

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM DENVER

This report covers full-time vacancy recruitment for the period of November 26, 2008 through November 30, 2009

Employment Unit: Entercom Denver License, LLC	Address: Entercom Denver License, LLC 4700 S. Syracuse St. Suite 1050 Denver, CO 80237	Contact Person/Title: Amy Griesheimer Vice President/Market Manager
Unit Members, Community of License KEZW-AM, Aurora, CO KQMT-FM, Denver, CO KOSI-FM, Denver, CO KALC-FM, Denver, CO	Telephone Number: 303.967.2700	E-mail Address: AGriesheimer@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.	Account Executive 12/30/08	ETM Corp website	1-143	144-146	147-152		ETM Corp website: 2 Industry Referral: 2 ETM Denver website: 1	5	5
B.	Account Executive 1/5/09	ETM Corp website	1-143	144-146	147-152		ETM Corp website: 1 Employee Referral: 3 Industry Referral: 1 ETM Denver website: 1	6	6
C.	Promotions Director 1/5/09	Employee Referral	1-143	144-146	147-152		Employee Referral: 1 ETM Denver website: 2 ETM Corp website: 2	5	5
D.	Account Executive 1/12/09	Industry Referral	1-143	144-146	147-152		Industry Referral: 1 ETM Corp website: 2 Employee Referral: 2	5	5
E.	Account Executive 1/23/09	Employee Referral	1-143	144-146	147-152		Employee Referral: 1 ETM Denver website: 2 ETM Corp website: 1 On Air Spot: 1	5	5
F.	On Air Personality 1/26/09	AllAccess.com	1-143	144-146	147-153		AllAccess.com: 5 ETM Corp website: 2	7	7
G.	Account Executive 2/2/09	Industry Referral	1-143	144-146	147-152		Industry Referral: 1 ETM Corp website: 2	6	6



							Former Employee: 1 JobNugget.com: 1 ETM Denver website: 1		
H	Receptionist 2/9/09	Westwood College	1-143	144-146	147-152		Westwood College: 1 ETM Corp website: 2 Denver Users: 1 Metropolitan State College: 1 ETM Denver website: 3 Employee Referral: 1	9	9
I.	Traffic Coordinator 2/13/09	Self Referred	1-143	144-146	147-152		Self Referred: 2 TDGA.org: 4	6	6
J.	Account Executive 4/1/09	Employee Referral	1-143	144-146	147- 152,154		Employee Referral: 2 Industry Referral: 2 ETM Corp website: 1 ETM Denver website: 1	6	6
K.	Account Executive 4/6/09	Employee Referral	1-143	144-146	147- 152,154	159	Employee Referral: 1 ETM Denver website: 3 JobNugget.com: 1	5	5
L.	On Air Personality 4/10/09	ColoradoBroadc asters.org	1-143	144-146	147- 152,154	159	CBA.org: 2 Industry Referral: 2 ETM Denver website: 1	5	5
M.	On Air Personality 4/11/09	Denver Users	1-143	144-146	147- 152,154	159	Denver Users: 1 Employee Referral: 1 CBA.org: 1 Industry Referral: 1 ETM Denver website: 1	5	5
N.	Account Executive 4/27/09	ETM Denver website	1-143	144-146	147- 152,154	159, 160	ETM Denver website: 2 JobNugget.com: 1 Employee Referral: 2 ActiveHire.com: 1 Former Employee: 1 Industry Referral: 1 On Air Spot: 1	9	9
O.	Account Executive 5/11/09	Former Employee	1-143	144-146	147- 152,154	159, 160	Former Employee: (1 from Pool N) ETM Denver website: (2 from Pool N) JobNugget.com: (1 from Pool N) Employee Referral: (2 from Pool N) ActiveHire.com: (1 from Pool N) Industry Referral: (1 from Pool N) On Air Spot: (1 from Pool N)	9	0
P.	Account Executive 6/22/09	Industry Referral	1-143	144-146	147- 150,152, 154	160	Industry Referral: (1 from Pool J) + 2 Employee Referral: 2 ETM Denver website: 1	6	5
Q.	Account Executive 6/29/09	Employee Referral	1-143	144-146	147- 150,152, 154	160	Employee Referral: 1 Denver Users: 1 Industry Referral: 1	6	5



