

KCSP, KMBZ, KMBZ-FM, KQRC-FM, KRBZ, KWOD, KYYS, KZPT, WDAF-FM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020**

ENTERCOM Kansas City,MO 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
Account Executive	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 43, 48, 50	43
Account Executive	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 43, 48, 50	43
KMBZ Morning News Co-Anchor	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 42-43, 45, 48-49	42
Production Assistant	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 43, 45-46	43
Production Assistant	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 43, 45-46	46
Production Assistant	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 43, 45-46	7
Midday Talk Host	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 41, 43, 45	43
KZPT APD/MD	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 41, 49	7
National Sales Assistant	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 43, 45, 49	43
Accounts Receivable Specialist-Central Region	3-5, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 41, 48	41
Production Assistant - Kansas City	1-3, 5-41, 43, 47-48	43
KCSP 610 Sports Midday Host	3-4, 9-12, 20, 22-26, 29, 31-35, 38-39, 41, 44	44
KMBZ Morning News Editor	3-4, 7, 9-12, 20, 22-26, 29, 31-35, 38-39, 41, 45	41
Sales Assistant - Kansas City	1-3, 5-40, 45, 48	7

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - Kansas City	1-2, 5-8, 13, 15-19, 21, 27-28, 30, 34, 36-37, 43-44, 48	43
Account Executive - Kansas City	1-2, 5-8, 13, 15-19, 21, 27-28, 30, 34, 36-37, 43-44, 48	44
Director of Traffic Operations - Kansas City	1-2, 5-8, 13, 15-19, 21, 27-28, 30, 34, 36-37, 43	43

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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	Avila College-Career Services 11901 Wornall Road Kansas City, Missouri 64145 Phone : 816-501-2901 Url : https://www.collegecentral.com/avila/ Susan Wulff Manual Posting	N	0
2	Baker University-Career Development Center PO Box 65 205 Pulliam Center Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.collegecentral.com/bakeru Susan Wade Manual Posting	N	0
3	Benedictine College Director of Career Development 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Url : https://ravenwalk.benedictine.edu/ Email : mklebba@benedictine.edu Megan Klebba	N	0
4	DeVry Institute of Technology-Career Services 500 E 112th Street Kansas City, Missouri 64131 Phone : 816-943-7464 Email : gellis@devry.edu Gerry Ellis	N	0
5	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
6	Emporia State University 1 College Circle Emporia, Kansas 66801 Phone : 620-341-5465 Url : https://app.joinhandshake.com J Lutz Manual Posting	N	0

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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
7	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	21
8	Fort Hays State University 600 Park Street Sheridan Hall 214 Hays, Kansas 67601 Phone : 785-628-4260 Url : https://app.joinhandshake.com Karen McCullough Manual Posting	N	0
9	Full Sail Real World Education 3300 University Blvd Winer park, Florida 32792 Phone : 800-757-5105 Email : hthompson@fullsail.com Harmony Thompson	N	0
10	Harris Stowe State College 3026 Laclede St. Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda Mcneil	N	0
11	Independence Employment Resource Ctr - Church of Latter Day Saints 517 W Walnut Ste 5 Independence, Missouri 64050 Phone : 816-461-5481 Email : wel-ec-independence@ldschurch.org Bill Ellibee	N	0
12	Johnson County Community College 12345 College Boulevard Overland Park, Kansas 66210 Phone : 913-469-8500 Email : careerdevelopment@jccc.edu Carol Gard	N	0

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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
13	Kansas State University 705 North 17th Street Manhattan, Kansas 66502 Phone : 785-532-2769 Url : https://app.joinhandshake.com Candy Walton Manual Posting	N	0
14	KansasWorks 1000 SW Jackson Street Suite 100 Topeka, Kansas 66612 Phone : 877-509-6757 Email : Phyllis.lashell@ks.gov Phyllis LaShell	N	0
15	Maple Woods Community College 2601 NE Barry Road Kansas City, Missouri 64156 Phone : 816-437-3155 Url : https://mckkc-csm.symplicity.com/ Marylynn Munger Manual Posting	N	0
16	Metropolitan Community College 3200 Broadway Kansas City, Missouri 64111 Phone : 816-604-1001 Url : https://mckkc-csm.symplicity.com/ Mark Murtha Manual Posting	N	0
17	Metropolitan Community College-Blue River 20301 E 78 Hwy Independence, Missouri 64057 Phone : 816-604-6544 Url : https://mckkc-csm.symplicity.com/ Kim Moriconi Manual Posting	N	0
18	Metropolitan Community College-Business & Technology 1775 Universal Ave Kansas City, Missouri 64120 Phone : 816-604-5226 Url : https://mckkc-csm.symplicity.com/ Tatia Shelton 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
19	Missouri Southern State University 3950 E Newman Joplin, Missouri 64801 Phone : 417-625-9343 Url : https://employer.gradleaders.com/mssu/employers/lo Nicole Brown Manual Posting	N	0
20	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4618 Email : bergmant@moval.edu Tiffany Bergman	N	0
21	Missouri Western State University 4525 Downs drive St. Joseph, Missouri 64507 Phone : 816-271-4206 Url : https://app.joinhandshake.com Vincent Bowhay Manual Posting	N	0
22	National Association for the Advancement of Colored People -MO State Conference PO Box 104221 Jefferson City, Missouri 65110 Phone : 816-421-1191 Email : jnaacp@gmail.com Nimrod Chapel, JR	N	0
23	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0
24	Northwest Missouri State University -Department of Mass Communications 800 University Drive Wells Hall 237 Maryville, Missouri 64468 Phone : 660-562-1361 Email : marlam@nwmissouri.edu Marla McCrary	N	0

