

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM SAN FRANCISCO**

**This report covers full-time vacancy recruitment for the period of July 27, 2015 through July 31, 2016**

<b>Employment Unit:</b> Entercom San Francisco, LLC	<b>Address:</b> Entercom San Francisco, LLC 201 3 <sup>rd</sup> Street, Suite 1200 San Francisco, California 94103	<b>Contact Person / Title:</b> Steve DiNardo Vice President / Market Manager
<b>Unit Members, Community of License:</b> KUZX-FM, San Francisco, CA KOIT, San Francisco, CA KGMZ-FM, San Francisco, CA KUFX, San Jose, CA KBLX-FM, Berkeley, CA	<b>Telephone Number:</b> 415.777.0965	<b>E-Mail Address:</b> sdinardo@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)
A	Account Executive	Industry Referral	1-114, 117-119
B	Board Operator	Current Employee PT to FT	1-114, 117, 118
C	Game Producer	Employee Referral	1-114, 117, 118
D	Account Manager	Industry Referral	1-114, 117, 118
E	KBLX Announcer	Industry Referral	1-114, 117, 118
F	Q102 Announcer	Current Employee PT to FT	1-114, 117, 118
G	Game Producer	Current Employee PT to FT	1-114, 117, 118
H	Director National Sales	Industry Referral	1-114, 117, 118
I	Agency Sales Client Services Manager	Employee Referral	1-114, 117-119
J	Sales Support Coordinator	Indeed.com	1-114, 117-119



K	Account Executive	Employee Referral	1-114, 117-119
L	Account Executive	Industry Referral	1-114, 117-119
M	Full-Time On-Air / Music Director	Current Employee PT to FT	1-114, 117-119
N	Digital Coordinator	Current Employee PT to FT Exception	1-114, 117, 118
O	Sales Administrative Manager	Employee Referral	1-114, 117-119
P	Account Executive	Industry Referral	1-114, 117-119
Q	Program Director	Confidential	1-114, 117, 118
R	Account Executive	Entercom.com	1-114, 117-119
S	Account Executive	Entercom.com	1-114, 117-119
T	Hyper Developmental Account Manager	Industry Referral	1-114, 117-119
U	Announcer	Current Employee PT to FT	1-119
V	Announcer	Employee Referral	1-119
W	Account Manager	Industry Referral	1-119
X	Board Operator	Current Employee PT to FT	1-119
Z	Account Manager	Employee Referral	1-119

## **2. Recruitment Sources**



**OUTREACH ORGANIZATIONS**

#	Name/Title	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	Ellen Supple	Academy of Art College	79 New Montgomery San Francisco, CA 94105	Yes	No	0
2	Doreen Dunn	Academy of Radio Broadcasting	16052 Beach Blvd., Suite 253-N Hunting Beach, CA92647	Yes	No	0
3	Staci Cockrell	American Broadcast School	4511 S.E. 29 <sup>th</sup> Street Oklahoma City, OK 73115	Yes	No	0
4	Karen James Cody	American News Women's Club	1607 22 <sup>nd</sup> St NW Washington, DC 20008	Yes	No	0
5	Noemy Menbreno	Arriba Juntos	1850 Mission Street San Francisco, CA 94103	Yes	No	0
6	Roland Acupido	Asian American for Community Involvement	2400 Moorpark Avenue San Jose, CA 95128	Yes	No	0
7	Rene Astudillo	Asian American Journalists Assoc	5 3 <sup>rd</sup> Street, #1108 San Francisco, CA 94103	Yes	No	0
8	John Chiang	Asian Business League	P.O. Box 191345 San Francisco, CA 94119	Yes	No	0
9	Tina Ying	Asian Immigrant Women Advocates	1010 Ruff Drive San Jose, CA 95110	Yes	No	0
10	Danny Chou	Asian Week	809 Sacramento Street San Francisco, CA 94108	Yes	No	0
11	Gloria Tan	Asian Women's Resources	940 Washington Street San Francisco, CA 94108	Yes	No	0
12	Ginny Reynolds	BAARC (Bay Area Advertising Relief Committee)	P.O. Box 26636 San Francisco, CA 94126	Yes	No	0
13	Kai Augetoro	Bay Area Black Journalists Assoc. (BABJA)	1714 Franklin Street, #100-260 Oakland, CA 94612	Yes	No	0
14	Ben Fuller-Rowell	Bay Area Broadcast Skills Bank	900 Front Street San Francisco, CA 94111	Yes	No	0
15	Danuta Sawka	Cal State East Bay	25800 Carlos Bee Blvd Hayward, CA 94542	Yes	No	0
16	California Broadcasters Association	California Broadcasters Association	915 L Street #1150 Sacramento, CA 95814	Yes	No	0
17	Theresa Woo	California Department of Rehabilitation	1485 Anea Circle, Suite 1100 Concord, CA 94520	Yes	No	0
18	Kate Buckley	California State University, Chico	Career Planning & Placement Chico, CA 95929	Yes	No	0
19	Tommy Daughtery	CalWorks Education & Training	1400 Evans Avenue, Room 221 San Francisco, CA 94124	Yes	No	0
20	Jobs desk	Center Southeast Asian Refugees	875 O'Farrell Street San Francisco, CA 94109	Yes	No	0