							JobNugget.com: (1 from Pool J) ActiveHire.com: 1 ETM Denver website: 1		
R.	Account Executive 6/29/09	ETM Corp website	1-143	144-146	147- 150,152, 154	160	ETM Corp website: 1 Industry Referral: 2 JobNugget.com: 1 On Air Spot: (1 from Pool O)	5	4
S.	Sales Associate 6/29/09	Employee Referral	1-143	144-146	147- 150,152		Employee Referral: 2 Industry Referral: 1 Denver Users: 1 ETM Denver website: 1	5	5
T.	Account Executive 7/31/09	Industry Referral	1-143	144-146	147- 150,152, 154		Industry Referral: 3 Employee Referral: 2 Word of Mouth: 1	6	6
U.	Digital Sales Manager 8/3/09	Industry Referral	1-143	144-146	147- 150,152		Industry Referral: 2 Employee Referral: 1 Word of Mouth: 1 ETM Denver website: 1	5	5
V.	Account Executive 8/3/09	ETM Corp Website	1-143	144-146	147- 150,152		ETM Corp website: 2 Employee Referral: (1 from Pool T) + 2 ETM Denver website: 1 Industry Referral: 1	7	6
W.	Sales Associate 8/24/09	Employee Referral	1-143	144-146	147- 150,152		Employee Referral: (1 from Pool S + 1 from Pool P) + 1 Industry Referral: (1 from Pool S+ 1 from Pool T) + 1 ETM Denver website: (1 from Pool S + 1 from Pool T) ETM Corp website: 1	9	3
X	Account Executive 8/31/09	Employee Referral	1-143	144-146	147- 150,152		Employee Referral: 3 Industry Referral: (1 from Pool V) + 1	5	4
Y.	Account Executive 8/31/09	Employee Referral	1-143	144-146	147- 150,152		Employee Referral: (3 from Pool X) Industry Referral: (1 from Pool V + 1 from Pool X)	5	0
Z.	Account Executive 9/2/09	ETM Corp Website	1-143	144-146	147- 150,152		ETM Corp Website: 1 On Air Spot: 2 Former Employee: 1 ETM Denver website: 1	5	5
AA	Account Executive 10/1/09	ColoradoBroadc asters.org	1-143	144-146	147- 150,152, 155-156	161	CBA.org: 1 ETM Corp website: 2 On Air Spot: (1 from Pool Z) ETM Denver website: 1	5	4
BB	Account Executive 10/1/09	Employee Referral	1-143	144-146	147- 150,152, 155-156	161	Employee Referral: (1 from Pool X) +1 ETM Corp website: (1 from Pool AA) Industry Referral: (1 from Pool X) Word of Mouth: (1 from Pool T)	6	2



							On Air Spot: 1		
CC	Staff Engineer 10/12/09	SBE.org (The Society of Broadcasters.org)	1-143	144-146	147-150,152,155-156,157	161	SBE.org: 3 ETM Corp website: 1 DeVry University: 1	5	5
DD	Digital Coordinator 10/12/09	Craigslist.org	1-143	144-146	147-150,152-153,155-156	160	Craigslist: 2 Platt College: 1 ETM Denver website: 1 Industry Referral: 1 Word of Mouth: 1 ActiveHire.com: 2 Employee Referral: 3	11	11
EE	Account Executive 10/15/09	Former Employee	1-143	144-146	147-150,152,155-156	161	Former Employee: 1 JobNugget.com: 1 ETM Denver website: 2 On Air Spot: 1 Industry Referral: 1	6	6
FF	Account Executive 10/15/09	Industry Referral	1-143	144-146	147-150,152,155-156	161	Industry Referral: (1 from Pool EE) +1 JobNugget.com: (1 from Pool EE) ETM Denver website: (2 from Pool EE) On Air Spot: (1 from Pool EE)	6	1
GG	Production Asst 10/19/09	AllAccess.com	1-143	144-146	147-150,152,155-156	160	AllAccess.com: 4 Employee Referral: 3 Bulletin Board: 1	8	8
HH	Promotions Coordinator 10/26/09	AndrewHudsons JobList.com	1-143	144-146	147-150,152,155-156,158		AHJobList.com: 3 ETM Denver Website: 1 Ohio Ctr for Broadcasting: 1 Denver Users: 1	6	6
Total # of New Interviewees for full-time job vacancies during the reporting period:									175



