

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM KANSAS CITY**

**This report covers full-time vacancy recruitment for the period of October 1, 2015 to September 30, 2016**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom License, LLC 7000 Squibb Rd. Mission, KS 66202	<b>Contact Person/Title:</b> David Alpert/ Vice President/Market Manager
<b>Unit Members, Community of License:</b> KCSP-AM, Kansas City, MO KMBZ-AM, Kansas City, MO KMBZ-FM, Kansas City, KS KYY5-AM, Kansas City, KS KWOD-AM, Kansas City, KS KRBZ-FM, Kansas City, MO KQRC-FM, Leavenworth, KS KZPT-FM, Kansas City, MO WDAF-FM, Liberty, MO		<b>Telephone Number:</b> 913.744-3839

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

	<b>Title</b>	<b>Recruitment Source Referring Hire</b>	<b>Sources Utilized to Fill the Full-Time Vacancies (See #2: "Recruitment Sources for Corresponding List )</b>	<b>Referral Source of Interviewees</b>
A	On-Air Host	Current Employee (PT to FT)	1-51	Current Employee: 2 All Access: 4
B	Sales Assistant	Current Employee (PT to FT)	1-50	Current Employee: 2 Entercom Website: 4
C	Account Executive	Employee Referral	1-50	Employee Referral: 1 Entercom Website: 3 Indeed.com: 1
D	Reporter/Anchor	Employee Referral	1-50	Employee Referral: 1 Entercom Website: 4
E	SRD Marketing Consultant	Indeed.com	1-50	Employee Referral: 2 Indeed.com: 3
F	Account Executive	Employee Referral	1-50	Employee Referral: 2 (plus 1 from Pool "C") Entercom Website: 1 Indeed.com: (1 from Pool "C")
G	On-Air Co-Host	Industry Referral	1-51	Current Employee: (2 from Pool "A") All Access: 2 (plus 3 from Pool "A") Industry Referral: 1 Former Employee: 1



H	Program Director	Industry Referral	1-51	Industry Referral: 1 All Access: 4
I	Account Executive	Indeed.com	1-50	Entercom Website: 2 Employee Referral: 2 Indeed.com: 1
J	National Sales Assistant	Current Employee (PT to FT)	1-50	Entercom Website: 3 Current Employee: 2
K	On-Air Co-Host	Industry Referral	1-50	Industry Referral: 1 Entercom Website: 3 Current Employee: 1 Former Employee: 1
L	Account Executive	Employee Referral	1-50	Employee Referral: 1 (plus 1 from Pool "J") Industry Referral: 3
M	Sales Administration Manager	Employee Referral	1-50	Current Employee: 1 Employee Referral: 2 Entercom Website: 1 (plus 1 from Pool "J")
N	Reporter/Anchor	Employee Referral	1-50	Employee Referral: 2 Entercom Website: 1 Former Employee: 1 Univ. of Central MO via Handshake.com: 1
O	Sales Assistant	Current Employee (PT to FT)	1-50	Current Employee: (1 from Pool "J") Entercom Website: (1 from Pool "J") Employee Referral: 1 Industry Referral: 1 Indeed.com: 1
P	Account Executive	Entercom Website	1-50	Current Employee: (1 from Pool "J") Industry Referral: (2 from Pool "L") Entercom Website: 1 Indeed.com: 1
Q	Account Executive	Employee Referral	1-50	Employee Referral: 3 Entercom Website: 3
R	Web Developer / Content Manager	Employee Referral	48-49	Employee Referral: 2 Entercom Website: 3



## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?	Total Number Interviewees Referred
1	Susan Wulff	Avila College-Career Services	<a href="mailto:careers@avila.edu">careers@avila.edu</a> 11901 Wornall Road Kansas City, MO 64145 816-501-2901	Yes	No	0
2	Susan Wade	Baker University-Career Development Center	<a href="mailto:susan.wade@bakeru.edu">susan.wade@bakeru.edu</a> PO Box 65 Baldwin City, KS 66006 785-594-8435	Yes	No	0
3	Joe Watson	Baker University-Department of Mass Media	<a href="mailto:joe.watson@bakeru.edu">joe.watson@bakeru.edu</a> PO Box 65 205 Pulliam Center Baldwin City, KS 66006 785-594-7855	Yes	Yes	0
4	Katie McDowell	Benedictine College Director of Career Development	<a href="mailto:Kmcldowell@benedictine.edu">Kmcldowell@benedictine.edu</a> 1020 North 2 <sup>nd</sup> Street, Library Room 208 Atchison, KS 66002 913-360-7578	Yes	No	0
5	Rick Perry	Chamber of Commerce of Kansas City	<a href="mailto:perry@kcchamber.com">perry@kcchamber.com</a> 30 West Pershing Road, Suite 301 Kansas City, MO 64108 816-221-2424	Yes	No	0
6	Shelly Wales	DeVry Institute of Technology-Employer Liaison	<a href="mailto:swales@devry.edu">swales@devry.edu</a> 500 E 112th St Kansas City, MO 64131 816-943-7463	Yes	No	0
7	Kim Smith	DeVry Institute of Technology-Senior Career Advisor	<a href="mailto:ksmith3@devry.edu">ksmith3@devry.edu</a> 500 E 112th St Kansas City, MO 64131 816-943-7464	Yes	No	0
8	Daniel Rice	Fort Hays State University	<a href="mailto:careers@fhsu.edu">careers@fhsu.edu</a> 600 Park Street Sheridan Hall 214 Hays, KS 67601 785-628-4260	Yes	No	0