21	Bedilia Ramirez	Chabot College Employment & Career Services Ctr.	25555 Hesperian Blvd Hayward, CA 94545	Yes	No	0
22	Professor Chad Mark Glen	Chabot College Media Department	25555 Hesperian Blvd Hayward, CA 94545	Yes	No	0
23	Jessica Wan	Chinese for Affirmative Action	17 Walter U Lum Place San Francisco, CA 94108	Yes	No	0
24	Sheila McFarland	City College of San Francisco	50 Phalen Avenue, Box A6 San Francisco, CA 94112	Yes	No	0
25	Job Matching Program Coordinator	City College of San Francisco	1800 Oakdale Avenue San Francisco, CA 94124	Yes	No	0
26	Nikki Love	Cogswell College	1175 Bordeaux Drive Sunnyvale, CA 94089	Yes	No	0
27	Monique Perkins	College of Alameda	555 Atlantic Avenue Alameda, CA 94501	Yes	No	0
28	Career Center	College of Notre Dame	1500 Ralston Avenue Belmont, CA 94002	Yes	No	0
29	Krystal Romero	College of San Mateo	1700 W. Hillsdale Blvd. San Mateo, CA 94402	Yes	No	0
30	Jaime Symons	Covenant House of California	200 Harrison Street Oakland, CA 94607	Yes	No	0
31	George Pascua	Department of Rehabilitation	301 Howard Street, 7 <sup>th</sup> Floor San Francisco, CA 94105	Yes	No	0
32	Job Board	Department on the Status of Women	25 Van Ness Avenue, Suite 240 San Francisco, CA 94102	Yes	No	0
33	C. Franco	Diablo Valley College Career Center	321 Golf Club Road Pleasant Hill, CA 94523	Yes	No	0
34	John Christensen	Diablo Valley College Workability III Program	321 Gold Club Road Pleasant Hill, CA 94523	Yes	No	0
35	Vanessa Ioannides	Dominican University of California	50 Acacia Avenue San Rafael, CA 94901	Yes	No	0
36	Blake Bensen	East Bay Works Center	4071 Port Chicago Highway #250 Concord, CA 94520	Yes	No	0
37	Richard Cox	Eastbay Works Career Center	4545 Delta Fair Blvd. Antioch, CA 94509	Yes	No	0
38	Lauren Duffy	Elon University	Moseley Center, 151 Elon, NC 27244	Yes	No	0
39	Sandra Rice	Emma L. Bowen Foundation for Minority Interest in Media	30 Rockefeller Plaza New York, NY 10112	Yes	No	0
40	Ben Martinez	Employment Development Department	24100 Amador Street, 3 <sup>rd</sup> Floor Hayward, CA 94544	Yes	No	0
41	Thomas Swinnerton	Employment Development Department	801 Turk Street San Francisco, CA 94102	Yes	No	0
42	General Director	Experience Unlimited	745 Franklin Street San Francisco, CA 94102	Yes	No	0
43	Judith Olais	Filipinos for Affirmative Action	310 Eight Street, Suite 306 Oakland, CA 94607	Yes	No	0