2. Recruitment Sources

OUTREACH ORGANIZATIONS

Name	Organization	Address	City	State	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	Phil Rodriguez	Denver Hispanic Chamber of Commerce	924 W. Colfax	Denver	CO	80204	303-534-7783	0	Yes	No
2	Leigh Bessey	Community College of Aurora	16000 E. Centretech Pkwy	Aurora	CO	80011	303-360-4700	0	Yes	No
3	Herb Ray	Urban League of Metro Denver	5900 E. 39th Ave.	Denver	CO	80207	303-321-1245	0	Yes	No
4	Colleen Brave	Denver Indian Center	4401 Morrison Road	Denver	CO	80219	303-936-2688	0	Yes	No
5	Theresa Garcia	Mi Casa Business Center for Women	360 Acoma St.	Denver	CO	80223	303-573-1302	0	Yes	No
6	Career Services	Columbia College	14241 E. 4 th Ave	Aurora	CO	80011	303-340-8050	0	Yes	No
7	Fabian	Services de La Raza	4055 Tejon St	Denver	CO	80211	303-458-5851	0	Yes	No
8	Career Services	Concorde College	111 N. Havana St	Aurora	CO	80010	303-861-1151	0	Yes	No
9	Career Services	Adams County One Stop Career Ctr	450 S. Fourth Ave	Brighton	CO	80601	303-659-2120	0	Yes	No
10	Susan Burrows	Aims Community College	5401 W. 20 th Street	Greeley	CO	80632	970-339-6596	0	Yes	No
11	Jan McLees	Arapahoe Community College Career Center	5900 S. Santa Fe Dr.	Littleton	CO	80120	303-797-4222	0	Yes	No
12	Shandra Botello	Art Institute of Colorado	1200 Lincoln St	Denver	CO	80203	303-837-0825	0	Yes	No
13	John Wright	Asian Chamber of Commerce	924 W. Colfax Ave.	Denver	CO	80204	303-595-9737	0	Yes	No
14	Career Services	California State University	5151 State University Dr.	Los Angeles	CA	90032	323-373-3277	0	Yes	No
15	Elaine Senko	Center for People with Disabilities	1675 Range St	Boulder	CO	80301	303-442-8662	0	Yes	No
16	Roz Alston	Colo. Black Chamber of Commerce	1448 Pennsylvania St.	Denver	CO	80203	303-831-0720	0	Yes	No
17	Cathy Kohl	Colorado Dept. of Human Services; Division of Vocational Rehab.	2211 W. Evans Ave.; Bldg A	Denver	CO	80223	303-922-3658	0	Yes	No
18	LJ Johnson	College America	1385 S. Colorado Blvd; 5th Floor	Denver	CO	80222	800-220-0837	0	Yes	No
19	J. Zoller	College of Santa Fe	1600 St. Michael's Dr	Santa Fe	NM	87505	800-456-2673	0	Yes	No
20	Tennille Hamler	DeVry University-North Campus	1870 W. 122nd Avenue	Westminster	CO	80234	303-280-7400	1	Yes	No
21	Mel Castile	DeVry University-South Campus	1175 Kelly Johnson Blvd.	Colorado Springs	CO	80920	719-632-3000	0	Yes	No
22	Susan Larsen	Eastern New Mexico University	Counseling & Career Services; Station 34	Portales	NM	88130	505-562-2211	0	Yes	No
23	Avery Williams	Elmhurst College	190 Prospect Ave	Elmhurst	IL	60126	630-617-3343	0	Yes	No
24	Chris McGuire	Emily Griffith Opportunity School	1250 Welton St	Denver	CO	80204	720-423-4745	0	Yes	No



25	Gabrielle Bicking	Everest College-South Campus	14280 E. Jewell Ave; Suite 100	Aurora	CO	80012	303-745-6244	0	Yes	No
26	Jim Dunn	Everest College-VA Campus	801 N. Quincy Ave; Suite 500	Arlington	VA	22203	703-248-8887	0	Yes	No
27	Amy McClintock	Fort Lewis College	1000 Rim Drive	Durango	CO	81301	970-247-7562	0	Yes	No
28	Rob Ingle	Front Range College-Boulder	2190 Miller Dr	Longmont	CO	80501	303-678-3639	0	Yes	No
29	Paul Oscincup	Front Range College-Larimer	4616 S. Shields Dr	Fort Collins	CO	80526	970-204-8424	0	Yes	No
30	Bev Goodman	Front Range College -Westminster	3645 West 112 th Ave	Westminster	CO	80031	303-404-5550	0	Yes	No
31	Bryan Walker	Goodwill Industries	17 N. Spruce St	Colorado Springs	CO	80905	719-444-5000	0	Yes	No
32	Surina Khan	Los Angeles Women's Foundation	444 S. Flower St; Suite 4650	Los Angeles	CA	90071	213-388-0485	0	Yes	No
33	Bridgette Coble	The Metropolitan State College of Denver	P.O. Box 173362	Denver	CO	80217	303-556-3664	1	Yes	No
34	Lynda Grimm	Naropa University	2130 Arapahoe Ave.	Boulder	CO	80302	303-444-0202	0	Yes	No
35	James Winston	National Assoc. of Black-owned Broadcasters	1155 Connecticut Ave N.W.; Suite 600	Washington	DC	20036	202-463-8970	0	Yes	No
36	Kim Larson	National American University	1325 S. Colorado Blvd	Denver	CO	80222	303-758-6700	0	Yes	No
37	Joseph Torres	National Association of Hispanic Journalists	529 14th St., Suite 1000	Washington	DC	20045	202-662-7145	0	Yes	No
38	Alex Nogales	National Hispanic Media Coalition	2514 S. Grand Ave.	Los Angeles	CA	90007	213-743-6988	0	Yes	No
39	Patty Talahongva	Native American Journalists Assoc; University of South Dakota	414 E. Clark St	Vermillion	SD	57069	606-677-5282	0	Yes	No
40	Mark Lillie	Ohio Center for Broadcasting	1310 Wadsworth Blvd	Lakewood	CO	80214	303937-7070	1	Yes	No
41	Judy Fountain	Ohio State University; The Women's Place	5046 Smith Lab; 174 West 18 th Ave	Columbus	OH	43210	614-292-3960	0	Yes	No
42	Michael Pogliani	Parks (Everest)College- North Campus	9065 Grant St.	Denver	CO	80229	303-457-2757	0	Yes	No
43	Julie Quintiana	The Pueblo Latino Chamber of Commerce	215 S. Victoria Ave.	Pueblo	CO	81003	719-542-5513	0	Yes	No
44	Darlene Marshall	Red Rocks Community College	13300 West Sixth Ave.	Lakewood	CO	80228	303-914-6258	0	Yes	No
45	Karen Metzger	Regis University	3333 Regis Blvd	Denver	CO	80221	303-458-4100	0	Yes	No
46	Patricia Martinez	Remington College	11011 W. 6 th Ave	Lakewood	CO	80215	303-445-0500	0	Yes	No
47	Barbara Kelly	Rocky Mountain SER	3555 Pecos St	Denver	CO	80211	303-480-9394	0	Yes	No
48	Margaret Odell	St. John's College	1160 Camino de Cruz Blanca	Santa Fe	NM	87505	505-984-6067	0	Yes	No
49	Lisa Cania	St. Lawrence University	23 Romoda Dr	Canton	NY	13617	315-229-5011	0	Yes	No
50	Amy Spencer	University of Colorado at Denver Career Center	P.O. Box 173364; CB 138	Denver	CO	80217	303-556-2250	0	Yes	No
51	Chanty Na	University of Denver Career Center	2050 E. Evans	Denver	CO	80208	303-871-2000	0	Yes	No
52	Noetta Harjo	Univ. of Oklahoma; American Indian Institute	555 Constitution; Suite 237	Norman	OK	73072	405-325-4127	0	Yes	No
53	Patricia Harwood	University of Richmond	28 Westhampton Way	Richmond	VA	23173	804-289-8468	0	Yes	No
54	Mary Montano	The University of New Mexico	Student Services Center; Room 220	Albuquerque	NM	87131	505-277-2531	0	Yes	No
55	Sandra Green	University of Phoenix	10004 Park Meadows Dr.	Lonetree	CO	80124	303-755-9090	0	Yes	No
56	Career Services	Westwood College—Denver	7350 North Broadway	Denver	CO	80221	303-650-5050	1	Yes	No



