshake.com/ Sara Earl Manual Posting	N	0
22	Missouri State University 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : https://app.joinhandshake.com/ Kelly Rapp Manual Posting	N	0
23	Missouri Western State University 4525 Downs Drive St. Joseph, Missouri 64507 Phone : 816-714-206 Url : https://app.joinhandshake.com/ Vincent Bowhay Manual Posting	N	0
24	Near Southside Employment Coalition 2649 Pestalozzi St. Louis, Missouri 63118 Phone : 314-865-4453 Email : oward@nsecworks.org Ohala Ward	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
25	Philip Merrill College of Journalism Univeristy of Maryland 3105A Knight Hall College Park, Maryland 20742 Phone : 301-405-7247 Email : aflynn1@umd.edu Adrienne Flynn	N	0
26	Pittsburg State University 1701 South Broadway Street Pittsburg, Kansas 66762 Phone : 620-235-4141 Url : https://app.joinhandshake.com Heather Busch Manual Posting	N	0
27	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Email : careerservices@ranken.edu Career Services	N	0
28	SLATE MO Jobs 1520 Market Street Room 3050 St. Louis, Missouri 63103 Phone : 314-589-8000 Url : app-jobs.mo.gov Job Center Manual Posting	N	0
29	Southeast Missouri State University 1 University Plaza MS 3333, AC057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://semo-csm.symplicity.com/employers/index.ph Amy Aldridge Manual Posting	N	0
30	Southern Illinois University - Edwardsville 281 Student Success Center Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : csmolar@siue.edu Carrie Smolar	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
31	Southern Illinois University-Carbondale 1263 Lincoln Drive Carbondale, Illinois 62901 Phone : (618) 453-2121 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
32	Southwest Missouri State University 901 S. National Springfield, Missouri 65897 Phone : 417-836-6861 Email : careercenter@missouristate.edu Vicki Elders	N	0
33	St. Charles Community College 4601 Mid Rivers Mall Dr Cottleville, Missouri 63376 Phone : 636-922-8244 Url : https://www.collegecentral.com/stchas/ Jenny Hahn-Schnipper Manual Posting	N	0
34	St. Louis Community College 5600 Oakland Avenue F-342 St. Louis, Missouri 63110 Phone : 314-644-9225 Email : fp-careers@stlcc.edu Davis Moore	N	0
35	St. Louis Job Corps Center 4333 Goodfellow St. Louis, Missouri 63120 Phone : 314-814-9236 Email : taylor.jeffrey@jobcorps.org Jeffrey Taylor	N	0
36	St. Louis University One North Grand Blvd St. Louis, Missouri 63103 Phone : 314-977-2828 Url : https://app.joinhandshake.com/ Karl Aldrich Manual Posting	N	0

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37	St. Patrick Center 800 N. Tucker Blvd St. Louis, Missouri 63101 Phone : 314-802-5435 Email : shaverman@stpatrickcenter.org Sue Haverman	N	0
38	Stevens Institute of Business & Arts 1521 Washingotn St. Louis, Missouri 63103 Phone : 314-421-0949 ext 20 Email : sasher@siba.edu Steve Asher	N	0
39	Truman State University 100 E. Normal Ave Student Union Building #3100 Kirksville, Missouri 63501 Phone : 660-543-4985 Email : jnuhn@truman.edu Jennifer Nuhn	N	0
40	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : https://app.joinhandshake.com/ Amber Goreham Manual Posting	N	0
41	University of Illinois at Urbana-Champaign 901 West Illinois St Urbana, Illinois 61801 Phone : 217-244-4329 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
42	University of Missouri - Columbia 909 Lowry Mall SSC Room 201 Columbia, Missouri 65211 Phone : 573-882-0878 Url : https://app.joinhandshake.com/ Amanda Nell 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	University of Missouri - Kansas City 5100 Rockhill Rd Kansas City, Missouri 64110 Phone : 816-235-1225 Url : https://app.joinhandshake.com/ Daniel Folk Manual Posting	N	0
44	University of Missouri- St. Louis 278 MSC One University Blvd St. Louis, Missouri 63121 Phone : 314-516-5111 Url : https://app.joinhandshake.com/ Ashley Horton Manual Posting	N	0
45	Urban League of Metro St. Louis 8960 Jennings Station Road Jennings, Missouri 63136 Phone : 314-615-3600 Email : snienkamp@urbanleague-stl.org S Nienkamp	N	0
46	Valparaiso University 1809 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : https://app.joinhandshake.com/ Tom Cath Manual Posting	N	0
47	Webster University 470 East Lockwood Ave St. Louis, Missouri 63119 Phone : 314-968-6982 Url : https://app.joinhandshake.com/ Rebecca Nelson Manual Posting	N	0
48	Western Governors University 8000 Maryland Ave #410 Clayton, Missouri 63105 Phone : 866-895-9660 ext 7284 Danielle Dottolo 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	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
50	YMCA of Metro St. Louis 3820 W Pine Blvd St. Louis, Missouri 63108 Phone : 314-531-1115 Email : sophia.kelley@gwrymca.org Sophia Kelley	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
51	Employee Referral	N	5
52	Facebook post	N	1
53	Former Employee	N	2
54	Indeed.com	N	4
55	Internal Candidate	N	5
56	Job Board	N	1
57	Job posting on internet	N	1
58	Linked In	N	6
59	None indicated (Source Unknown)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/29/2019	Participation in events or programs sponsored by educational institutions	Station staff attended at Northwest High School's College and Career Day, where a presentation about radio broadcasting careers was shared with Juniors and Seniors of the high school.	1	On-Air Personality
2	10/30/2019	Participation in events or programs sponsored by educational institutions	Stations participated in Rockwood School District's Career Exploration for students interested in Broadcast Journalism. Six students shadowed various departments/stations over a period of 2 days.	2	News Director Reporter/Anchor
3	3/20/2020	Participation in Job Fairs	Attended Lindenwood University Career Fair to meet with students to discuss careers in broadcasting and open positions at Entercom.	1	HR/Business Admin
4	3/27/2020	Participation in events or programs sponsored by educational institutions	Rockwood School District held a Career Fair Program for their 8th grade students district wide. Entercom was invited to participate in the event by having an employee in our broadcast journalism team present four 20-minute presentations included Q&A from the students.	1	Report/Anchor
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	5/28/2020	Participation in Job Fairs	Participation in a virtual career fair for Illinois Institute of Technology. The Chief Engineer and Business Administrator virtually met with a number of students to discuss the role of engineering in a radio broadcast setting and discussed the position that was open.	2	Chief Engineer Business Administrator
7	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

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8	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
9	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
10	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
11	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representatives shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director