

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM SEATTLE**

This report covers full-time vacancy recruitment for the period of October 1, 2008 to September 30, 2009

Employment Unit: Entercom Seattle License, LLC	Address: Entercom Seattle License, LLC 1100 Olive Way, Suite 1650 Seattle, WA 98101	Contact Person/Title: John P. Hutchison Vice President/Market Manager
Unit Members: KISW-FM, Seattle, WA KKWF-FM, Seattle, WA KMTT-FM, Tacoma, WA KNDD-FM, Seattle	Telephone Number: 206-285-7625	E-mail Address: JHutchison@entercom.com

1. Full Time Job Vacancies filled by Employment Unit

	Title and Hire Date	Recruitment Source Referring Hiree	Notification of Opening (See #2: "Recruitment Sources for Corresponding List)				Referral Source of Interviewees		
			Outreach Organizations	Company Postings	Advertising	Job Fairs	Referral Source	Number Interviewed	New Interviews
A.	Sales Associate 10/27/2008	Entercom Seattle Sales Associate Open House	1-87	88		92,96	Seattle-Sales Associate Open House: 9	9	9
B.	Sales Associate 10/27/2008	Entercom Seattle Sales Associate Open House	1-87	88		92,96	Same as Pool #A.	9	0
C.	Account Executive 11/01/09	Employee Referral	1-87	88		92	Entercom Website: 3 Employee Referral: 1	4	4
D.	National Sales Manager 12/01/2008	Former Employee	1-87	88	89		Entercom Website: 2 Industry Referral: 1 Employee Referral: 1 Former Employee: 1	5	5
E.	Account Executive 12/8/2008	Industry Referral	1-87	88		92	Entercom Website: (3 repeats from pool #C) Employee Referral: (1 repeat	5	1



							from pool #C) Industry Referral: 1		
F.	Account Executive 12/15/2008	Employee Referral	1-87	88		92	Entercom Website: (1 repeat from pool #C) +1 Industry Referral: 1 Employee Referral: 1 Craigslis: 1	5	4
G.	Account Executive 12/15/2008	Craigslis	1-87	88		92	Same as pool #F.	5	0
H.	Account Executive 1/05/2009	Employee Referral	1-87	88		92	Entercom Website: (1 repeat from pool #F) + 1 Industry Referral: (1 repeat from pool #F) +1 Employee Referral: 1	5	3
I.	Assistant Controller 1/20/2009	Craigslis	1-87	88	90		Craigslis: 9 Industry referral:1	10	10
J.	Account Executive 2/02/2009	Entercom Website	1-87	88		93	Entercom Website: 2 Craigslis: 4 Radio Ads:1 Internal Candidate:1 Employee Referral: 1	9	9
K.	Sales Associate 2/09/2009	Entercom Website	1-87	88		93	Entercom Website: 2 Employee Referral:6 Internal Candidate: 1	9	9
L.	Sales Associate 2/09/2009	Entercom Website	1-87	88		93	Same pool as #K.	9	0
M.	Sales Associate 2/09/2009	Internal Candidate	1-87	88		93	Same pool as #K.	9	0
N.	Executive Assistant 4/01/2009	Former Employee	1-87	88			Entercom Website: 3 Former Employee: 1	4	4
O.	Assistant Program Director/PM Drive 4/01/2009	All Access			89		All Access: 4 Industry Referral: 1	5	5
P.	AP/Billing 4/20/2009	Craigslis	1-87	88	90		Craigslis: 8 Entercom Website: 1	9	9
Q.	On-Air PM Drive 5/04/2009	All Access	1-87		89		All Access: 13 Word of Mouth: 3	16	16