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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
25	Northwest Missouri State University-Administrations 800 University Drive Administration Bldg # 130 Maryville, Missouri 64468 Phone : 660-562-1455 Email : career@nwmissouri.edu Rosalie Weathermon	N	0
26	Northwest Missouri State University-Asst. Professor 800 University Drive Wells Hall 235 Maryville, Missouri 64468 Phone : 660-562-1617 Email : lamer@nwmissouri.edu Fred Lamer	N	0
27	Park University 8700 NW River Park Drive Box 33 Parkville, Missouri 64152 Phone : 816-584-6407 Url : https://app.joinhandshake.com Leah Fletcher Manual Posting	N	0
28	Pittsburg State University 1701 South Broadway Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : https://app.joinhandshake.com Heather Busch Manual Posting	N	0
29	Prep-KC 700 W 47th Kansas City, Missouri 64112 Phone : 816-817-0890 Email : ajohnston@prepkc.org Anne Johnston	N	0
30	Rockhurst University-Career Services 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4861 Url : https://rockhurst-csm.symplicity.com/employers/?si Mike Theobald Manual Posting	N	0

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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
31	Rockhurst University-Dept. of Communication 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4390 Email : katie.clune@rockhurst.edu Dr. Katie Fischer Clune	N	0
32	Southern Baptist University 1600 University Avenue Boliver, Missouri 65613 Phone : 417-328-1689 Url : https://www.collegecentral.com/sbuniv/employer.cfm Email : CareerServices@SBUiv.edu Career Services	N	0
33	United Minority Media Association 5511 Woodland Ave Ste 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : Ummaseventyfour@yahoo.com M.C. Richardson	N	0
34	University of Central Missouri Ward Edwards 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Email : jsporter@ucmo.edu J S Porter	N	0
35	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-4517 Url : https://ku-csm.symplicity.com/employers/?signin_ta Email : ahartley@ku.edu Ann Hartley	N	0
36	University of Missouri - Kansas City 5100 Rockhill Rd Kansas City, Missouri 64110 Phone : 816-235-1225 Url : https://app.joinhandshake.com/ Daniel Folk Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
37	Washburn University 1700 Southwest College Ave Topeka, Kansas 66621 Phone : 785-670-1450 Url : https://app.joinhandshake.com Kent McAnally Manual Posting	N	0
38	William Jewell College Director of Career Development 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 816-415-5936 Email : blandm@william.jewell.edu Marissa Bland	N	0
39	Women's Employment Network 910 Main Street Ste 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Email : tbomar@kcwen.org Tonia Bomar	N	0
40	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Current Employee	N	12
42	Current Employee/Internal Promotion	N	1
43	Employee Referral	N	17
44	Former Employee	N	4
45	Indeed.com - Not Directly Contacted by SEU	N	7
46	Job Board	N	1
47	Job posting on internet	N	2
48	Linked In	N	6
49	Non-Employee Referral	N	3
50	Radio Recruitment Ad	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/11/2020	Participation in events or programs sponsored by educational institutions	Station on-air personnel hosted a small group of students from Lawrence, KS for a station tour and podcast recording session.	3	On-Air Host On-Air Host Program Director
2	2/26/2020	Participation in events sponsored by community groups	KCSP On-Air personnel spoke to a group of 11 interns at Midwest Sports Productions, Shawnee, KS, to discuss opportunities in radio and sports broadcasting. Individual interns scheduled job-shadow days to sit in with station production personnel and participate in show planning meetings.	4	Morning Show Host Morning Show Host Morning Show Producer Program Director
3	3/16/2020	Participation in job banks, internet programs and other programs designed to promote outreach	LinkedIn Recruiter / LinkedIn Talent Seat training with Entercom Talent Acquisition team via webinar	1	EEO Coordinator
4	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
5	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.	3	Business Administrator EEO Coordinator Regional Controller
6	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
7	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	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
9	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representatives shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director