

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM AUSTIN**

**This report covers full-time vacancy recruitment for the period of April 1, 2016 through March 31, 2017**

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

	<b>Title</b>	<b>Recruitment Source Referring Hiree</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")</b>
A	On Air Personality	Industry Referral	1-56
B	Campaign Manager	Facebook Ad	1-57
C	Digital Sales Manager	Industry Referral	Confidential Search
D	Marketing Director	Industry Referral	1-56
E	Account Executive	Industry Referral	1-56
F	Account Executive	Industry Referral	1-56
G	Account Executive	Indeed.com	1-56
H	Account Executive	Employee Referral	1-56
I	Account Executive	Employee Referral	1-56
J	Sales Assistant	Entercom.com	1-56
K	Account Executive	LinkedIn.com	1-56
L	Account Executive	Entercom.com	1-56
M	Program Director	Industry Referral	1-56
N	Account Executive	Indeed.com	1-56
O	On Air Personality	All Access	1-56
P	Account Executive	Industry Referral	1-56
Q	Account Executive	Entercom.com	1-56



## 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 <sup>th</sup> Street Ste. 200 (512) 322-9944	0	No
5.	Craig Bean	Texas Association of Broadcasters	502 E. 11 <sup>th</sup> 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 (512) 245-2111	0	No



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	<a href="http://www.ajb.dni.us">www.ajb.dni.us</a> (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 Marilton 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	<a href="http://www.beonair.com">www.beonair.com</a>	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

<b>COMPANY POSTINGS AND COMPANY WEBSITES</b>					
47.	Corporate Representative	Entercom Website	<a href="http://www.Entercom.com/carees">www.Entercom.com/carees</a>	17	N/A
48.	Anne Peterson	Internal Postings (Internal/Current Employees)	<a href="mailto:apeterson@entercom.com">apeterson@entercom.com</a> (512) 327-9595	1	N/A



<b>ADVERTISING</b>				
49.	On Air Radio Advertising	KKMJ, KAMX, KJCE & 96.3 RnB	0	N/A
50.	All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>	9	N/A
51.	Craigslist	<a href="http://www.craigslist.com">www.craigslist.com</a>	0	N/A
52.	Creative Hot List	<a href="http://www.creativehotlist.com">www.creativehotlist.com</a>	0	N/A
53.	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	17	N/A
54.	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	1	N/A
55.	Glassdoor	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	0	N/A
56.	Simply Hired	<a href="http://www.simplyhired.com">www.simplyhired.com</a>	0	N/A
57.	Facebook	<a href="http://www.facebook.com">www.facebook.com</a>	8	N/A

<b>OTHER SOURCES</b>		
Employee Referral	5	N/A
Industry Referral	20	N/A

<b>JOB FAIRS</b>				
1	Huston-Tillotson Fall Career Expo and Spring Internship Fair	See Supplemental Recruitment Initiative # 4	0	N/A
2	The University of Texas Moody College of Communication Job Fair	See Supplemental Recruitment Initiative # 5	1	N/A
3	Texas State University Mass Communications Job Fair	See Supplemental Recruitment Initiative # 6	0	N/A



### 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. Six college students participated in this program during the annual reporting period.	VP of Programming Marketing Director Business Manager
2	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 Production Manager Traffic Manager
3	On Air School Visits	Austin, TX	Throughout the year, our RnB on air talent visited high schools to educate them on a career in sports radio. Schools visited include: Cedar Park HS, Rouse HS, Anderson HS, Reagan HS, LBJ HS, Vandergrift HS, Bowie HS, Akins HS, Georgetown HS, East View HS, Cedar Ridge HS, Stoney Point HS, Manor HS, Vista Ridge HS, Round Rock HS, McNeil HS, Crockett HS, Westwood HS, McCallum HS, Lake Travis HS, and Westlake HS.	On Air Talent
4	Huston-Tillotson Fall Career Expo and Spring Internship Fair	Huston-Tillotson University Austin, TX	Entercom Austin participated in the Huston-Tillotson Fall Career Expo and Spring Internship Fair. The Entercom representatives discussed job opportunities in radio and received resumes for potential new hires and interns.	EEO Officer
5	The University of Texas Moody College of Communication Job Fair	The University of Austin Austin, TX	Entercom Austin participated in the career fair at the University of Texas. The Entercom representatives discussed job opportunities in radio and received resumes for potential new hires and interns. The On Air Talent greeted prospective job applicants and talked about a career in radio.	FCC/EEO Officer EEO Coordinator On Air Talent
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 EEO Coordinator Promotions Manager
7	Leander High School Senior Career Day	Entercom Austin, TX	Three selected LHS Seniors met with the Business Operations Assistant 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.	Business Operations Asst KAMX, KKMJ, KKMJ-HD3 On-Air Talent
8	Westlake High School Senior Career Day	Entercom Austin, TX	Two selected Westlake Seniors met with the Business Operations Assistant for a question and answer session, and then received a tour of the Entercom Austin studios. They spent the morning meeting with on air talent and production learning about radio.	Business Operations Asst On Air Talent Production
9	EEO Policy and Compliance Training	Web-Ex	Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training discusses Entercom's EEO Policy & Procedure and reviews the requirements that each market must complete in order to be in compliance.	EEO Officer EEO Coordinator
10	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 Promotions Manager