Entercom Seattle is an Equal Opportunity Employer

R.	General Sales Manager 6/03/2009	Employee Referral	1-87	88	90		Industry Referral: 8 Employee Referral: 2 Entercom Website: 7	17	17
S.	General Sales Manager 6/17/2009	Industry Referral	1-87	88	90		Same pool as # R.	17	0
T.	Program Director 7/27/2009	All Access	1-87	88	89		Entercom Website: 2 All Access: 1 Internal Candidate: 1 Former Employee: 1	5	5
U.	On-Air Morning Drive 7/27/2009	All Access	1-87	88	89		All Access: 10 Employee Referral: 4	14	14
V.	Account Executive 8/03/2009	Word of Mouth	1-87	88			Word of Mouth: 6	6	6
W.	Account Executive 8/10/2009	Employee Referral	1-87	88			Entercom Website: 3 Employee Referral: 4	7	7
X.	Sales Associate 9/02/2009	Internal Candidate Intern to FT	1-87	88	90	97	Seattle-Sales Associate Open House:14 Entercom Website: 1 Internal Candidate: 1	16	16
Y.	Director of Sales 9/16/2009	Industry Referral	1-87	88	89		Industry Referral: 3 Entercom Website: 1 Internal Candidate: 1	5	5
Z.	Account Executive 9/28/2009	Employee Referral	1-87	88			Entercom Website: (1 repeat from pool #W) + 3 Employee Referral: 2 WSU: 1	7	6
Total # of New Interviewees for Full-Time Job Vacancies During the Reporting Period:									164



2. Recruitment Sources (used from 10/1/08 to 09/30/09)

OUTREACH ORGANIZATIONS

#	Name	Organization	Address (Street or E-Mail)	Phone	Total Number of Referrals Interviewed	Pursuant to Prong 2	
						Did Entercom contact organization to request to send opening?	Did organization contact Entercom to request openings?
1	Academic & Career Advancement Leah Vance	University of Puget Sound	ces@ups.edu	(253) 879-3250	0	Yes	
2	Affiliated Tribes of NW Indians	Economic Development Commission	sradford@spiritone.com	(503) 249-5770	0	Yes	
3	Affirmative Action Register		ads@aarjobs.com	(314) 863-2900	0	Yes	
4	Alex Nogales	National Hispanic Media Coalition	info@nhmc.org	(213) 743-6988	0	Yes	
5	Allen Partners		info@allen-partners.com	(206) 812-1440	0	Yes	
6	Amanda Seller	Pacific Lutheran University	sellera@plu.edu	(253) 535-7761	0	Yes	
7	American Broadcasting School		staci@radioschool.com	(405) 672-6511	0	Yes	
8	Angel Vogt	Edmonds Community College	careeractioncenter@edcc.edu	(425) 401-9710	0	Yes	
9	Ann Suter	Puget Sound Radio Broadcasters Association	asuter@comcast.net	(206) 725-2118	0	Yes	
10	Anne Millane	Center for School to Work	jennim@nextgenzone.org	(509) 456-7660	0	Yes	
11	Asia Today		asiatoday@ureach.com	(206) 365-8807	0	Yes	
12	Barb Tuininga	Crossroads Mini City Hall	btuininga@ci.bellevue.wa.us		0	Yes	