9	Harmony Thompson	Full Sail Real World Education	<a href="mailto:hthompson@fullsail.com">hthompson@fullsail.com</a> 3300 University Blvd Winter Park, FL 32792 800-757-5105	Yes	No	0
10	Wanda McNeil	Harris-Stowe State University	<a href="mailto:Careerservices@hssu.edu">Careerservices@hssu.edu</a> 3026 Laclede Ave St. Louis, MO 63103 314-340-3366	Yes	No	0
11	Bill Ellibee	Independence Employment Resource Ctr - Church of Latter Day Saints	wel-ec-independence @ldschurch.org 517 W. Walnut Ste. 5 Independence, MO 64050 816-461-5481	Yes	No	0
12	Mark Raduziner / Grethen Thum	Johnson County Community College	<a href="mailto:markr@jccc.edu">markr@jccc.edu</a> <a href="mailto:gthum@jccc.edu">gthum@jccc.edu</a> 12345 College Blvd., Box 80 Overland Park, KS 66210 913-469-3131	Yes	No	0
13	Molly Baumgardner	Johnson County Community College – Journalism & Media	<a href="mailto:molly@jccc.edu">molly@jccc.edu</a> 12345 College Boulevard Overland Park, KS 66210 913-469-8500	Yes	No	0
14	Candy Walton	Kansas State University	<a href="mailto:radio@ksu.edu">radio@ksu.edu</a> 105 Kedzie Hall Manhattan, KS 66502 785-532-2769	Yes	No	0
15	Anthony YBarra	Kansas State University – Career & Employment Services	<a href="mailto:anthonyy@ksu.edu">anthonyy@ksu.edu</a> 100 Holtz Hall Manhattan, KS 66506 785-532-6506	Yes	No	0
16	Linda Anderson	Longview Community College	<a href="mailto:linda.anderson@mcckc.edu">linda.anderson@mcckc.edu</a> 500 S.W. Longview Road Lee's Summit, MO 64081 816-604-2380	Yes	No	0
17	Mary Lynn Munger	Maple Woods Community College	<a href="mailto:marylynn.munger@mcckc.edu">marylynn.munger@mcckc.edu</a> 2601 NE Berry Rd. Kansas City, MO 64156 816-437-3155	Yes	No	0
18	Kim Moriconi	Metropolitan Community College-Blue River	<a href="mailto:Kim.Moriconi@mcckc.edu">Kim.Moriconi@mcckc.edu</a> 20301 E 78 Hwy Independence, MO 64057 816-604-6544	Yes	No	0
19	Tatia Shelton	Metropolitan Community College-Business & Technology	<a href="mailto:tatia.shelton@mcckc.edu">tatia.shelton@mcckc.edu</a> 1775 Universal Ave Kansas City, MO 64120 816-604-5226	Yes	No	0



