

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM KANSAS CITY**

This report covers full-time vacancy recruitment for the period of October 1, 2018 through September 30, 2019

Employment Unit: Entercom License, LLC	Address: Entercom Kansas City 70007 Squibb Road Mission, KS 66202	Contact Person/Title: Dave Alpert Regional President/Market Manager
Unit Members, Community of License: KCSP-AM Kansas City, MO KMBZ-AM Kansas City, MO KMBZ-FM, Kansas City, KS KQRC-FM Leavenworth, KS KRBZ-FM Kansas City, MO KWOD-AM Kansas City, KS KYYS-AM Kansas City, KS KZPT-FM Kansas City, MO WDAF-FM Liberty, MO	Telephone Number: 913-744-3839	E-mail Address: dave.alpert@entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	Production Assistant	Entercom.com	1-43, 45, 47-48
B	Multi-Media Reporter/Anchor	Current Employee	1-43, 47-48
C	Promotions Assistant	Entercom.com	1-43, 47-48



D	Producer	Employee Referral	1-43, 47-48
E	Producer	Current Employee	1-43, 47-48
F	Production Assistant	Entercom.com	1-43, 45, 47-48
G	Account Manager	Radio Ad	1-44, 47-48
H	On-Air Host	Current Employee	1-43, 47-48
I	National Sales Assistant	Employee Referral	1-44, 47-48
J	Account Manager	Radio Ad	1-44, 47-48
K	Production Assistant	Employee Referral	1-43, 45, 47-48
L	Production Assistant	Indeed.com	1-43, 45, 47-48
M	Digital Project Manager	Employee Referral	1-44, 47-48
N	Business Administrator	Indeed.com	1-43, 47-48
O	Production Assistant	Employee Referral	1-43, 45, 47-48



P	Producer	Current Employee	1-43, 47-48
Q	Producer	Current Employee	1-43, 47-48
R	Sales Assistant	Former Employee	1-43, 47-48
S	Account Manager	Entercom.com	1-44, 47-48
T	Production Assistant	Industry Referral	1-43, 45, 47-48
U	Production Assistant	Entercom.com	1-43, 45, 47-48
V	Sports Sales Account Executive	Entercom.com	1-45, 47-48
W	Multi-Media Reporter/Anchor	Entercom.com	1-43, 45, 47-48
X	Marketing & Promotions Director	Entercom.com	1-43, 47-48
Y	Program Director	Employee Referral	1-43, 45, 47-48
Z	Account Manager	Employee Referral	1-43, 47-48
AA	Account Manager	Employee Referral	1-43, 47-48



BB	Radio Broadcast Maintenance Engineer	Employee Referral	1-43, 46-48
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2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	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 of Interviewees Referred
1	Susan Wulff	Avila College-Career Services	careers@avila.edu 11901 Wornall Road Kansas City, MO 64145 816-501-2901	Yes	No	0
2	Cassy Bailey	Baker University-Career Development Center	Cassy.bailey@bakeru.edu PO Box 65 Baldwin City, KS 66006 785-594-8435	Yes	No	0
3	Joe Watson	Baker University-Department of Mass Media	joe.watson@bakeru.edu PO Box 65 205 Pulliam Center Baldwin City, KS 66006 785-594-7855	Yes	Yes	0
4	Katie McDowell	Benedictine College Director of Career Development	Kmcdowell@benedictine.edu 1020 North 2 nd Street, Library Room 208 Atchison, KS 66002 913-360-7578	Yes	No	0
5	Millie Schuster	Fort Hays State University	mschuste@fhsu.edu 600 Park Street Sheridan Hall 214 Hays, KS 67601 785-628-4260	Yes	No	0
6	Career Services	Fort Hays State University	careers@fhsu.edu 600 Park Street Sheridan Hall 214 Hays, KS 67601 785-628-4260	Yes	No	0
7	Career Services	Full Sail Real World Education	camis@fullsail.com 3300 University Blvd Winter Park, FL 32792 800-757-5105	Yes	No	0



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8	Harmony Thompson	Full Sail Real World Education	hthompson@fullsail.com 3300 University Blvd Winter Park, FL 32792 800-757-5105	Yes	No	0
9	Wanda McNeil	Harris-Stowe State University	Careerservices@hssu.edu 3026 Laclede Ave St. Louis, MO 63103 314-340-3366	Yes	No	0
10	Bill Ellibee	Independence Employment Resource Ctr - Church of Latter Day Saints	wel-ec-independence@ldschurch.org 517 W. Walnut Ste. 5 Independence, MO 64050 816-461-5481	Yes	No	0
11	Grethen Thum	Johnson County Community College	gthum@jccc.edu 12345 College Blvd., Box 80 Overland Park, KS 66210 913-469-3131	Yes	No	0
12	Molly Baumgardner	Johnson County Community College – Journalism & Media	molly@jccc.edu 12345 College Boulevard Overland Park, KS 66210 913-469-8500	Yes	No	0
13	RadioJobs	Kansas State University	radio@ksu.edu 105 Kedzie Hall Manhattan, KS 66502 785-532-2769	Yes	No	0
14	Candy Walton	Kansas State University	jobs@ksu.edu 105 Kedzie Hall Manhattan, KS 66502 785-532-2769	Yes	No	0
15	Anthony YBarra	Kansas State University – Career & Employment Services	anthonyy@ksu.edu 100 Holtz Hall Manhattan, KS 66506 785-532-6506	Yes	No	0
16	Phyllis LaShell	KansasWorks	Phyllis.lashell@ks.gov 1000 SW Jackson Street, Suite 100 Topeka, KS 66612 877-509-6757	Yes	No	0