57	Jennifer Lev	Westwood College-South Campus	3150 S. Sheridan Blvd.	Denver	CO	80227	303-934-2790	0	Yes	No
58	Lorna Edmundson	Wilson College	1015 Philadelphia Ave	Chamberburg	PA	17201	717-264-4141	0	Yes	No
59	Jadwiga Sebrechts	Women's College Coalition	125 Michigan Ave NE	Washington	DC	20017	202-234-0443	0	Yes	No
60	Wendy Johnson	Women's Resource Agency	2220 E. Bijou St; Suite 2E	Colorado Springs	CO	80909	719-471-3170	0	Yes	No
61	Gordon Gray	YWCA of Boulder County	2222 14th Street	Boulder	CO	80302	303-443-0419	0	Yes	No
62	Mary Lin	Asian-Pacific Development Ctr for Human Development	1825 York St.	Denver	CO	80206	303-393-0304	0	Yes	No
63	Ron Chavez	Albuquerque Hispano Chamber of Commerce	1309 4th Street NW	Albuquerque	NM	87102	505-842-9003	0	Yes	No
64	Paula Martinez	Assoc. for the Advancement of Mexican Americans	204 Clifton St.	Houston	TX	77011	713-926-4494	0	Yes	No
65	Sylvan Rodriguez	Assoc. of Hispanic Media Profession	1945 Allen Parkway	Houston	TX	77019	713-526-1111	0	Yes	No
66	Ilia Rodriguez	Hispanic Communications	24252 Mimosa Dr.	Laguna Beach	CA	92677	505-277-1989	0	Yes	No
67	Rose Lopez	Hispanic Women's Conference	1535 West Jefferson	Phoenix	AZ	85007	602-542-4391	0	Yes	No
68	Career Services	Black Female Action	1205 West 28th Street	Little Rock	AR	72206		0	Yes	No
69	Glo Ivory	National Assoc. of Negro Business & Professional Women's Club	1806 New Hampshire Ave. NW	Washington	DC	20009	202-483-4206	0	Yes	No
70	Julian Bond	NAACP	4805 Mt Hope Dr.	Baltimore	MD	21215	877-622-2798	0	Yes	No
71	Harold Bailey	NAACP	P.O. Box 1922	Albuquerque	NM	87103	505-265-0020	0	Yes	No
72	Dorothy Height	National Council of Negro Women	633 Pennsylvania Ave N.W.	Albuquerque	NM	87108	505-265-9325	0	Yes	No
73	Lionel Bordeaux	Sinte Gleska University	P.O. Box 105	Mission	SD	57555		0	Yes	No
74	Career Services	American Indian Women's Service League	606 12 th Ave. South	Seattle	WA	98144	206-244-2845	0	Yes	No
75	Career Services	National Org. for Native Am. Women/NM Chapter	P.O. Box 7786	Albuquerque	NM	87194		0	Yes	No
76	John Gregg	Nebraska Educational Telec	1800 N. 33 rd St	Lincoln	NE	68503	402-472-3522	0	Yes	No
77	Career Services	Native American Media	1015 Gayley Ave.	Los Angeles	CA	90024		0	Yes	No
78	Carol Dolan	North American Indian Women's Assoc.	P.O. Box 805	Eagle Butte	SD	57625	505-277-3716	0	Yes	No
79	Abby Aguilar	Univ. of Arizona Asian Pacific Am. Student Affairs	MLK Building; Suite 320	Tucson	AZ	85721	520-621-2211	0	Yes	No
80	Career Services	Women in Professions	311 Liandrillo Road	Bala Cynwyd	PA	19004		0	Yes	No
81	Career Services	National Assoc. of Media Women	1185 Niskoy Lake Rd.	Atlanta	GA	30331		0	Yes	No
82	Beverly McCalop	American Assoc. of University Women	1111 16th Street NW	Washington	DC	20036	800-326-2289	0	Yes	No
83	Sally Schirmer-Smith	Bay Path College	588 Longmeadow St	Longmeadow	MA	01106	413-565-1290	0	Yes	No
84	Karin Wolfe	North Carolina State University; Affirmative Action Office	Box 7101	Raleigh	NC	27695	919-515-2011	0	Yes	No
85	Jacqueline Kane	Assoc. of Black Women in Higher Ed	30 Limerick Dr	Albany	NY	12204	518-465-2146	0	Yes	No
86	Office of Career Service	American Indian Higher Ed. Consortium	121 Oronoco St	Alexandria	VA	22314	703-838-0400	0	Yes	No