20	Mark Murtha	Metropolitan Community College	<a href="mailto:Mark.Murtha@mcckc.edu">Mark.Murtha@mcckc.edu</a> 3200 Broadway Kansas City, MO 64111 816-604-1001	Yes	No	0
21	Angie Meinke	Mid-America Nazarene University-Athletics	<a href="mailto:ammeinke@mnu.edu">ammeinke@mnu.edu</a> 2030 East College Way Olathe, KS 66062 913-971-3760	Yes	No	0
22	Billie Batten	Mid-America Nazarene University-Community Information	<a href="mailto:bbatten@mnu.edu">bbatten@mnu.edu</a> 2030 East College Way Olathe, KS 66062 913-971-3297	Yes	No	0
23	Mark Hamilton	Mid-America Nazarene University-Humanities	<a href="mailto:hamilton@mnu.edu">hamilton@mnu.edu</a> 2030 East College Way Olathe, KS 66062 913-971-3532	Yes	No	0
24	Nicole Brown	Missouri Southern State University Career Services	<a href="mailto:HireALion@mssu.edu">HireALion@mssu.edu</a> 3950 E Newman Joplin, MO 64801 417-625-9343	Yes	No	0
25	Tiffany Bergman	Missouri Valley College	<a href="mailto:bergmant@moval.edu">bergmant@moval.edu</a> 500 East College Marshall, MO 65340 660-831-4618	Yes	No	0
26	Anita Russell	National Association for the Advancement of Colored People	<a href="mailto:naacpkcmo@sbcglobal.net">naacpkcmo@sbcglobal.net</a> 1601 E. 18th Street Suite 250 Kansas City, MO 64108 816-421-1191	Yes	No	0
27	Linwood Hagin, Ph.D.	North Greenville College	<a href="mailto:lahagin@ngu.edu">lahagin@ngu.edu</a> P.O. Box 1892 Tigerville, SC 29688 864-977-7137	Yes	No	0
28	Fred Lamer	Northwest Missouri State University-Asst. Professor	<a href="mailto:lamer@nwmissouri.edu">lamer@nwmissouri.edu</a> Wells Hall 235 800 University Drive Maryville, MO 64468 660-562-1617	Yes	No	0
29	Marla McCrary	Northwest Missouri State University - Department of Mass Communications	<a href="mailto:marlam@nwmissouri.edu">marlam@nwmissouri.edu</a> Wells Hall 237 800 University Drive Maryville, MO 64468 660-562-1361	Yes	No	0
30	Rosalie Weathermon	Northwest Missouri State University- Administrations	<a href="mailto:career@nwmissouri.edu">career@nwmissouri.edu</a> Administration Bldg # 130 800 University Drive Maryville, MO 64468 660-562-1455	Yes	No	0



31	Terry Wilson	Ohio Center for Broadcasting	<a href="mailto:twilson@beonair.com">twilson@beonair.com</a> 5330 E. Main St., Ste 200 Columbus, OH 43213 614-655-5250	Yes	No	0
32	Susan Webb	Ottawa University	<a href="mailto:susan.webb@ottawa.edu">susan.webb@ottawa.edu</a> 2001 S. Cedar, Box 14 Ottawa, KS 66067 785-229-1067	Yes	No	0
33	Leah Fletcher	Park University Career Development Center	<a href="mailto:Leah.fletcher@park.edu">Leah.fletcher@park.edu</a> 8700 NW River Park Drive, Box 33 Parkville, MO 64152 816-584-6407	Yes	No	0
34	David Hogard	Pittsburg State University	<a href="mailto:dhogard@pittstate.edu">dhogard@pittstate.edu</a> 203 Horace Mann 1701 South Broadway Pittsburg, KS 66762 620-235-4141	Yes	No	0
35	Anne Johnston	Prep-KC	<a href="mailto:ajohnston@prepkc.org">ajohnston@prepkc.org</a> 700 W 47th Kansas City, MO 64112 816-817-0890	Yes	No	0
36	Mike Theobald	Rockhurst University-Career Services	<a href="mailto:mike.theobald@rockhurst.edu">mike.theobald@rockhurst.edu</a> 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4861	Yes	No	0
37	Pete Bicak	Rockhurst University College-Communications	<a href="mailto:pete.bicak@rockhurst.edu">pete.bicak@rockhurst.edu</a> 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4682	Yes	No	0
38	Shelly Oliver	Rockhurst University-Asst. Director Career Services	<a href="mailto:shelly.oliver@rockhurst.edu">shelly.oliver@rockhurst.edu</a> 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4858	Yes	No	0
39	Dr. Katie Fischer Clune	Rockhurst University-Dept. of Communication	<a href="mailto:katie.clune@rockhurst.edu">katie.clune@rockhurst.edu</a> 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4390	Yes	No	0
40	Suzanne Powers	Southern Baptist University	<a href="mailto:spowers@sbuniv.edu">spowers@sbuniv.edu</a> 1600 University Avenue Boliver, MO 65613 417-328-1689	Yes	No	0
41	M.C. Richardson	United Minority Media Association	<a href="mailto:Ummaseventyfour@yahoo.com">Ummaseventyfour@yahoo.com</a> 5511 Woodland Ave., Ste 1 Kansas City, MO 64110 816-822-1313	Yes	No	0



