

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM WICHITA**

This report covers full-time vacancy recruitment for the period of February 1, 2009 through January 31, 2010

Employment Unit: Entercom Wichita, LLC	Address: Entercom Wichita, LLC 2120 N. Woodlawn, Ste #352 Wichita, KS 67208	Contact Person/Title: Jackie Wise VP/Market Manager
Unit Members, Community of License KFH-FM, Clearwater, KS KDGS-FM, Andover, KS KEYN-FM, Wichita, KS KFBZ-FM, Haysville, KS KNSS-AM, Wichita, KS KFH-AM, Wichita, KS	Telephone Number: 316-685-2121	E-mail Address: jwise@entercom.com

1. Full-Time Job Vacancies Filled by the Employment Unit:

	Title	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)				Referral Source of Interviewees		
			Outreach Organizations	Company Postings	Advertising	Job Fairs	Referral Source	Number Interviewed	New Interviewees
A	5/28/09 Webmaster	Employee Referral	1 – 35	40-41		43	Craig's List Website: 5 Employee Referral: 1	6	6
B	1/1/10 Morning On-Air Talent	Employee Referral	1 – 35	40-41		43-44	ETM Corp Website – 3 Employee Referral: 1	4	4
C	1/5/10 Sales Assistant	Employee Referral	1 – 35	40-41	42	43-44	Craig's List Website: 2 Employee Referral: 6	8	8
D	1/25/10 Account Executive	Client Referral	1 – 35	40-41	42	43-44	ETM Corp Website: 2 Client Referral: 2 Craig's List Website: 3	7	7
Total # of New Interviewees for full-time job vacancies during the reporting period:									25



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	Address (Street or E-Mail)	City	ST	Zip	Phone	Total Number of Interviewees Referred	Pursuant to Prong 2	
									Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?
1	Carrie Jones-Williams	African American Family Preservation	1631 E. 17 th	Wichita	KS	67214	316-269-0488	0	Yes	No
2	Jamie Meyer	American Red Cross	707 N. Main	Wichita	KS	67203	316-265-6601	0	Yes	No
3	Camille Calloway-Olum	Youth Development Service, Inc.	2120 E. 13 th St.	Wichita	KS	67214	316-264-8921	0	Yes	No
4	Loretta Patterson – Job Services	Butler County Community College	901 S. Haverhill Rd.	El Dorado	KS	67042	620-321-2222	0	Yes	No
5	Jeanne Hopkins	Wichita State University WSU Campus	1845 N. Fairmount	Wichita	KS	67214	316-978-3242	0	Yes	No
6	Susan Lieker Human Resources	City of Wichita	455 N. Main	Wichita	KS	67202	316-268-4531	0	Yes	No
7	Bonita Gooch	Community Voice	2918 E. Douglas	Wichita	KS	67214	316-681-1155	0	Yes	No
8	Joann Hartig	E.A.R.N. – YWCA	1111 N. St. Francis	Wichita	KS	67214	316-263-7501	0	Yes	No
9	Kathy Career Services	Emporia State University	1200 Commercial St.	Emporia	KS	66801	620-341-5407	0	Yes	No
10	Millie Schuster Career Services	Fort Hays State University	600 Park Street Sheridan Hall, Rm 214	Hays	KS	67601	785-628-4000	0	Yes	No



11	Donna Barkley Career Development Services	Friends University	2100 University	Wichita	KS	67213	316-295-5000 316-295-5832	0	Yes	No
12	Jed Broitman	Full Sail Real World Education	jbroitman@fullsail.com	-----	--	-----	407-671-2240	0	Yes	No
13	Judy	IAM & AW	3830 S. Meridian	Wichita	KS	67217	316-522-1591	0	Yes	No
14	Sara - Career Services	Kansas Job Service/JobLink	P.O. Box 877	Wichita	KS	67201	316-266-8600	0	Yes	No
15	Dawn McCune- Wall Career Services	Kansas State University	100 Holtz Hall	Manhattan	KS	66506 -1701	785-532-6506	0	Yes	No
16	Lisa Webb Employment Services	KETCH Employment	1006 E. Waterman	Wichita	KS	67211	316-383-8700	0	Yes	No
17	Andrea Walterscheid	Mid-America All Indian Center	650 N. Seneca	Wichita	KS	67203	316-262-5221	0	Yes	No
18	Adrienne DeGraftenreed	Midtown Community Resource Center	1150 N. Broadway	Wichita	KS	67214	316-264-4636	0	Yes	No
19	-----	Multi-Cultural Resource Center – WSU Campus	1845 N. Fairmount	Wichita	KS	67214	316-978-3034	0	Yes	No
20	Julia Wright- Connely	Newman University Student Support Services	3100 McCormick Ave.	Wichita	KS	67213	316-942-4291	0	Yes	No
21	Linwood Hagan, PHD	North Greenville College	P.O. Box 1892	Tigerville	SC	29688	864-977-7137	0	Yes	No
22	Gary James	Ohio Center for Broadcasting	9000 Sweet Valley Drive	Valley Drive	OH	44125	216-447-9117	0	Yes	No
23	Michael Patrick	Regent University	1000 Regent University Drive	Virginia Beach	VA	23464	757-226-4353	0	Yes	No
24	Mattie Brown	Riverside Township	5930 S. Broadway	Wichita	KS	67216	316-522-6871	0	Yes	No
25	Maria	S.E.R. Corp Job Training	1020 N. Main, Ste B	Wichita	KS	67203	316-264-5372	0	Yes	No
26	-----	Sunflower Community Action	1540 N. Broadway	Wichita	KS	67214	316-264-9972	0	Yes	No
27	Liz Caldwell Career Services	University of Kansas	110 Burge Union 1601 Irving Hill Road	Lawrence	KS	66045	785-864-3624	0	Yes	No



