

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM WICHITA**

This report covers full-time vacancy recruitment for the period of February 1, 2016 through January 31, 2017

Employment Unit: Entercom License, LLC	Address: Entercom Wichita, LLC 9111 E Douglas, Suite #130 Wichita, KS 67207	Contact Person/Title: Jackie Wise VP/General Manager
Unit Members, Community of License KDGS-FM, Andover, KS KEYN-FM, Wichita, KS KFBZ-FM, Haysville, KS KFH-AM, Wichita, KS KFH-FM, Wichita, KS KNSS-AM, Wichita, KS KNSS-FM, Clearwater, KS	Telephone Number: 316-685-2121	E-mail Address: jwise@entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	Business Operations Assistant	Temp Agency	1-69
B	Account Executive	Employee Referral	1-69
C	KFBZ Program Director	Employee Referral	1-69



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1	Michelle McConnell	American Broadcasting School	michelle@radioschool.com 817-695-2838	0	No
2	Susan Wade	Baker University	Susan.wade@bakeru.edu 785-594-6451	0	No
3	Shirley Miller	Bates Technical College Work Source Specialist	skmiller@bates.ctc.edu 253-680-7240	0	No
4	Maria Krell	Bethel College	marla@bethelks.edu 316-284-5326	0	No
5	John Carroll VP/Placement Director Kara Savio	Broadcast Center	placement@broadcastcenterinfo.com or email.broadcastcenterinfo.com 314-647-8181	0	No
6	Amber Luckie/Beth Mathiason/Mike Kronforst	Brown College	bmathiason@browncollege.edu mkronforst@browncollege.edu 651-905-3440	0	No
7	Loretta Patterson Job Services	Butler County Community College	lpatterson@butlercc.edu 620-321-2222	0	No
8	Vicki Hallmark	Butler County Workforce Job Service Center	butlerjobs@kansascommerce.com 316-321-2350	0	No
9	Job Postings	California Chicano News Media Association	ccnmainfo@ccnma.org 213-437-4408	0	No
10	Dr. Peter B. Orlik	Central Michigan University Broadcast Art Department	Orlik1pb@cmich.edu 989-774-3851	0	No
11	Susan Lieker HR	City of Wichita	sleiker@wichita.gov 316-268-4531	0	No
12	Career Center Wanda Phillips	Cloud Community College	wphillips@cloud.edu 785-243-1435	0	No
13	Lisa Stithem or Corey Sorenson	Colby Community College	Lisa.stithem@colbycc.edu 785-462-6862	0	No
14	Will Robedee	Collegiate Broadcasting, Inc.	willr@ktru.org 713-348-2935	0	No



15	Renee Hysom	Cowley Co. Community College – Career Placement	career@cowley.edu 316-777-4044	0	No
16	John Ewy	Dodge City Community College	johnewy@dc3.edu 620-227-9201	0	No
17	Joann Hartig	EARN – YWCA	mainoffice@ywcaofwichita.org 316-263-7501	0	No
18	Amy DeVault	Elliott School of Communications – WSU	amydevault@wichita.edu 316-978-3456	0	No
19	Mathew Cardin Career Center	Emerson College	Matthew_cardin@emerson.edu or careers@emerson.edu 781-646-1077	0	No
20	Sandra Rice	Emma L. Bowen Foundation for Minority Interests in Media	ebfoundation@cbs.com 212-975-5884	0	No
21	Jackie Lutz	Emporia State University	jlutz@emporia.edu 620-341-5407	0	No
22	Gina Escamilla	Flint Hills Job Corp	Escamilla.gina@jobcorps.org 785-537-7222	0	No
23	Millie Schuster Career Services	Fort Hays State University	mschuste@fhsu.edu 785-628-4000	0	No
24	Dr. Mark Bannister	Fort Hays State University Dept. Info Network Technology	markbannister@fhsu.edu 785-628-3478	0	No
25	Lincoln Wulf Career Development Services	Friends University	career@friends.edu 316-295-5000	0	No
26	Ryan Ruda	Garden City Community College	ryan.ruda@gcccks.edu 620-276-7611	0	No
27	Ruth Pyrant	Hispanic Social Services	rpryant@wkscatholiccharities.org 316-264-8344	0	No
28	Betty Ann Kelly	Hutchinson Community College	kellyb@hutchcc.edu 620-665-3495	0	No
29	Judy Pierce	IAM & AW	JPunion@aol.com 316-522-1591	0	No
30	Sara Lee	Kansas Job Services	wichitajobs@kansasworks.com 316-771-6800	0	No
31	Teresa Veazey	Kansas Professional Communicators	teresavz@sbcglobal.net 316-352-5116	0	No
32	Dawn McCune-Wall – Career Services	Kansas State University	jobs@ksu.edu 785-532-6802	0	No



