

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM AUSTIN**

This report covers full-time vacancy recruitment for the period of April 1, 2015 through March 31, 2016

Employment Unit: Entercom Austin License, LLC	Address: Entercom-Austin License, LLC	Contact Person/Title: Stephanie Callihan General Manager
Unit Members, Community of License KAMX-Austin, TX KKMJ-Austin, TX KJCE-Austin, TX	Telephone Number: 512-327-9595	E-mail Address: scallihan@entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")
A	Sales Coordinator	Employee Referral	1-55
B	AR Manager	Entercom.com	1-55
C	VP/General Manager	Industry Referral	Confidential Search
D	Account Executive	Employee Referral	1-55
E	Account Executive	Entercom.com	1-55
F	Account Executive	Industry Referral	1-55
G	Account Executive	Entercom.com	1-55



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name/Title	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1.	Women's Referral Center	YMCA	2015 S. IH -35 Ste.110 (512) 326-1222	0	No
2.	Ken Nance	Austin Area Urban League	8011A Cameron Rd. Ste. 100 (512) 478-7176	0	No
3.	Brittany Taunton	Hispanic Chamber of Commerce	2800 S. IH 35 Ste. 260 (512) 462-4313	0	No
4.	Ray Barker	Texas Workforce Commission	101 E. 15 th Street Ste. 200 (512) 322-9944	0	No
5.	Craig Bean	Texas Association of Broadcasters	502 E. 11 th Street, Ste. 200 (512) 476-6230	0	No
6.	Amy Carter	Austin Alliance for Women in Media	PO Box 2684 (512) 531-3562	0	No
7.	Debbie Kubena	UT College of Communications	1 University Station A0900 (512) 471-9421	0	No
8.	Harry Crawford	Caritas	P.O. Box 1947 (512) 479-4610	0	No
9.	Susan Smith	Austin Association of Black Journalists	3201 Steck Avenue (512) 445-3871	0	No
10.	Kristine D. Pryor	Capitol City African American Chamber of Commerce	5407 N. IH 35, Ste. 304 (512) 459-1181	0	No
11.	Joyce Pope-Cain	Austin Community College	7748 Hwy. 290 West (512) 223-8069	0	No
12.	Mary Kate Robinson	The Art Institute of Houston	1900 Yorktown (713) 355-4146	0	No
13.	Michelle McConnell	American Broadcasting School	712 North Watson Rd., Ste. 200 (817) 695-2474	0	No
14.	Phyllis Snodgrass	Austin Chamber of Commerce	210 Barton Springs Rd., Ste. 400 (512) 322-5612	0	No
15.	Charles Kaufman	Texas State University	601 University Dr. Old Main #102	0	No



			(512) 245-2111		
16.	Austin Chapter	American Institute of Graphic Arts	PMB 549 815-A Brazos (212) 807-1990	0	No
17.	Andrew Harper	St. Edwards University	3001 South Congress Ave. (512) 448-8400	0	No
18.	Paul Leverington	Huston Tillotson College Austin	900 Chicon St. (512) 505-3041	0	No
19.	Tatiana Arizaga	National Hispanic Media Coalition	55 S. Grand Ave. (626) 792-6462	0	No
20.	P. Golz	America's Job Bank	www.ajb.dni.us (877) 872-5627	0	No
21.	Eric Straus	Austin Help Wanted	1 Civic Center Plaza, Ste. 506 (845) 471-1450	0	No
22.	Texas A&M University	Career Services	1233 John Koldis Bldg#209 (979) 845-5139	0	No
23.	Angelo State University	Career Services	PO Box ASU Station (325) 942-2255	0	No
24.	Brandon McAllister	Career Builder	8044 Montgomery Rd. (513) 247-2283	0	No
25.	Concordia University Career Services	Joyce Sinclair	3400 IH -35 N. (512) 486-1119	0	No
26.	Women's Chamber of Commerce	Career Services	PO Box 26051 (512) 338-0839	0	No
27.	J. Seale	CBS School of Broadcasting	9600 Great Hills Trail, Ste 200E (512) 340-1420	0	No
28.	Judy Swank	Friday Morning Quarterback	1930 East Marlton Pike Exec Mews, F-36 (856) 424-9114	0	No
29.	Kristi Michaud	Free Bug	(303) 399-1043	0	No
30.	Gary James	Fun Jobs on Air	www.beonair.com	0	No
31.	Ana Varro	Guerra Communications	902 E. Calton Rd. (956) 724-9800	0	No
32.	Kay Jones	Society of Broadcast Engineers	9102 North Median St., Ste. 150 (317) 846-9000	0	No
33.	Dir of RTF – Prof. Saltarelli	Kingsville Texas A&M University	955 University Boulevard (361) 593-3497	0	No
34.	Luisa Ramiez	University of Texas San Antonio	1 UTSA Circle (210) 458-4589	0	No
35.	Kyle Crafton	Media Bristo	494 Broadway (212) 929-2588	0	No