42	Kathy Tierney	University of Central Missouri	<a href="mailto:tierney@ucmo.edu">tierney@ucmo.edu</a> Career Services Center, Ward Edwards 1200 & linked to HandShake.com Warrensburg, MO 64093 660-543-4985	Yes	No	1
43	Liz Caldwell	University of Kansas - Career Services	<a href="mailto:kucareer@ku.edu">kucareer@ku.edu</a> 1601 Irving Hill Road 110 Burge Lawrence, KS 66045 785-864-7672	Yes	No	0
44	Sue Edwards	University of Kansas -Regents Center	<a href="mailto:s459o929@ku.edu">s459o929@ku.edu</a> 12600 Quivira Road Overland Park, KS 66213 913-897-8550	Yes	No	0
45	Patty Noland	University of Kansas, William Allen School of Journalism	<a href="mailto:pnoland@ku.edu">pnoland@ku.edu</a> 209D Stauffer-Flint Hall 1435 Jayhawk Blvd Lawrence, KS 66045 785-864-7630	Yes	No	0
46	Beth Medley	University of Missouri of Kansas City- Career Services	<a href="mailto:careerservices@umkc.edu">careerservices@umkc.edu</a> Atterbury Student Success Center 5000 Holmes, Floor 2 Kansas City, MO 64110 816-235-1636	Yes	No	0
47	Marissa Bland	William Jewell College Director of Career Development	<a href="mailto:blandm@william.jewell.edu">blandm@william.jewell.edu</a> 500 College Hill WJC Box 1058 Liberty, MO 64068-1896 816-415-5936	Yes	No	0



<b>COMPANY POSTINGS AND COMPANY WEBSITES</b>				
48	Molly Engle	Entercom Corp Website	<a href="mailto:molly.engle@entercom.com">molly.engle@entercom.com</a> 206-285-7625	29
49	Lynne Greenamyre	Current Employee / Internal Posting	Entercom Kansas City 913-744-3838	8

<b>ADVERTISING</b>				
50	Entercom / KC On-Air Recruitment	Radio Ads: KMBZ-AM, KCSP-AM, KYYS-FM, KQRC-FM, KRBZ-FM, KWOD-AM, KZPT-FM, WDAF-FM		0
51	All Access.com	<a href="http://www.allaccess.com">www.allaccess.com</a>		10

<b>JOB FAIRS</b>				
Olathe Public Schools Career Expo		See Supplemental Initiative #9		0
Horizons High School annual Career, College and Job Fair		See Supplemental Initiative #12		0
KAB Student Career Fair		See Supplemental Initiative #14		0

<b>OTHER RECRUITMENT SOURCES</b>				
Employee Referral				19
Former Employee				3
Industry Referral (Interviewee works in broadcasting or was referred by someone working in broadcasting.)				7
<a href="http://wwwIndeed.com">www.Indeed.com</a>				7
<b>Total # of New Interviewees Referred:</b>				<b>84</b>





### 3. Supplemental Recruitment Initiatives.

#### ENTERCOM KANSAS CITY SUPPLEMENTAL RECRUITMENT INITIATIVES

Initiatives		Location	Description	Titles of Employees Involved
1	Internship Program	Entercom Kansas City	Entercom Kansas City 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. At least 69 students participated in the program and internships are ongoing throughout the year.	Director of Programming Promotions Director Business Manager
2	RAMP 3.0 Sales Training Program	Entercom Kansas City	Entercom salespeople and managers participate in Entercom's proprietary RAMP Training. Six Account Executives 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 Kansas City	Entercom Kansas City airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Kansas City area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Traffic Managers Production Directors
4	Manager EEO Training	Entercom Kansas City	Managers are trained regarding EEO compliance rules, and are 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
5	Kansas Association of Broadcasters (KAB)	Different member locations	The Kansas City Association of Broadcasters provides communication, recruiting, education and training for Kansas City broadcasters. They also promote free over-the-air broadcasting for enhancing the success of Kansas City broadcasters and helping them better serve the people of Kansas.	Market Manager
6	Missouri Broadcasters Association (MBA)	Different member locations	The Missouri Broadcasters Association promotes the success and prosperity of the broadcasting industry by representing the members' points of view in the legislative and regulatory process in pertinent branches of State and Federal government. They serve as a resource for training, revenue expansion, cost containment and information on evolving governmental policies.	Market Manager
7	Johnson County Community College "People in the Media" Panel Discussion	Overland Park, KS	One of our Afternoon Drive On-Air Talent spoke at JCCC's annual "People in the Media" panel discussion which centered upon the radio industry. He was one of 4 Kansas City radio personalities on the panel. More than 125 students were in attendance.	On-Air Talent
8	Sales Culture & Training Offsite Meeting	Lake Quivira, KS	The VP/Market Manager and Sales Management staff met for a day long training session on a variety of topics. The training included a session on recruitment and hiring motivated marketing/sales talent.	VP/Market Manager General Sales Managers