13	Bates Technical College		skmiller@bates.ctc.edu	(253) 680-7000	0	Yes	
14	Brett Herrman	The Millionaire Club Charity	brenth@millionairclub.org	(206) 728-5627	0	Yes	
15	Career Services	Spokane Falls CC	karend@spokane.cc.wa.us		0	Yes	
16	Career Services	Shoreline Community College	shorecareers@ctc.edu	(206) 546-4101	0	Yes	
17	Career Development	Seattle Pacific University	cdcjobs@spu.edu	(206) 281-2018	0	Yes	
18	Career Development	Seattle University	careerservices@seattleu.edu	(206) 296-6000	0	Yes	
19	Career Planning & Placement	Seattle Central Community College	studentjobs@sccd.ctc.edu	(206) 587-5422	0	Yes	
20	Career Services	North Seattle Community College Campus Career Services	careerservices@sccd.ctc.edu	(206) 527-7656	0	Yes	
21	Career Planning & Placement	Green River Community College	tkrause@greenriver.edu	(253) 833-9111	0	Yes	
22	Career Development	Evergreen State College	freemanw@evergreen.edu	(360) 866-6000	0	Yes	
23	Career Path Services	Career Path Services	lwhite@careerpathservices.org		0	Yes	
24	Career Planning & Placement	Whitworth College	careerservices@whitworth.edu	(509) 777-1000	0	Yes	
25	Career Services	University of Washington	huskyjob@u.washington.edu	(206) 543-9107	0	Yes	
26	Center for Career Alternatives		pdeutsch@ccawa.org	(206) 322-9080	0	Yes	
27	Center for Career Services Maureen Jones	University of Washington	monet@u.washington.edu	(206) 543-9107	0	Yes	
28	Central Area Motivation Program		gloriag@campseattle.org	(206) 812-4940	0	Yes	
29	Centro Latino Ser		cladult@centrolatino-ser.org	(253) 572-7717	0	Yes	
30	Clark College	Clark College	workforce@clark.edu		0	Yes	
31	Clarkston CSO	Clarkston CSO	career@careerpathservices.org		0	Yes	



Entercom Seattle is an Equal Opportunity Employer

32	Claudette Thomas	Cascade People's Center	cascadepeoplescenter@lcsnw.org	(253) 591-5400	0	Yes	
33	Community Service	DSHS/Community Services	bussepa@dshs.wa.gov		0	Yes	
34	D. Gale Kennedy	Navel Station Everett	Dorothy.kennedy@navy.mil	(425) 304-5124	0	Yes	
35	Daniel Greco	Western Washington Indian Employment & Training Programs (WWIETP)	wwietp@msn.com	(253) 879-9066	0	Yes	
36	Deborah Howell	Washington Women's Employment and Education	deborahh@wwee.org	(253) 474-9933	0	Yes	
37	Effie Eisses	Western Washington University	Effie.eisses@wwu.edu	(360) 650-3240	0	Yes	
38	Eileen Ryan-Rojas	City University Career Planning & Placement	Eryan-rojas@cityu.edu	(425) 709-7607	0	Yes	
39	Everett Community College		lmisenci@evcc.ctc.edu	(425) 388-9293	0	Yes	
40	Extended Degree Center	Central Washington University	mcgiek@cwu.edu	(425) 640-1574	0	Yes	
41	Harry Vye	Clover Park Technical College	Harry.vye@cptc.edu	(253) 589-5800	0	Yes	
42	Highline Community College		cpangan@hcc.ctc.edu	(206) 878-3710	0	Yes	
43	Human Resources	Commission on Asian American Affairs	capaa@capaa.wa.gov	(360) 725-5667	0	Ye	
44	Human Resources	Commission on Asian American Affairs	capaa@capaa.wa.gov	(360) 725-5667	0	Yes	
45	Jacque Early	Eastern Washington University Center for Career Services	jeary@ewu.edu	(509) 359-6365	0	Yes	
46	James Lockhart	Seattle Goodwill	goodwill@seattlegoodwill.org	(206) 329-1000	0	Yes	
47	Jane Foster	Bellevue Community College	jfoster@bcc.ctc.edu	(425) 564-2476	0	Yes	
48	Job Placement Office	Lake Washington Technical College	demetra.biros@lwtc.edu	(425) 739-8113	0	Yes	