28	Prentice Lewis	Urban League of Wichita	1802 E. 13 th Street	Wichita	KS	67214	316-262-2463	0	Yes	No
29	Kerri Smith Job Placement	Wichita Area Technical College	342 N. Emporia	Wichita	KS	67203	316-677-9282	0	Yes	No
30	-----	Wichita Branch NAACP	P.O. Box 8696	Wichita	KS	67208	-----	0	Yes	No
31	Jennifer Heinicke Public Relations	Wichita Public Library	223 S. Main	Wichita	KS	67202	316-261-8500	0	Yes	No
32	Ed Raymond Career Services	Wichita Public Schools #259	201 N. Water	Wichita	KS	67217	316-973-4500	0	Yes	No
33	Jeff Ranney Career Services	Wichita Technical Institute Inc	2051 S. Meridian	Wichita	KS	67213	316-943-2241	0	Yes	No
34	Donna Volz Career Services	Work Options	1611 N. Mosley	Wichita	KS	67214	316-267-4201	0	Yes	No
35	Dr. Mark Bannister	Fort Hays State University Dept Info Ntwrk/Telcom	600 Park Street	Hays	KS	67601	-----	0	Yes	No

COMPANY POSTINGS AND COMPANY WEBSITES										
40	Donna Kerper	Entercom Corp Website	dkerper@entercom.com				206.726.7099 206-726-5469	5		N/A
41	Mary Jochems	Internal Postings/Current Employees	wichitausers@entercom.com				316-685-2121	0		N/A

ADVERTISING										
42	Entercom-Wichita Radio Ads	All Entercom-Wichita radio stations run occasional recruitment and EEO ads on air.						0		N/A

JOB FAIRS										
43	NABEF-BEA RTNDA Job Fair	See Supplemental Initiatives #3 - 4/22/09						0		N/A
44	NAB Job Fair	See Supplemental Initiatives #4 - 9/23/09						0		N/A

OTHER SOURCES										
45	Employee Referral							8		N/A
46	Client Referral							2		N/A
47	Word of Mouth - Referral							0		N/A



49	All Access Website	0	N/A
50	Craigs List Website	10	N/A
51	TV & Radio Jobs.com	0	N/A
52	Kansas Assoc of Broadcasters website	0	N/A
53	Society of Broadcast Engineer Website	0	N/A
Total # of New Interviewees Referred		25	

3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Ongoing throughout the year	Entercom Wichita	Entercom Wichita offers internships at the radio stations in our Promotions and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. One (1) participated in this program.	Director of Programming Promotions Director
2	RAMP Sales Training Program	On-going throughout the year	Entercom Wichita	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. One (1) account executives and sales associates graduated from this program during the annual reporting period.	Sales Managers Account Executives
3	GM Advanced Education Conference Calls	Ongoing throughout the year	Entercom Wichita	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.	General Manager
4	Troubled Teens Seminar @ Wichita State University	February 18, 2009	Wichita State University Campus	The Program Director spoke with at risk high school teens about radio broadcasting and how important it is to apply yourself to study and to set goals to be whatever you want to be. Approximately 20 teens were in attendance.	Program Director



5	Advanced Leadership Training	March 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. One (1) manager participated in this seminar.	Entercom CEO General Manager
6	Women in the Media Class @ WSU	April 18, 2009	Wichita State University Campus	The Program Director spoke to approximately 20 college students about women & minorities in the media. The role that media can play in portraying social images and how we deal with this challenge on a daily basis in the radio industry and at Entercom.	Program Director
7	NABEF-BEAR-TNDA Job Fair	April 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	Wichita State TRIO program graduation	April 27, 2009	Wichita State University Campus	The Program Director was the keynote speaker at a high school graduation program. She talked about her career, her profession in radio broadcasting and experiences growing up in NE Wichita in a single parent home.	Program Director
9	Elliott School of Communication @ Wichita State University	4/29/09 and 10/13/09	Wichita State University Campus	The Wichita General Manager is on the board of directors for the Elliott School of Communications @WSU. Thirty minutes prior to the board meetings the board members meet with 10-12 top students to review their portfolios and discuss job opportunities in the radio industry.	General Manager
10	Negotiation Seminar	September 10, 2009	Entercom Wichita	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.	Regional VP Sales Manager Account Executives



11	Cops, Shocks and Kids	September 19, 2009	Wichita State University Campus	This program is a partnership effort with the Sedgwick County Sheriff's Dept., WSU Athletics, and Power 93.9 to serve as a mentoring program to diverse high school freshman and sophomores. The Program Director talked about her professional career in radio and how they can make a difference. There were approx 100 students in attendance.	Program Director
12	NAB Job Fair	September 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 1,000 attendees, distributed job openings throughout the company and discussed careers in radio in Entercom.	Entercom Corporate employees on behalf of Entercom Wichita
13	WSU Media Studies Class	September 29, 2009	Wichita State University Campus	The Program Director spoke to a class of approximately 25 WSU students about her job as a program director of a radio station and her career in broadcasting and job opportunities at Entercom.	Program Director
14	Urban League of Kansas	October 17, 2009	Urban League of Ks Learning Center	The Program Director spoke to approximately 20 high school students about her profession in radio broadcasting and how important reading and writing are to the radio industry and in any professional.	Program Director