87	Karen Concho	Pueblo of Acoma	P.O. Box 309	Acomita	NM	87034	505-552-6604	0	Yes	No
88	Michael Parish	Bay Mills Community College	122414 West Lake Shore Dr	Brimley	MI	49715	906-248-3354	0	Yes	No
89	Terrance Whitright	Blackfeet Community College	P.O. Box 819	Browning	MT	59417	406-338-7755	0	Yes	No
90	Kristi Black	Cankdeska Cikana Community College	P.O. Box 269	Fort Totten	ND	58335	701-766-4415	0	Yes	No
91	Richard Littlebear	Chief Dull Knife College	P.O. Box 98	Lame Deer	MT	59043	406-477-6215	0	Yes	No
92	Verna Fowler	College of Menominee Nation	P.O. Box 1179	Keshena	WI	54135	715-799-4921	0	Yes	No
93	James Tutt	Crownpoint Institute of Technology	P.O. Box 849	Crownpoint	NM	87313	505-786-4100	0	Yes	No
94	Morgan Otis	D-Q University	P.O. Box 409	Davis	CA	95617	530-758-0470	0	Yes	No
95	Cassandra Kerkvliet	Dine College	P.O. Box 126	Tsaile	AZ	86556	928-724-6669	0	Yes	No
96	Tom Davis	Fond du Lac Tribal & Community College	2101 14th Street	Cloquet	MN	55720	218-879-0800	0	Yes	No
97	Carole Falcon	Fort Belknap College	P.O. Box 159	Harlem	MT	59526	406-353-2607	0	Yes	No
98	Elizabeth Demaray	Fort Berthold Community College	P.O. Box 490	New Town	ND	58763	701-627-4738	0	Yes	No
99	James Shanley	Fort Peck Community College	P.O. Box 398	Poplar	MT	59255	406-768-5551	0	Yes	No
100	Karen Swisher	Haskell Indian Nations University	155 Indian Ave; Box 5030	Lawrence	KS	66046	785-749-8404	0	Yes	No
101	Della Warrior	Institute of American Indian Arts	83 Avan Nu Po Road	Santa Fe	NM	87505	505-424-2300	0	Yes	No
102	Debra Parrish	Keweenaw Bay Ojibwa Community College	409 Superior Ave; P.O. Box 519	Baraga	MI	49908	906-353-8161	0	Yes	No
103	Schuyler Houser	Lac Courte Oreilles Ojibwa Community College	13466 West Trepania Rd	Hayward	WI	54843	715-634-4790	0	Yes	No
104	Lenee Ross	Leech Lake Tribal College	Route 3, Box 100	Cass lake	MN	56633	218-335-4200	0	Yes	No
105	David Yarlott	Little Big Horn College	P.O. Box 370	Crow Agency	MT	59022	406-638-3100	0	Yes	No
106	Ann Downes	Little Priest Tribal College	P.O. Box 270	Winnebago	NE	68071	402-878-2380	0	Yes	No
107	Rudi Mitchell	Nebraska Indian Community College	College Hill;P.O. Box 428	Macy	NE	68039	402-837-5078	0	Yes	No
108	Andrea Culp	The Colorado College	14 East Cache La Poudre St	Colorado Springs	CO	80903	719-389-6000	0	Yes	No
109	George Delahanty	Mesa State College	1100 North Ave	Grand Junction	CO	81501	800-982-6372	0	Yes	No
110	Svea Whiting	Western State College of CO	College Union 102	Gunnison	CO	81231	970-943-0120	0	Yes	No
111	Career Services	Community College of Denver-North	6221 Downing	Denver	CO	80216	303-289-2243	0	Yes	No
112	Paula Salmon	Morgan Community College	17800 Road 20	Fort Morgan	CO	80701	800-622-0216	0	Yes	No
113	Christine Chavez	Pikes Peak Community College	5675 S. Academy Blvd	Colorado Springs	CO	80906	800-456-6847	0	Yes	No
114	Career Services	Pueblo Community College	900 West Orman Ave	Pueblo	CO	81004	888-642-6017	0	Yes	No
115	Sherman Vernon	Urban League of the Pikes Peak Region	125 N. Parkside Dr	Colorado Springs	CO	80901	719-634-1525	0	Yes	No
116	Janet Critchfield	Otero Junior College	1802 Colorado Ave	La Junta	CO	81050	719-384-6831	0	Yes	No
117	Penny Lamb	Trinidad State College	600 Prospect St	Trinidad	CO	81082	719-846-5658	0	Yes	No



