

KHMX, KIKK, KILT, KILT-FM, KKHH, KLOL
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

ENTERCOM Houston-Galveston, TX IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 24 Greenway Plaza, Suite 1900, Houston, TX - 77046	<u>Contact Person/Title:</u> Sarah Frazier SVP/Market Manager
<u>Telephone Number:</u> 713-881-5100	<u>E-Mail Address:</u> sarah.frazier@entercom.com

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
General Sales Manager	1-13, 15-16	15
General Sales Manager	1-12, 15, 17	17
Account Executive	1-15	3
Account Executive - Houston	1-5, 7-13, 16	13
Account Executive - Houston	1-5, 7-13, 16	3
Sales Assistant	1-5, 7-13, 15	13

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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	American Broadcasting School 712 North Watson Rd. Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell-Amick	N	0
2	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
3	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	13
4	Houston Hispanic Chamber of Commerce 1801 Main St. Suite 890 Houston, Texas 77002 Phone : 713-644-7070 Email : gsmith@houstonhispanicchamber.com Gabby Smith	N	0
5	Houston NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Email : branch@naacphouston.org Yolanda Smith	N	0
6	KU School of Journalism 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Ann Hartley Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Rice University Broadcast College 1152 Mae Street Hummelstown, Pennsylvania 17036 Phone : 713-348-2935 Email : cbjob@mailman.rice.edu Will Robedee	N	0
8	Stephen F. Austin State University SFA Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-6637 Email : ptousha@sfasu.edu Penny Tousha	N	0
9	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	1
10	University of Houston School of Communications 4800 Calhoun Rd. Houston, Texas 77004 Phone : 713-743-2873 Email : lmsmith7@central.uh.edu LaRahia Smith	N	0
11	Urban League of Houston 1301 Texas Ave Houston, Texas 77002 Phone : 713-393-8700 Email : ericg@haul.org Eric Goddie	N	0
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Employee Referral	N	5
14	Indeed.com	N	1
15	Linked In	N	10
16	Other Source	N	5
17	Recruiter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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.	1	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.	1	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.	2	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	10/14/2020	Participation in Job Fairs	Participated in the University of Texas Moody College Marketing and Sales virtual recruiting event. Entercom representative shared information on employment opportunities within the Entercom Texas markets.	1	Business Administrator

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8	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