44	Jean Cooper	Glide Memorial United Methodist Church	330 Ellis Street, Room 510 San Francisco, CA 94102	Yes	No	0
45	Zee Hunt	Greater San Francisco Ad Club (ADMARK)	P.O. Box 2690 San Francisco, CA 94126	Yes	No	0
46	Vicki Thompson	Heald College	875 Howard Street, Ste 100 San Francisco, CA 94103	Yes	No	0
47	Connie Nadrigal	Hispanic Chamber of Commerce of Silicon Valley	100 E Santa Clara Street San Jose, CA 95113	Yes	No	0
48	Sam Rodriguez	Holy Name University	3500 Mountain Blvd. Oakland, CA 94619	Yes	No	0
49	Bridgett Brown	Independent Living Resource Center	825 Howard Street San Francisco, CA 94103	Yes	No	0
50	Marjorie Fletcher	Japanese Culture & Community Center of Northern California	1840 Sutter Street San Francisco, CA 94115	Yes	No	0
51	JVS	Jewish Vocational Service	225 Bush Street, Suite 400 San Francisco, CA 94104	Yes	No	0
52	Career Services	JFK University Career Center	100 Ellinwood Way, Room 367 Pleasant Hill, CA 94523	Yes	No	0
53	Pat Hartnett	KCSM-TV & FM	1700 West Hillsdale Blvd San Mateo, CA 94402	Yes	No	0
54	Young Park	Korean Center Inc	1352 Post Street San Francisco, CA 94109	Yes	No	0
55	Barbara Rodgers	KPIX-TV News	855 Battery Street San Francisco, CA 94111	Yes	No	0
56	Adrienne Cabanatuan	KQED, Inc	2601 Mariposa Street San Francisco, CA 94110	Yes	No	0
57	Sean Kennedy	KZSU	P.O. Box 20190 Stanford, CA 94309	Yes	No	0
58	Velda Goe	Laney College	900 Fallon Oakland, CA 94607	Yes	No	0
59	Craig Lahti	Larkin Street Youth Center	134 Golden Gate Avenue San Francisco, CA 94102	Yes	No	0
60	Steve Botts	LDS Employment	1063 Detroit Avenue, Suite B Concord, CA 94518	Yes	No	0
61	Jed McNeil	LDS Employment	3060 Patt Avenue San Jose, CA 95133	Yes	No	0
62	Joseph Segor	LDS Employment	3551 Decoto Road Fremont, CA 94555	Yes	No	0
63	Caleb Van	Lions Center for the Blind	2115 Broadway Oakland, CA 94612	Yes	No	0
64	Regional Turner	Los Medanos College	2700 E. Leland Road Pittsburg, CA 94565	Yes	No	0
65	Roberto Delgado	Maynard Institute of Journalism	663 13 <sup>th</sup> Street, Suite 200 Oakland, CA 94612	Yes	No	0
66	Kristina Rizga	Media Alliance	1904 Franklin Street, Suite 500 Oakland, CA 94612	Yes	No	0