118	Cindy Carey	Northeastern Junior College	100 College Ave	Sterling	CO	80751	800-626-4637	0	Yes	No
119	Cheryl Crazy Bull	Northwest Indian College	2522 Kwina Road	Bellingham	WA	98226	360-676-2772	0	Yes	No
120	Thomas Shortbull	Oglala Lakota College	490 Piya Wiconi Rd	Kyle	SD	57752	605-455-6022	0	Yes	No
121	Jeffrey Hamley	Saginaw Chippewa Tribal College	2274 Enterprise Dr	Mount Pleasant	MI	48858	989-775-4123	0	Yes	No
122	Connie Gray	College of the Southwest	6610 Lovington Hwy	Hobbs	NM	88240	800-530-4400	0	Yes	No
123	Maxine Salas	New Mexico Highlands University	Box 9000	Las Vegas	NM	87701	505-454-3188	0	Yes	No
124	Yvonne Franco	New Mexico State University	P.O. Box 30001	Las Cruces	NM	88003	505-646-0111	0	Yes	No
125	Robert Turner	New Mexico Junior College	5317 Lovington Hwy	Hobbs	NM	88240	800-657-6260	0	Yes	No
126	Kathy Ramiro	Santa Fe Community College	6401 Richards Ave	Santa Fe	NM	87508	505-428-1000	0	Yes	No
127	Rose Beauregard	San Juan College	4601 College Blvd	Farmington	NM	87402	505-326-3311	0	Yes	No
128	Career Services	Community College of Denver-Southwest	3001 S. Federal Blvd	Denver	CO	80236	303-477-5864	0	Yes	No
129	Career Services	Community College of Denver-East	3340 Humboldt St	Denver	CO	80205	303-293-8737	0	Yes	No
130	Barbara Shailor	Rutgers University	Douglass College Center; 2nd Floor	New Brunswick	NJ	08901	732-932-9721	0	Yes	No
131	Merry Kim	International House; Women's International Leadership Prog.	500 Riverside Dr	New York	NY	10027	213-316-8466	0	Yes	No
132	Allison Tait	The Women's Foundation of Colorado	1901 E. Asbury Ave	Denver	CO	80208	303-285-2960	0	Yes	No
133	Susan Oleson	American Assoc. of Women in Community Colleges	P.O. Box 35009	Charlotte	NC	25235	704-330-6980	0	Yes	No
134	Gina Spinnato	Platt College	3100 S. Parker Rd	Aurora	CO	80014	303-369-5151	1	Yes	No
135	Career Services	The Gathering Place	1535 High Street	Denver	CO	80218	303-321-4198	0	Yes	No
136	Career Services	Black Women's Center	4821 E. 38 th Ave	Denver	CO	80207	303-355-3488	0	Yes	No
137	Career Services	National Affirmative Action Center	3500 S. Quintero St	Aurora	CO	80013	303-699-8525	0	Yes	No
138	Tiereny Thomas	Denver Inner City Parish	910 Galapago St	Denver	CO	80204	303-629-0636	0	Yes	No
139	Career Services	NAACP	2823 Fairfax St	Denver	CO	80207	303-333-9013	0	Yes	No
140	Career Services	CCD Auraria Campus	1111 West Colfax Ave	Denver	CO	80217	303-556-2600	0	Yes	No
141	Career Services	CCD Lowry	1070 Alton Way	Denver	CO	80230	303-365-8300	0	Yes	No
142	Mike Ladd	AllAccess.com						9	Yes	No
143	Human Resources	NAB.org						0	Yes	No