Entercom Seattle is an Equal Opportunity Employer

49	John Krause	Lower Columbia Comm College	jkrause@lcc.ctc.edu	(360) 442-2331	0	Yes	
50	Joseph Torres	National Association of Hispanic Journalists	nahj@nahj.org	(202) 662-7145	0	Yes	
51	Joseph Klemz	MLK, Jr. Family Outreach Center	joeo@mlkspokane.org	(509) 455-8722	0	Yes	
52	Joseph Nienalt	City of Tacoma	hrdept@cityoftacoma.org	(253) 591-5400	0	Yes	
53	Kathy Brown Career Center	Tacoma Community College	jassist@tcc.tacoma.ctc.edu	(253) 566-5027	0	Yes	
54	Kathy Covey	Blue Mountain Action Council	kathyc@bmacww.org	(509) 529-4980	0	Yes	
56	Kelly Jackson	Art Institute of Seattle	Aisjobs@aii.edu	(206) 239-2292	0	Yes	
57	Ken Lee	National Assoc of Asian American Professionals	pr@naaapseattle.org	(206) 448-3853	0	Yes	
58	Kris Stark	Catholic Community Services	nwejobs@ccsww.org		0	Yes	
59	Lori Matsukawa	Asian American Journalists Assoc	memberservices@aajaseattle.org	(206) 448-3853	0	Yes	
60	Lorrie Moe	Division of Vocational Rehabilitation	moel@dshs.wa.gov	(206) 368-4538	0	Yes	
61	Makitta Gregory	Elizabeth City State University	mmgregory@mail.ecsu.edu	(252) 335-3287	0	Yes	
62	Marilyn Harris	Metropolitan Seattle Urban League	mharris@urbanleague.org	(206) 461-3792	0	Yes	
63	Mark Adreon	WA State Dept of Services for the Blind	information@dsb.wa.gov	(206) 721-4422	0	Yes	
64	Maxine Herbert-Hill	Central Washington University	career@cwu.edu	(509) 963-1921	0	Yes	
65	Nora Norminton	AARP Employment	waaarp@aarp.org	(206) 624-6698	0	Yes	
66	nwclassifieds.com	Seattle Times	sales@nwjobs.com	(206) 624-7355	0	Yes	
67	Pacific Mountain Workforce Consortium	Pacific Mountain Workforce Consortium	grindsp@thurston.wa.us		0	Yes	
68	Pam Morris	Commission on African American Affairs	pmorris@caa.wa.gov	(360) 753-0127	0	Yes	



Entercom Seattle is an Equal Opportunity Employer

69	Phylis Eagle-Oldson	Emma Bowen Foundation	Phylis.eagle-oldson@corporate.ge.com	(202) 637-4494	0	Yes	
70	Puget Sound Radio Broadcast Assoc		cvmckinney@comcast.net	(253) 939-6080	0	Yes	
71	Rainier Work Source Affiliate		cmurotani@esd.wa.gov	(206) 721-5982	0	Yes	
72	Richard Corak	Goodwill Industries-Tacoma	rcorak@tacomagoodwill.org	(800) 584-7980	0	Yes	
73	Robin Showalter	Eastern Washington University	rshowalter@ewu.edu	(509) 359-2221	0	Yes	
74	Sandra Simmons	Western Wash. Indian Employment	wwietp@msn.com	(253) 879-9066	0	Yes	
75	School of Comm Glenn Johnson	Washington State University (WSU)	galjohns@wsu.edu	(509) 335-1556	1	Yes	
76	Scott Myrene	United Indians of All Tribes Foundation	smyrene@unitedindians.org	(206) 325-0070	0	Yes	
77	Seattle Vocational Institute		lhenning@sccd.ctc.edu	(206) 587-4950	0	Yes	
78	Shirl Gilbert	Tacoma Urban League	Shirl.tec@tpl.lib.wa.us	(253) 383-2007	0	Yes	
79	Skagit Valley College		ksvr@skagit.ctc.edu	(360) 416-7711	0	Ys	
80	South Seattle Community College	South Seattle Community College	SsccInternship@sccd.ctc.edu	(206) 764-7935	0	Yes	
81	Steve Allwine	NATAS North West Chapter	natas@asi-seattle.net	(206) 575-3444	0	Yes	
82	Swan Tso	Metrocenter YMCA	jdonah@seattleyymca.org	(206) 382-5337	0	Yes	
83	Tina Loudon	Western Washington University	Tina.loudon@wwu.edu	(360) 650-3240	0	Yes	
84	Traffic Directors Guild of America	Traffic Directors Guild of America	tdga@earthlink.net	(949) 429-7063	0	Yes	
85	Walla Walla College	Career Center	info@wallawalla.edu	(509) 527-2664	0	Yes	
86	Wendy Peterson	Work Source South Seattle	wpeterson@sccd.ctc.edu	(206) 764-7962	0	Yes	
87	YWCA -Pierce County	YWCA -Pierce County	jgreen@ywcapiercecounty.org	(253) 272-4181	0	Yes	