67	Andrea Peeters	Menlo College	1000 El Camino Real Atherton, CA 94027	Yes	No	0
68	Catherine Thur	Merritt College Career & Placement Center	12500 Campus Drive, Bldg. Q202 Oakland, CA 94619	Yes	No	0
69	Orlando Chavez	Mexican American Community Services Agency	660 Sinclair Drive San Jose, CA 95116	Yes	No	0
70	Ines Barbosa	Mills College Career Center	5000 McArthur Blvd. Oakland, CA 94613	Yes	No	0
71	Kai Yung	Mission Hiring Hall, Inc.	288 7 <sup>th</sup> Street San Francisco, CA 94103	Yes	No	0
72	Job Counselor at Employment Dept.	Mission Language & Vocational School	2929 – 19 <sup>th</sup> Street San Francisco, CA 94110	Yes	No	0
73	Ruth Mays	NAACP	1290 Fillmore Street San Francisco, CA 94115	Yes	No	0
74	Jose Hurtado	Napa Valley College Career Center	2277 Napa Vallejo Highway Napa, CA 94558	Yes	No	0
75	Marc Spears	NABJ (National Association of Black Journalists) Sports Task Force	<a href="mailto:marcspears@yahoo.com">marcspears@yahoo.com</a>	Yes	No	0
76	Academic Dept.	National Hispanic University	14271 Story Road San Jose, CA 95127	Yes	No	0
77	Attn: Center Assistant	National University	3031 Tisch Way San Jose, CA 95128	Yes	No	0
78	Scott Duong	New Ways Worker	2012 Pine Street San Francisco, CA 94115	Yes	No	0
79	Darryl Compton	NorCal RTNDA Radio-Television News Directors Assoc. of Northern California	4317 Camden Avenue San Mateo, CA 94403	Yes	No	0
80	Glenn Bell	Oakland Career Center Eastbay Works	1212 Broadway, Suite 100 Oakland, CA 94612	Yes	No	0
81	Career Librarian	Oakland Public Library	125 14 <sup>th</sup> Street Oakland, CA 94612	Yes	No	0
82	Amit Mukherjee	PCTV (Peralta Colleges Television)	900 Fallon Oakland, CA 94607	Yes	No	0
83	Brett Andrews	Positive Resource Center	785 Market Street, 10 <sup>th</sup> Floor San Francisco, CA 94103	Yes	No	0
84	Edward Hatter	Potrero Hill Neighborhood House	953 De Haro Street San Francisco, CA 94107	Yes	No	0
85	The Job Forum	San Francisco Chamber of Commerce	235 Montgomery Street, 12 <sup>th</sup> Floor San Francisco, CA 94104	Yes	No	0
86	Janet West	San Francisco City College	1800 Oakdale Avenue San Francisco, CA 94124	Yes	No	0
87	San Francisco Department on the Status of Women	San Francisco Department on the Status of Women	25 Van Ness Avenue, Suite 130 San Francisco, CA 94102	Yes	No	0
88	Fernando Rivera	San Francisco Hispanic Chamber of Commerce	3597 Mission Street San Francisco, CA 94110	Yes	No	0



89	Human Resource	San Francisco Housing Authority	1815 Egbert Avenue San Francisco, CA 94124	Yes	No	0
90	Jack Chan	San Francisco State University Career Center	1600 Holloway Avenue, SS206 San Francisco, CA 94132	Yes	No	0
91	Journalism Department	San Francisco State University	1600 Holloway Ave, HUM307 San Francisco, CA 94132	Yes	No	0
92	Kim Massey, Ph.D	San Jose State University	Department of Theatre Arts San Jose, CA 95192	Yes	No	0
93	Melan Jaich	Santa Clara University Career Center	500 El Camino Real Santa Clara, CA 95053	Yes	No	0
94	Nate Campbell	Sonoma State University KSUN Radio	1901 E. Cotati Avenue Rohnert Park, CA 94928	Yes	No	0
95	Career Center	Sonoma State University	1901 E. Cotati Avenue Rohnert Park, CA 94928	Yes	No	0
96	Edwin Florentino	Southeast Career Center – One Stop	1800 Oakdale Avenue, 1 <sup>st</sup> Floor San Francisco, CA 94124	Yes	No	0
97	Maria Gaxiola	Spanish Speaking Citizens Foundation	1470 Fruitvale Avenue Oakland, CA 94601	Yes	No	0
98	Ed Tywoniak	St. Mary's College Communication Dept.	1928 St. Mary's Road Moraga, CA 94556	Yes	No	0
99	Career Management	St. Mary's College	P.O. Box 3421 Moraga, CA 94575	Yes	No	0
100	Jean Branan	The Art Institute of California – San Diego	7650 Mission Valley Road San Diego, CA 92108	Yes	No	0
101	Sylvia Wells	The California Chicano News Media Association(CCNMA)	725 Arizona Avenue, Suite 206 Santa Monica, CA 90401	Yes	No	0
102	The Women's Foundation of California	The Women's Foundation of California	340 Pine Street, Suite 302 San Francisco, CA 94104	Yes	No	0
103	Laura Demir	University of California, Berkeley Media Studies	231 Evans Hall Berkeley, CA 94720	Yes	No	0
104	Monique Guevara	UC Berkeley – Career Center	210 Sproul Hall Berkeley, CA 94720	Yes	No	0
105	Jose Garcia	United Indians Nations, Inc.	1436 Clarke St #B San Leandro, CA 94577	Yes	No	0
106	Karl Darr	Veteran Employment Specialist	1080 N. 7 <sup>th</sup> Street San Jose, CA 95112	Yes	No	0
107	Anita Yoskowitz	Veterans Industries	401 Third Street San Francisco, CA 94107	Yes	No	0
108	Christina Lopez	Visitation Valley Community Center	50 Raymond Avenue San Francisco, CA 94134	Yes	No	0
109	Mauro Tumbocon Jr.	West Bay Filipino Multi-Service Center	175 Seventh Street San Francisco, CA 94103	Yes	No	0
110	Tania Estrada	Women's Building	3543 18 <sup>th</sup> Street #8 San Francisco, CA 94102	Yes	No	0
111	Women's Economic Agenda Project	Women's Economic Agenda Project	160 Franklin Street, Suite 209 Oakland, CA 94607	Yes	No	0