COMPANY POSTINGS						
144	Donna Kerper	Entercom Corporate Website	Dkerper@entercom.com	610-660-5612	23	
145	Maureen Marsh	Entercom Denver	Internal Posting, Current Employees, Bulletin Board Postings	303-967-2700	6	
146	Entercom Denver Website		www.entercomdenver.com	303-967-2700	29	
ADVERTISING						
147	On-Air Spot	Entercom Radio Ads	KOSI/KEZW/KQMT/KALC		6	
148	CBA.org	Website	970-547-1388		4	
149	Traffic Directors Guild (TDGA.org)	Website	949-429-7063		4	
150	JobNugget.com	Website	support@jobnugget.com		5	
151	RadioGrit.com	Website	admin@radiogrit.com		0	
152	ActiveHire.com	Website	512-327-9332		4	
153	Craigslist	Website	http://forums.craigslist.org		2	
154	JobKite.com	Website	1-800-886-6082		0	
155	B2CDeals.com	Website	feedback@B2cdeals.com		0	
156	Corkin.com	Website	corkinnotifications@corkin.com		0	
157	SBE.Org	Website	317-846-9000		3	
158	Andrewhudsonsjobslist.com	Website	info@ahjobslist.com		3	
JOB FAIRS						
159	Arapahoe Community College	See Supplemental Initiative #13			0	N/A
160	NABEF-BEA-RTNDA Job Fair	See Supplemental Initiative #18			0	N/A
161	NAB Job Fair	See Supplemental Initiative #27			0	N/A
OTHER RECRUITMENT SOURCES						
-	Employee Referral				35	N/A
-	Former Employee				4	N/A
-	Industry Referral (Interviewee works in broadcasting or was referred by someone working in broadcasting.)				28	N/A
-	Self-Referred				2	N/A
-	Contract Employee (worked for Entercom as an independent contractor)				0	N/A
-	Intern				0	N/A
-	Word of Mouth				3	N/A
Total Number of New Interviewees Referred:					175	



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Radio Classes	On-going throughout the year	The Ohio Center for Broadcasting	One of Entercom Denver's On-Air Personalities teaches Radio Classes at the Ohio Center for Broadcasting. She teaches "Intro to Radio", "Commercial Writing", "Radio DJ Shows" with the final project being a 4 hour live radio show. It's a 10 month program, there are usually 12 to 25 students and she has been teaching these classes for about 5 years.	On-Air Personality
2	Internships	On-going throughout the year	Entercom Denver	During the year, Entercom Denver provides the opportunity for college students to work in programming/promotions/sales to learn about radio station operations. Entercom Denver recruits at area schools for qualified candidates to participate in this program. 26 college students participated in this program during the annual reporting period.	Program Directors Promotions Directors, Producers
3	Radio Classes	December 2008 through Feb 2009	Colorado School of Broadcasting	Entercom Denver Production Manager taught radio performance and production at the Colorado School of Broadcasting. The classes covered everything from how to be on-air to how to produce & image your own 15 minute radio show.	Entercom Denver Production Manager
4	Station Tour	12/9/08	Entercom Denver	Entercom provided a station tour to St. Andrews (senior living). The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 15 participants.	Sales Associate
5	Station Tour	12/22/08	Entercom Denver	Entercom provided a station tour to the Tiger Cubs Troop. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 18 participants.	Sales Associate
6	Job Shadow	1/6/09	Entercom Denver	Entercom Denver offered a job shadowing opportunity for an Options High School student to observe all aspects of on-air duties.	On-Air Personality
7	Station Tour	2/3/09	Entercom Denver	Entercom provided a station tour to Littleton Public Schools. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 13 participants.	Webmaster
8	Station Tour	2/20/09	Entercom Denver	Entercom provided a station tour to the Cub Scout Troop. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 14 participants.	National Sales Manager
9	Station Tour	2/24/09	Entercom Denver	Entercom provided a station tour to the Cub Scout Troop. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 26 participants.	Sales Associate
10	Station Tour	3/13/09	Entercom Denver	Entercom provided a station tour to Cub Scout Troop. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 12 participants.	Sales Associate
11	Station Tour	3/23/09	Entercom Denver	Entercom provided a station tour to the Girl Scout Troop. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 12 participants.	Sales Associate
12	Advanced Leadership	March 2009	Entercom Corporate	A dynamic 2-day group setting session taking part in a series of engaging, informative and enriching conversation. Discussion of key	Entercom CEO, Directors of Sales, Program Director