36.	Mark Shilstone	Media Line	PO Box 51909 (800) 237-8073	0	No
37.	Music Jobs USA	Music Jobs USA	<u>Us-info@music-jobs.com</u> (323) 932-7885	0	No
38.	M. Levy	Radio Advertising Bureau	1320 Greenway Dr., Ste. 500 (972) 753-6756	0	No
39.	Southwestern University	Career Services	PO Box 770 (512) 863-1346	0	No
40.	Amy Bafford	Texas Tech University	P.O. Box 45006 (806) 742-1480	0	No
41.	Connie Kemp	University of Houston	4800 Calhoun Rd. (713) 743-2255	0	No
42.	Austin Community College	RTF Film Dept.	1212 Rio Grande (512) 223-3138	0	No
43.	Theodore Andrew	Capital of Texas Workforce	3401 Webberville Rd. Bldg. 1000 (512) 223-5400	0	No
44.	Sam Houston State University	Career Services	PO Box 2356 (936) 294-1713	0	No
45.	Stephen F. Austin State University	Director of Student Affairs	1936 North St. (936) 468-3305	0	No
46.	Lauren Limerick	Elon University	Moseley Center, 151 (335) 278-6554	0	No



COMPANY POSTINGS AND COMPANY WEBSITES					
46	Yuri Bong	Entercom Website	www.Entercom.com (610) 660-5645	12	N/A
47	Anne Peterson	Internal Postings (Internal/Current Employees)	apeterson@entercom.com (512) 327-9595	0	N/A

ADVERTISING					
48	On Air Radio Advertising	KKMJ, KAMX, KJCE & 96.3 RnB		0	N/A
49	All Access	www.allaccess.com		0	N/A
50	Craigslist	www.craigslist.com		0	N/A
51	Creative Hot List	www.creativehotlist.com		0	N/A
52	Indeed.com	www.Indeed.com		5	N/A
53	LinkedIn	www.linkedin.com		1	N/A
54	Glassdoor	www.glassdoor.com		2	N/A
55	Simply Hired	www.simplyhired.com		0	N/A

OTHER SOURCES					
Employee Referral				15	N/A
Industry Referral				1	N/A

JOB FAIRS					
1	National Association of Broadcasters Job Fair	See Supplemental Recruitment Initiative # 5		0	N/A
2	Texas State University Mass Communications Job Fair	See Supplemental Recruitment Initiative # 6		0	N/A
3	St. Edwards University Job & Internship Fair	See Supplemental Recruitment Initiative # 8		0	N/A
4	Texas State University Mass Communications Job Fair	See Supplemental Recruitment Initiative # 9		0	N/A

Total # of New Interviewees Referred	36
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3. Supplemental Recruitment Initiatives

	Initiatives	Location	Description	Titles of Employees Involved
1	Internship Program	Entercom Austin, TX	Entercom Austin offers internships at the radio stations in our Promotions and Programming departments throughout the year. 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 that they are receiving information and education. Internships are ongoing throughout the year. Ten college students participated in this program during the annual reporting period.	Director of Programming Promotions Director Business Manager Production Manager
2	RAMP 3.0 Sales Training Program	Entercom Austin, TX	Entercom Austin participates in Entercom RAMP Training throughout the year. Five AEs and Sales Associates graduated from this program during the annual reporting period.	Sales Managers Account Executives
3	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Austin, TX	Once a week, Entercom Austin airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Austin area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Business Manager Asst. Bus Mgr. Production Manager Traffic Manager
4	Entercom PILOT Program	Entercom Austin, TX	The PILOT program is a management program designed for Sales Managers. It includes training on interviewing, hiring and counseling AEs. The training program educates the Sales Managers on our EEO program and policies.	VP of Sales Training General Manager Sales Managers
5	National Association of Broadcasters Job Fair	Las Vegas, NV	Entercom Austin representatives attended the career fair at Las Vegas Convention Center. The Entercom representatives discussed job opportunities in radio and received resumes for potential new hires and interns. Over 98,000 people attended from 159 countries.	Director of Sales Retail Sales Manager
6	Texas State University Mass Communications Job Fair	Texas State University San Marcos, TX	Entercom Austin participated in the Texas State Mass Communications Fall Job Fair. The Entercom representatives discussed job opportunities in radio and received resumes for potential new hires and interns.	FCC/EEO Officer Promotions Manager
7	Leander High School Senior Career Day	Leander High School Leander, TX	Three selected LHS Seniors met with the Director of HR/Market Controller for a question and answer session, and then received a tour of the Entercom Austin studios. They spent two days meeting with department heads learning about radio.	All Dept. Heads Market Controller KAMX, KKMJ, KKMJ-HD3 On-Air Talent



8	St. Edwards University Job & Internship Fair	Austin, TX	Entercom Austin participated in the career fair at St. Edwards University. The Entercom representatives discussed job opportunities in radio and received resumes for potential new hires and interns. The Promotions Manager greeted prospective job applicants and handed out station information along with a list of current job openings. The Entercom representatives spoke with over 100 people in attendance, answered questions and collected resumes.	FCC/EEO Officer Promotions Manager
9	Texas State University Mass Communications Job Fair	Texas State University San Marcos, TX	Entercom Austin participated in the Texas State Mass Communications Spring Job Fair. The Entercom representatives discussed job opportunities in radio and received resumes for potential new hires and interns.	FCC/EEO Officer Promotions Manager
10	Entercom's EEO Policy and Compliance Training	Web-Ex	Entercom's VP of Human Resources facilitated a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discussed Entercom's EEO Policy and Procedure and reviewed the requirements that each market must complete in order to be in compliance.	VP of Human Resources All Entercom Markets
11	EEO Breakfast Open House	Entercom Austin, TX	Entercom Austin hosted an open house for our EEO contacts and community leaders. Managers discussed the jobs, internship program and career opportunities available, and provided an overview on their specific departments. A station tour was also provided.	Business Manager Promotion Manager
12	Manager EEO Training	Entercom Austin, TX	Managers were trained regarding EEO compliance rules, and were given forms and policy memos. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	EEO Administrator Department Heads