33	Carla Larkin	Kansas Wesleyan University	Carla@kwu.edu 800-874-1154	0	No
34	Shera Latimer	KANSEL	nomenski@kansel.org 316-263-9620	0	No
35	Lisa Webb Employment Services	Ketch Employment	lwebb@ketch.org 316-383-8700	0	No
36	Patty Noland	KU School of Journalism	pnoland@ku.edu 785-864-4755	0	No
37	Beverly Smith	Langston University	bhsmith@lunet.edu 405-466-2985	0	No
38	Karyn Brown	Mississippi State University	kbrown@comm.msstate.edu 662-325-7952	0	No
39	Traci Harter	Missouri Tech	jharter@motech.edu 316-569-3600	0	No
40	Career Services	Multi-Cultural Resource Center	oma@wichita.edu 316-978-3034	0	No
41	Barb Avery	Nation Job	njlistings@nationjob.com 404-523-6136	0	No
42	Employee Clearing House	National Association of Broadcasters – NAB	nab@nab.org 202-429-5497	0	No
43	Sherry Lamm	Newman University Student Support Services	lamms@newmanu.edu 316-942-4291	0	No
44	Shurajit Gopal	North Greenville College	shur@shur.us 864-414-1812	0	No
45	Yolanda Creswell	North Western Oklahoma State University	yfcreswell@nwosu.edu 580-327-8435	0	No
46	Gary James Placement Coordinator	Ohio Center for Broadcasting	gary@beonair.com 216-447-9117	0	No
47	Susan Webb	Ottawa University	Susan.webb@ottawa.edu 785-229-1067	0	No
48	Michael Patrick	Regent University	michpat@regent.edu 757-226-4353	0	No
49	Troy Carlson or Chris Wallace	Right Management Consultation	Chris.wallace@right.com 316-681-8037	0	No
50	Brooke Diamond	Salina Area Technical School	Brooke.diamond@salinatech.edu 785-309-3107	0	No
51	Melanie Huff	South Asian Journalists Association	saja@columbia.edu 212-854-5979	0	No
52	Dan Falk	Southwestern College	Dan.falk@sckans.edu 620-229-6267	0	No



53	Career Services	Sterling College	career@sterling.edu 620-278-2175	0	No
54	Andrea Batista or Carolyn Tucker	Tabor College	Andreab@tabor.edu 316-729-6333	0	No
55	Beth Gaeddert	University of Colorado at Boulder	Elizabeth.gaeddert@colorado.edu 303-492-0460	0	No
56	Liz Caldwell	University of Kansas	lcaldwell@ku.edu 785-864-3624	0	No
57	Phyllis Slocum	University of North Texas	slocum@unt.edu 940-565-2565	0	No
58	Prentice Lewis	Urban League of Wichita	ulwichita@sbcglobal.net 316-242-2463	0	No
59	Jessica Ross Director-Admin/Supp	Wichita Area Technical College	jross@watc.edu 316-677-9537	0	No
60	Sara Gilbert	Wichita Career Development Office	sgilbert@wichita.gov 316-337-9444	0	No
61	B&T Job Announcement	Wichita Public Library	admin@wichita.lib.ks.us 316-261-8500	0	No
62	Winston Brooks Career Services	Wichita Public Schools #259	info@usd259.com 316-973-4500	0	No
63	Pamela Richardson	Wichita Workforce Development Center	p.zenner-richards@goracine.org 316-771-6821	0	No
64	Greg Matthias	WSU Media Resource Center	Greg.matthias@wichita.edu 316-978-3575	0	No