Entercom Seattle is an Equal Opportunity Employer

COMPANY POSTINGS AND COMPANY WEBSITES

88	Donna Kerper	Entercom Website	dkerper@entercom.com	610-660-5612	32		
----	--------------	------------------	----------------------	--------------	----	--	--

ADVERTISING

89	AllAccess.com	www.allaccess.com			28		
90	Craigslist.com	www.Craigslist.com,hrjobs@entercom.com			22		
91	Radio Ads	KKWF – Seattle			1		

JOB FAIRS

92	PSRBA Job Fair	See Supplemental Initiative # 5			0		
93	City of Seattle Diversity Employment Day Career Fair	See Supplemental Initiative #6			0		
94	NABEF-BEA-RTNDA Job Fair	See Supplemental Initiative #7			0		
95	NAB Job Fair	See Supplemental Initiative # 8			0		
96	Entercom Seattle Sales Associate Open House September 2008	Similar to Supplemental Initiative #12 – occurred in Sep 2008			9		
97	Entercom Seattle Sales Associate Open House September 2009	See Supplemental Initiative# 12			14		

OTHER RECRUITMENT RESOURCES

97	Employee Referral				23		
98	Client Referral				0		
99	Internal Candidate/Internal Postings				5		
100	Word of Mouth/Walk in				9		
101	Former Employee				3		
102	Self-Referral				0		
103	Intern				0		



104	Industry Referral (Interviewee works in broadcasting or was referred by someone working in Broadcasting)	17		
TOTAL # OF NEW INTERVIEWEES REFERRED: 164				

3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Ongoing throughout the year	Entercom Seattle	Entercom Seattle offers internships at the radio stations in our Promotions, Sales and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors, Sales Managers and Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 15 participated in this program.	Director of Programming Promotions Director General Sales Manager
2	Sales Associate Program	On-going throughout the year	Entercom Seattle	Entercom Seattle offers a Sales Associate Training Program. Sales Associates are salaried, full-time assistants that work with a specific group of salespeople providing sales support. The Associates participate in external sales calls with AEs, assist in prospecting and conduct cold calls. In addition, all Sales Associates participate in the RAMP Training Program. The position is different from the Sales Assistant position in that after a 9-month to one-year training program, they become Account Executives. 6 employees participated in this program during the annual reporting period.	Sales Managers Sales Associates
3	RAMP Sales Training Program	On-going throughout the year	Entercom Seattle	Entercom Seattle participates in Entercom RAMP Training. RAMP is a comprehensive training program designed to teach the AEs about the company, the industry, the market, the station and solving their client's marketing challenges. The program consists of 12 weekly training sessions conducted by the Sales Managers of all of Entercom's stations. After completing the twelve weekly sessions, the AEs become RAMP graduates. 15 account executives and sales associates graduated from this program during the annual reporting period.	Sales Managers Account Executives