112	Dionjay Brookter	Young Community Developers, Inc	1715 Yosemite Avenue San Francisco, CA 94124	Yes	No	0
113	Jacinda Abacarian	Youth Radio	1701 Broadway Oakland, CA 94612	Yes	No	0
114	Administration	YWCA of San Francisco	940 Powell Street, Apt 101 San Francisco, CA 94108	Yes	No	0
115	Karis Bituin	Department of Rehabilitation	1234 Indiana Street San Francisco, CA 94107	Yes	No	0
116	Amanda Robillard	Northern California Broadcasters Association	50 Francisco Street, Suite 103 San Francisco, CA 94133	Yes	No	0

#### **COMPANY POSTINGS & MISCELLANEOUS**

117	Yuri Bong	Entercom.com	CorporateEEO@entercom.com	610-660-5645	21
118	Betty Portue	Current Employees/Internal Postings (Common Board & Email)	bportue@entercom.com	415-777-0965	10

#### **ADVERTISING**

119	Bay Area Star STAR Bay Area Society for Television, Advertising and Radio	<a href="http://www.bayareastar.org">www.bayareastar.org</a>			0
-----	--	--	--	--	---

#### **JOB FAIRS**

Diversity Job Fair	See Supplemental Recruitment Initiative #7	0
Oakland Diversity Employment Day Career Fair	See Supplemental Recruitment Initiative #10	0
De Anza College Job Fair	See Supplemental Recruitment Initiative #13	0
Foothill College Job Fair	See Supplemental Recruitment Initiative #16	0
San Francisco Diversity Employment Day Career Fair	See Supplemental Recruitment Initiative #17	0

#### **OTHER SOURCES**

Industry Referral	11
Employee Referral	22
Indeed.com	1
LinkedIn.com	3
RAB Seminar	1
Confidential Search	2
<b>TOTAL # OF NEW INTERVIEWEES:</b>	<b>71</b>





### 3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom San Francisco	Once a week, Entercom San Francisco airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Bay Area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Program Directors Traffic Managers
2	Manager EEO Initiative Discussions with Managers	Entercom San Francisco	Quarterly discussions with managers regarding EEO compliance rules. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	Business Manager Department Heads
3	Internship Program Programming	Entercom San Francisco	Entercom San Francisco offers internships at the radio stations in our Programming department. Interns must be college students and receive college credit for the internships. The Program Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 35 participated in this program.	Director of Programming Executive Producer Business Manager
4	Paid Internship Program	Entercom San Francisco	Entercom San Francisco offers paid internships at the radio stations in our Promotions department. Interns must be college students. The program is designed to cycle students through every 3 months spanning the Fall, Spring, and Summer semesters. The Promotions Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 21 participated in this program.	Promotions Director Promotion Assistant Coordinator
5	RAMP QUICK START	Entercom San Francisco	This training is for new sellers is designed to jump start activity. It is designed to teach AEs about the company, the industry, the market, the cluster and how to uncover and solve their client's marketing challenges. 9 participated in this program.	Account Executives
6	RAB Professional Development	Entercom San Francisco	Entercom San Francisco sales people participate in the Radio Advertising Bureau's proprietary training program for radio marketing professionals (RMP). RMP is a comprehensive training program designed to teach AEs the basics of positioning themselves as Marketing Consultants, preparing great presentations, and prospecting. The program consists of 17 training module which are self-directed and include quizzes and feedback from RAB trainers. 4 participated in this program during the annual reporting period.	Account Executives
7	Diversity Job Fair	Oakland, CA	Attended a job fair at the Alameda Training & Education Center. Staff met with attendees, distributed job openings, and discussed internships at the stations.	Community Affairs Director Promotion Assistant