COMPANY POSTINGS AND COMPANY WEBSITES

65	Corporate Representative	Entercom Corp Website	www.entercom.com/careers	1	N/A
66	Cathy Buss	Internal Postings Current Employees	wichitausers@entercom.com 316-685-2121	0	N/A

ADVERTISING

67	On-Air Radio Ads	KFH-FM, KDGS-FM, KEYN-FM, KFBZ-FM, KNSS-AM, KFH-AM		3	N/A
68	All Access Website	www.allaccess.com		5	N/A
69	Kansas Association of Broadcasters	www.kab.net		0	N/A



OTHER SOURCES			
Client Referral		1	N/A
Current Employee		1	N/A
Employee Referral		3	N/A
Indeed.com		2	N/A
Temp Agency		5	N/A

JOB FAIRS				
1	McConnell Job Fair	See Supplemental Initiative #7	0	N/A
2	Highway 54 Career Fair	See Supplemental Initiative #8	0	N/A
3	Business Career Fair	See Supplemental Initiative #9	0	N/A
4	EXPOsure Career Fair	See Supplemental Initiative #10	0	N/A

3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1.	Internship Program	Entercom Wichita	Entercom Wichita 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 Director 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. One (1) intern participated in the internship program.	Program Directors Promotions Director
2.	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Wichita	Entercom Wichita airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Wichita area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process. The advertisement is run periodically on all stations once per week.	EEO Coordinator
3.	Manager EEO Training	Entercom Wichita	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
4.	Elliott School of Communication @ Wichita State University	Wichita State University Campus	Entercom Wichita's VP/General Manager sits on the advisory board for the Elliott School of Communications at WSU. The advisory board meets with 10-12 top students to review their portfolios, offer suggestions and feedback, and discuss opportunities in the radio industry.	VP/General Manager



5.	Public Speaking Engagements	Wichita, KS	Entercom Wichita's On-Air Personality participated in public speaking engagements at Wichita State University's Office of Diversity and Inclusion and at the Gordon Parks Academy. She spoke about her journey within the radio industry and how music influenced her life to pursue a career in radio.	On-Air Personality
6.	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 Business Operations Manager EEO Coordinator
7.	McConnell Job Fair	Wichita, KS	Representatives from Entercom Wichita attended the McConnell Air Force Base Job Fair. The Promotions Director and Program Director collected resumes and discussed job opportunities available at Entercom Wichita.	Promotions Director Program Director
8.	Highway 54 Career Fair	Wichita, KS	A representative from Entercom Wichita attended the Highway 54 Career Fair. The Promotions Director represented Entercom during the job fair portion and discussed job opportunities at Entercom.	Promotions Director
9.	Business Career Fair	Wichita, KS	Representatives from Entercom Wichita attended the Business Career Fair at Friends University. The Promotions Director and Program Director met with students, collected resumes and discussed future job openings at Entercom Wichita.	Promotions Director Program Director
10.	EXPOSure Career Fair	Wichita, KS	Several representatives from Entercom Wichita attended the EXPOSure Career Fair held at Century II Expo Hall. This fair is held by the Wichita Metro Chamber of Commerce. The representatives promoted all Entercom stations to job fair participants by distributing open positions and collecting resumes for employment opportunities.	Promotions Director Account Executives
11.	Job Shadow	Entercom Wichita	An Augusta High School student spent the day job shadowing with a Program Director. The student learned the basics of the job as a Program Director including scheduling and research, on-air announcing, FCC rules and regulations, promotions and sales.	Program Director
12.	EEO Breakfast	Entercom Wichita	Entercom Wichita hosted a breakfast for our Recruitment Source contacts. Managers discussed the opportunities available and provided an overview on their specific departments. Recruitment Sources were strongly encouraged to refer candidates for our open positions. Two (2) of these Recruitment Sources were in attendance.	Department Heads