4	SHRED Sales Training Program	On-going throughout the year	On-going throughout the year	SHRED is an internal name for an initiative designed to convert newspaper advertising to radio. After successfully completing this program, account executives are approved to make SHRED presentations to clients. This additional training contributes to their growth and success, especially for account executives with goals to be promoted in the company. 31 AE's and Sales Managers have completed the SHRED training program.	Account Executives Sales Managers
5	PSRBA Job Fair	10/15/2008	Seattle, WA	Entercom Seattle representatives distributed job openings and internships. Met with over 200 attendees and college students. Discussed radio careers and internships. Solicited resumes and job applications for open positions.	Office Manager/Executive Assistant Digital Sales Manager
6	City of Seattle Diversity Employment Day Career Fair	1/13/2009	Seattle, WA	Entercom Seattle representatives distributed job openings and internships. Met with over 200 attendees and college students. Discussed radio careers and internships. Solicited resumes and job applications for open positions.	Promotions Directors
7	NABEF-BEA-RTNDA Job Fair	4/22/2009	NAB Convention Las Vegas	An Entercom corporate representative attended this job fair on behalf of all Entercom stations. He met with over 2,000 attendees, distributed job openings throughout the company and discussed careers in radio and at Entercom.	Corporate Representative
8	NAB Job Fair	9/23/2009	NAB Job Fair Phila., PA	Entercom Corporate employees represented the entire company by providing company-wide job postings to the job fair attendee. The openings included our market. They met with over 500 attendees, distributed job openings throughout the company and discussed careers in radio in Entercom.	Entercom Corporate employees on behalf of Entercom Seattle
9	Advanced Leadership Training	March 2009 September 2009	Entercom Corporate Phila., PA	A dynamic 2-day group setting session taking part in a series of engaging, informative and enriching conversation. Discussion of key common issues and challenges, leadership and leading change. Topics also included digital elements, financial analysis and decision making. 2 managers participated in this seminar.	Entercom CEO Director of Sales GM General Sales Manager



Entercom Seattle is an Equal Opportunity Employer

10	Personal People Meter Preparedness Training	Ongoing throughout the year	Entercom Seattle	Many Entercom markets are impacted by the change in ratings service methodology provided by the Arbitron Company. To help our employees maximize the opportunity this change represents, and improve their ability to be more successful in their careers, we have created a training program. This program is for Entercom General Managers, Program Directors, Sales Managers, Account Executives, Sales Support and On-Air Personnel. The program includes comprehensive on-line and on-site training for Arbitron professionals, Entercom training personnel, outside consultants and more. The program takes place over a 6-month period.	GM Program Director Sales Manager Account Executives Sales On-Air Personalities
11	GM Advanced Education Conference Calls	Ongoing throughout the year	Entercom Seattle	Bi-monthly conference calls are held with all Entercom General Managers and other managers/professionals as determined by the call content to enhance learning, skills and internal communication in key revenue generating areas.	GM General Sales Managers Director of Sales
12	Entercom Seattle Sales Associate Open House	9/01/2009	Entercom Seattle	Invited a group of over 40 potential candidates for Entry Level Account Executive/Sales Associate Program positions. Sales managers led groups in interactive situational test and evaluations of candidates. Each department manager discussed their respective departments at Entercom Seattle and answered questions with groups of candidates. Fourteen (14) candidates attended.	Director of Sales All GSM's Digital Sales Manager Promotion Director KNDD Program Director KMTT Director of Operations Assistant Controller
13	Negotiation Seminar	April 2009	Entercom Seattle	This program is for transactional sales people and sales managers and is conducted as a one-day seminar in Entercom markets that are experiencing the change in ratings methodology to the PPM. Participants learn about key negotiation points, practice negotiation scenarios, discuss how to negotiate successfully with media professionals and more. It is conducted by an outside consultant with follow-up from Entercom training professionals.	General Sales Managers Director of Sales GM Account Executives
14	Career Day	5/20/2009	Kent, WA	Account Executive represented Entercom and the radio industry at a high school career day.	Account Executive
15	Station Tour	1/09/2009	Station	International Exchange students from Aspect Foundation received station tour, introduction to Air Staff and experience recording on the air.	Promotions Assistant On-Air staff
16	Station Tour	7/10/2009	Station	Cub Scout group received station tour, introduction to Air Staff and experience recording on the air.	Promotions Assistant On-Air staff
17	Station Tour	8/26/2009	Station	Cub Scout group received station tour, introduction to Air Staff and experience recording on the air.	Promotions Assistant On-Air staff
18	Station Tour	9/29/2009	Station	Mercer Island High School students received tour of station and production facilities	Production Director



Entercom Seattle is an Equal Opportunity Employer