8	Entercom's EEO Policy and Compliance Training	Entercom San Francisco	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 SF Supervisors
9	Preventing Discrimination, Harassment and Retaliation Management Training Seminar	Entercom San Francisco	Entercom's VP of Human Resources facilitates a seminar for our managers and supervisors that covers Entercom's EEO policy, Entercom's FCC/EEO program requirements and managers' responsibilities, and Federal and State Employment Laws. The seminar also includes a review of Protected Classifications, managers' responsibilities in preventing discrimination, harassment and retaliation with applicants and employees, and Entercom's policy and procedures for employee complaints and responding to complaints.	VP of Human Resources All SF Supervisors
10	Oakland Diversity Employment Day Career Fair	Oakland, CA	Entercom San Francisco station personnel attended the 16 <sup>th</sup> annual Oakland Diversity Employment Day. We also provided significant on air support to broadcast the event. Staff met with attendees, distributed job openings, and discussed internships at the stations.	Community Affairs Director Promotion Assistant
11	Station Tour	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. 15 students from the Multi Medial Class and their instructor attended.	Promotion Manager Business Manager Program Director General Manager
12	San Francisco HIREvent	San Francisco, CA	Attended a job fair at the Holiday Inn Civic Center. Staff met with attendees, distributed job openings, and discussed internships at the stations.	Community Affairs Coordinator Promotion Assistant
13	De Anza College Job Fair	Cupertino, CA	Attended a job fair at the college. Staff met with attendees, distributed job openings, and discussed internships at the stations	Community Affairs Coordinator Promotion Assistant
14	Station Tour	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. Another 15 students from the Multi Medial Class and their instructor attended. These were different students from the same class that toured on May 5 <sup>th</sup> .	Promotion Manager Business Manager Program Director General Manager
15	Station Tour	Entercom San Francisco	Ten Girl Scouts and their troupe leader toured the stations. They met with several managers and on air announcers.	Community Affairs Director Business Manager On Air Talent
16	Foothill College Job Fair	Los Altos Hills, CA	Attended a job fair at the college. Staff met with attendees, distributed job openings, and discussed internships at the stations	Community Affairs Coordinator Promotion Assistant
17	San Francisco Diversity Employment Day Career Fair	San Francisco, CA	Entercom San Francisco station personnel attended the 16 <sup>th</sup> annual San Francisco Diversity Employment Day. We also provided significant on air support to broadcast the event. Staff met with attendees, distributed job openings, and discussed internships at the stations. Our Promotion Manager was presented with an award for community involvement and spoke to attendees.	Community Affairs Coordinator Promotion Assistant



18	East Oakland Speaking Engagement	Oakland, CA	Entercom San Francisco's Community Affairs Director spoke to the summer youth leadership staff of 80 between the ages of 18-24 at an event called "Lessons to Grow By". The East Oakland Youth Development Center is located in the heart of Oakland where for 38 years it has conducted everything from cooking classes to basketball training for young people.	Community Affairs Director
19	Recruitment Outreach Breakfast	Entercom San Francisco	Entercom San Francisco scheduled a breakfast for our EEO Recruitment Source contacts. This allows career center managers an opportunity to discuss available jobs and to tour the stations.	Community Affairs Director Business Manager Promotions Coordinator
20	Station Tour	Entercom San Francisco	Entercom San Francisco conducted a station tour and a meet and greet with several managers for the Academy of Art University. Ten (10) students and their instructor attended.	Promotion Manager Business Manager Program Director General Manager