9	Olathe Public Schools Career Expo at Johnson County Community College	Overland Park, KS	One of our Morning Drive On-Air Talent spoke at Olathe Public School's annual Career Expo. Over 2,000 students participated in the opportunity to meet with individuals in a variety of careers in order to prepare them for a more focused high school experience.	On-Air Talent
10	Johnson County Community College Journalism Class	Overland Park, KS	One of our Morning Drive On-Air Talent spoke with the Journalism Class at JCCC about radio and the music industry. Approximately 25 students were in attendance.	On-Air Talent
11	Johnson County Community College Communications Class Tour	Entercom Kansas City	An Entercom Engineer led a class from Joel Nichols "Introduction to Broadcasting" class on a tour of our stations. Students toured the production rooms, control rooms, news & technical areas, and discussed opportunities in broadcasting. Personnel from News, Production and Programming also assisted with the tour and discussion. Eight students attended along with their instructor.	Engineer On-Air Talent News Staff Production Staff
12	Horizons High School Career, College and Job Fair	Mission, KS	On-Air and Promotions staff attended the Horizons High School Career Fair for approximately 130 students from five high schools in the district. Students were able to meet with professionals in a variety of careers to discuss opportunities after high school.	Promotions Director Promotions Assistant On-Air Talent
13	Entercom's 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 also discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance.	VP of Human Resources All Entercom Markets Business Office Assistant Executive Assistant/EEO Officer
14	KAB Student Career Fair	Emporia, KS	The Kansas Association of Broadcasters hosted the KAB Student Career Fair at Emporia State University for approximately 120 college and high school students who attended the all-day seminar. Participating schools included the University of Kansas, Kansas State University, Fort Hays State University, Butler Community College, Baker University, Cloud County Community College and Pittsburg State University.	Program Director Producer
15	Johnson County Community College Journalism Class	Overland Park, KS	One of our Morning Drive On-Air Talent spoke with the Journalism Class at JCCC. Instructor Ben Messner and Eight students were in attendance. Topics discussed included radio programming and production and career opportunities.	On-Air Talent
16	KAB/MBA Sports Seminar	Kansas City, MO	The Kansas Association of Broadcasters and the Missouri Broadcasters Association hosted this annual event at Kauffman Stadium. In attendance were approximately 170 broadcasters and students from across Kansas and Missouri. Entercom's Senior AE attended and spoke about his career in selling sports radio.	
17	Missouri Broadcasters Association Foundation Scholarship Program	Jefferson City, MO	Entercom Kansas City participated in gathering submissions from area students to be considered for an MBA Foundation Scholarship. As a cluster we were allowed to nominate only one candidate for consideration. On May 5, 2016 we were notified that our candidate was chosen to receive a \$1,250 scholarship to be presented during the Missouri Broadcasters Association's Annual Convention on Friday, June 10, 2016.	Promotions Directors Executive Assistant/EEO Officer



18	Joint Radio/TV Clubs Convention 2016 Tours	Entercom Kansas City	Two Entercom Engineers led tours for 35 members of a National Radio Club, showing them our news and sports area, several of the air studios and the technical operations. Many of these individuals -- along with being Ham operators and Radio enthusiasts -- were former radio engineers themselves and had many questions regarding the technical and digital changes in the industry.	Engineers Program Director News Reporters
19	Johnson County Community College Communications Class Tour	Entercom Kansas City	An Entercom Engineer led a class from Joel Nichols "Introduction to Broadcasting" class on a tour of our stations. Students toured the production rooms, control rooms, news & technical areas. Students asked questions regarding operations, how some programming decisions are made, the process of running a show, and how ratings are taken. Personnel from News, Production and Programming also assisted with the tour and discussion. Fifteen students attended along with their instructor.	Engineer On-Air Talent News Staff Production Staff Program Director
20	U.S. Army Operations Qualifications Course	Entercom Kansas City	Two one hour lectures were given to Army personnel regarding the basics of radio audio recording. The lectures included a discussion of equipment choices, mic technique, acquiring localized audio for background sources, and focusing creative choices on the listeners' world, experiences, and emotional triggers. Approx. 50-60 military personnel attended.	Program Director Production Manager
21	EEO Breakfast	Entercom Kansas City	Entercom Kansas City extended invitations to our EEO Recruitment Source contacts to host a breakfast networking event. Managers were available to discuss employment opportunities and provide an overview of their specific departments. Recruitment Sources were strongly encouraged to attend.	General Manager Sales Managers Program Directors Promotion Directors ETM KC EEO Officer

