

**KJKK, KLUV, KMKV, KRLD, KRLD-FM, KVIL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

ENTERCOM Dallas-Ft. Worth, TX IS AN EQUAL OPPORTUNITY EMPLOYER.

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## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Board Operator (Entercom Dallas)	1-6, 8-16	16
Account Executive - Entercom Dallas	1-6, 8-15, 17-19	17
Board Operator (Entercom Dallas)	1-16, 18-19	16
Board Operator - KRLD-AM (Entercom Dallas)	1-6, 8-17, 19	16

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

#### a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Dallas Area Alliance for Women in Media Foundation 2365 Harrodsburg Rd A325 Lexington, Kentucky 40504 Phone : 972-333-1129 Url : <a href="https://allwomeninmedia-dfw.org/classin.php">https://allwomeninmedia-dfw.org/classin.php</a> Adella Fremstad-Nolden Manual Posting	N	0
2	Dallas County Community College District (All Colleges) 1601 S Lamar Dallas, Texas 75215 Phone : 214-378-1500 Url : <a href="https://www.dcccd.edu/jobs/pages/listing-service.a">https://www.dcccd.edu/jobs/pages/listing-service.a</a> Careers Services Manual Posting	N	0
3	Dallas Ft Worth Assn Black Journalists 320 S RL Thornton Freeway Dallas, Texas 75203 Email : <a href="mailto:dfwabj@gmail.com">dfwabj@gmail.com</a> Cheryl Smith	N	0
4	Dallas Hispanic Chamber of Commerce 1402 N Corinth St #225 Dallas, Texas 75215 Phone : 214-521-6007 Email : <a href="mailto:sortiz@gdhcc.com">sortiz@gdhcc.com</a> S. Ortiz	N	0
5	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
6	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	8

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Hispanic Women's Network of Texas 55 N I H 35 Austin, Texas 78702 Phone : 512-481-1600 Email : karina.ramirez@sbcglobal.net Karina Ramirez	N	0
8	Southern Methodist University 6425 Boaz Lane Dallas, Texas 75205 Phone : 214-768-2000 Url : <a href="https://app.joinhandshake.com/schools/216">https://app.joinhandshake.com/schools/216</a> Alicia Love Manual Posting	N	0
9	Texas Association of Broadcasters 502 E 11th St #200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	0
10	Texas Christian University 2800 S University Dr Fort Worth, Texas 76129 Phone : 817-257-7000 Laura Chaney Manual Posting	N	0
11	Texas Women's University 304 Administration Dr Denton, Texas 76204 Phone : 940-898-2000 Url : <a href="https://twu.joinhandshake.com/schools/421">https://twu.joinhandshake.com/schools/421</a> Elizabeth MacDonald Manual Posting	N	0
12	University of North Texas 7300 University Hills Blvd Dallas, Texas 75241 Phone : 940-565-2105 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Daisy Gillam Manual Posting	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	University of Texas at Arlington 701 S Nedderman Arlington, Texas 76013 Phone : 817-272-2932 Url : <a href="https://app.joinhandshake.com/schools/348">https://app.joinhandshake.com/schools/348</a> Careers Services Manual Posting	N	0
14	University of Texas at Dallas 800 W Campbell Rd Richardson, Texas 75080 Phone : 972-883-2111 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Julie Kim Manual Posting	N	0
15	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

**KJKK, KLUV, KMKV, KRLD, KRLD-FM, KVIL****EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	Current Employee	N	8
17	Employee Referral	N	2
18	Indeed.com	N	2
19	Linked In	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>24</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/13/2020	Provision of training to management	The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	5	Market Hiring Managers
2	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	6	Business Administrator
3	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	6	EEO Coordinator
4	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting.	6	EEO Coordinator
5	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	6	EEO Coordinator Traffic Manager
6	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director
7	10/5/2020	Participation in events or programs sponsored by educational institutions	Spoke to the students at Stephen F Austin University that are a part of a Sports Business Society group. Talking about career path as well as our radio stations in Dallas/Fort Worth.	6	Program Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	10/14/2020	Participation in Job Fairs	Regional Business Administrator participated the job fair event in Austin for cluster including Dallas market.	1	Business Administrator
9	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager
10	12/15/2020	Participation in events or programs sponsored by educational institutions	Spoke with 4th grade students at Rucker Elementary school about the weather and careers in Meteorology.	1	Meteorologist
11	2/2/2021	Participation in events or programs sponsored by educational institutions	A virtual weather school for second grade student at Comanche Springs Elementary School in Saginaw. Spoke with student about the weather and careers in Meteorology.	1	Meteorologist