	Training		Philadelphia, PA	common issues and challenges, leadership and leading change. Topics also included digital elements, financial analysis and decision making. 3 managers participated in this seminar.	
13	Job Fair	4/2/09	Arapahoe Community College	Entercom Denver had a booth at the Arapahoe Community College Spring Career Fair. Entercom Denver's Human Resources Mgr and a Promotions Coordinator, personally met the attendees and provided information about Entercom Denver's stations and its job openings	Human Resources Manager and Promotions Coordinator
14	Job Shadow	4/7/09	Entercom Denver	Entercom Denver offered a job shadowing opportunity for 3 Powell Middle School students to observe all aspects of on-air personalities' responsibilities and a producer's "behind the scenes" duties	Entercom Denver On Air Personalities and Producer
15	Station Tour	4/22/09	Entercom Denver	Entercom provided a station tour to the Senior Resource Center. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 10 participants.	Sales Associate
16	Station Tour	4/22/09	Entercom Denver	Entercom provided a station tour to Cub Scout Troop #753. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 16 participants.	Creative Director
17	Job Shadow	4/22/09	Entercom Denver	Entercom Denver offered a job shadowing opportunity for a Standley Lake High School student to observe all aspects of on-air personalities' responsibilities and a producer's "behind the scenes" duties	Entercom Denver On-Air Personality and Producer
18	NABEF-BEA-RTNDA Job Fair	4/22/09	NAB Convention Las Vegas, NV	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
19	Job Shadow	4/23/09	Entercom Denver	Entercom Denver offered a job shadowing opportunity for 2 Longmont High School students to observe all aspects of on-air personalities' responsibilities and a producer's "behind the scenes" duties.	Entercom Denver On-Air Personality and Producer
20	Panel Discussion	5/13/09 & 5/20/09	Union Commons & South Denver, CO	Entercom Denver's Creative Director participated in a panel discussion for The Denver Metro Women's Network (WNET). He discussed the radio industry, Entercom as a company, the daily routines of radio positions and balancing work & family life.	Creative Director
21	Station Tour	5/15/09	Entercom Denver	Entercom provided a station tour to the Tiger Scout Troop. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 12 participants.	Sales Associate
22	Station Tour	6/10/09	Entercom Denver	Entercom provided a station tour to the Jefferson County Public Schools' teachers and counselors. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There was also a question and answer period. There were 20 participants.	Entercom Denver Sales Associate and Office Manager
23	Station Tour	7/16/09	Entercom Denver	Entercom provided a station tour to Metro State College. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 10 participants.	Sales Associate
24	Integrated Marketing and Sales Training	8/5/09	Marriott Denver Tech Center	This program is for advanced sales people and all sales managers in select Entercom markets. It is a one-day off-site seminar conducted by two to four Entercom key managers and training personnel. Participants learn advanced integrated marketing techniques and skills, and share best practices.	Entercom Corporate Regional President, VP of Training & Development and VP of Marketing Development. The Entercom Denver VP/General Manager, the Director of



					Sales Managers, General Sales Managers, Sales Associates, Creative Services Director and Account Executives attended the event.
25	Station Tour	8/21/09	Entercom Denver	Entercom provided a station tour to Round Up Fellowship. The tour included discussions on each department within Entercom Denver and the responsibilities of each dept. There were 12 participants.	Sales Associate
26	Negotiation Seminar	9/9/09	Entercom Denver	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.	Directors of Sales, General Sales Managers, Account Executives
27	NAB Job Fair	9/23/09	Philadelphia, 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 Denver
28	Entercom Denver Sales Retreat	10/27/09 and 10/28/09	Beaver Creek Lodge, Colorado	Entercom Denver holds an annual Sales Retreat. This year the retreat was held at Beaver Creek Lodge in Colorado. The retreat is a comprehensive training program designed to teach the Account Executives about prospecting, negotiating, understanding the digital world and includes round table discussions. The program is held over a 2 day period conducted by the Director of Sales Managers, the Digital Sales Manager and the General Sales Managers of all Entercom Denver's stations. 46 Account Executives attended the retreat.	Director of Sales, General Sales Managers and Account Executives.
29	Guest Speaker	11/4/09	The Ohio Center for Broadcasting	Entercom Denver's VP/General Manager was a guest speaker. She discussed the future of the radio industry, the expansion into the digital world and the types of positions available in radio.	Entercom Denver's VP/General Manager
30	Guest Speaker	11/5/09	The Ohio Center for Broadcasting	One of Entercom Denver's On Air Personalities was a guest speaker. She discussed the importance of internships, her journey into radio, success tips and show preparation.	On Air Personality
31	Radio Recruitment Ads	On-going	Entercom Denver	Entercom Denver runs recruitment ads on all 4 radio stations to encourage organizations to accept our job postings. The ads run continuously throughout the year.	EEO Administrator
32	RAMP Sales Training Program	On-going	Entercom Denver	Entercom Denver participates in Entercom RAMP Training. RAMP is a comprehensive training program designed to teach the Account Executives 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 a National Sales Manager and Sales Manager. After completing the twelve weekly sessions, the AE's become RAMP graduates. 9 employees graduated from this program during the annual reporting period.	VP/General Manager, Director of Sales Managers, Sales Managers and Account Executives



33	SHRED program	On-going	Entercom Denver	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. 40 employees have completed the SHRED program.	Sales Managers Account Executives
34	Sales Associate Program	On-going	Entercom Denver	Entercom Denver 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. 2 employees participated in this program during the annual reporting period.	Sales Managers and Sales Associates
35	Personal People Meter Preparedness Training	On-going	Entercom Denver	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.	VP/General Manager, Program Directors, Sales Managers, Account Executives, & On-Air Personalities
36	GM Advanced Education Conference Calls	On-going	Entercom Denver	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.	VP/General Manager, Directors of Sales, General Sales Managers