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17	Mary Lynn Munger	Maple Woods Community College	marylynn.munger@mcckc.edu 2601 NE Berry Rd. Kansas City, MO 64156 816-437-3155	Yes	No	0
18	Kim Moriconi	Metropolitan Community College-Blue River	Kim.Moriconi@mcckc.edu 20301 E 78 Hwy Independence, MO 64057 816-604-6544	Yes	No	0
19	Tatia Shelton	Metropolitan Community College-Business & Technology	tatia.shelton@mcckc.edu 1775 Universal Ave Kansas City, MO 64120 816-604-5226	Yes	No	0
20	Mark Murtha	Metropolitan Community College	Mark.Murtha@mcckc.edu 3200 Broadway Kansas City, MO 64111 816-604-1001	Yes	No	0
21	Nicole Brown	Missouri Southern State University Career Services	HireALion@mssu.edu 3950 E Newman Joplin, MO 64801 417-625-9343	Yes	No	0
22	Tiffany Bergman	Missouri Valley College	bergmant@moval.edu 500 East College Marshall, MO 65340 660-831-4618	Yes	No	0
23	Career Services	National Association for the Advancement of Colored People	jcnaacp@gmail.com PO Box 104221 Jefferson City, MO 65110 816-421-1191	Yes	No	0
24	Lisa Snyder	North Greenville University	lisa.snyder@ngu.edu P.O. Box 1892 Tigerville, SC 29688 864-977-7137	Yes	No	0
25	Fred Lamer	Northwest Missouri State University-Asst. Professor	lamer@nwmissouri.edu Wells Hall 235 800 University Drive Maryville, MO 64468 660-562-1617	Yes	No	0

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26	Marla McCrary	Northwest Missouri State University - Department of Mass Communications	marlam@nwmissouri.edu Wells Hall 237 800 University Drive Maryville, MO 64468 660-562-1361	Yes	No	0
27	Rosalie Weathermon	Northwest Missouri State University-Administration	career@nwmissouri.edu Administration Bldg # 130 800 University Drive Maryville, MO 64468 660-562-1455	Yes	No	0
28	Susan Webb	Ottawa University	susan.webb@ottawa.edu 2001 S. Cedar, Box 14 Ottawa, KS 66067 785-229-1067	Yes	No	0
29	Leah Fletcher	Park University Career Development Center	Leah.fletcher@park.edu 8700 NW River Park Drive, Box 33 Parkville, MO 64152 816-584-6407	Yes	No	0
30	Kim Hull	Pittsburg State University	khull@pittstate.edu 203 Horace Mann 1701 South Broadway Pittsburg, KS 66762 620-235-4143	Yes	No	0
31	Anne Johnston	Prep-KC	ajohnston@prepkc.org 700 W 47th Kansas City, MO 64112 816-817-0890	Yes	No	0
32	Mike Theobald	Rockhurst University-Career Services	mike.theobald@rockhurst.edu 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4861	Yes	No	0
33	Pete Bicap	Rockhurst University College-Communications	pete.bicap@rockhurst.edu 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4682	Yes	No	0

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34	Dr. Katie Fischer Clune	Rockhurst University-Dept. of Communication	katie.clune@rockhurst.edu 1100 Rockhurst Rd Kansas City, MO 64110 816-501-4390	Yes	No	0
35	Suzanne Powers	Southern Baptist University	spowers@sbuniv.edu 1600 University Avenue Boliver, MO 65613 417-328-1689	Yes	No	0
36	M.C. Richardson	United Minority Media Association	Ummaseventyfour@yahoo.com 5511 Woodland Ave., Ste 1 Kansas City, MO 64110 816-822-1313	Yes	No	0
37	Joni Porter	University of Central Missouri	jsporter@ucmo.edu Career Services Center, Ward Edwards 1200 & linked to HandShake.com Warrensburg, MO 64093 660-543-4985	Yes	No	0
38	Liz Caldwell	University of Kansas - Career Services	kucareer@ku.edu 1601 Irving Hill Road 110 Burge Lawrence, KS 66045 785-864-7672	Yes	No	0
39	Marissa Bland	William Jewell College Director of Career Development	blandm@william.jewell.edu 500 College Hill WJC Box 1058 Liberty, MO 64068-1896 816-415-5936	Yes	No	0
40	Tonia Bomar	Women's Employment Network	tbomar@kcwen.org 920 Main Street Suite 100 Kansas City, MO 64105 816-822-8083	Yes	No	0

COMPANY POSTINGS AND WEBSITES				
41	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	46
42	EEO Coordinator	Current Employee / Internal Posting	KansasCityTeam@entercom.com	24

ADVERTISING				
43	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0
44	Entercom / KC On-Air Recruitment	Radio Ads: KMBZ-AM, KCSP-AM, KYYS-FM, KQRC-FM, KRBZ-FM, KWOD-AM, KZPT-FM, WDAF-FM		9
45	All Access	www.allaccess.com		2
46	Society of Broadcast Engineers	https://www.sbe.org/sections/jobs_online.php		0
47	Indeed.com			18
48	LinkedIn.com			2

JOB FAIRS				
KAB / University of Kansas Career Fair		Supplemental Recruitment Initiative #9		0
NAB National Job Fair		Supplemental Recruitment Initiative #10		0
University of Kansas Job & Volunteer Fair		Supplemental Recruitment Initiative #13		0

OTHER SOURCES				
Employee Referral				27
Former Employee				2
Industry Referral				7
Total # of New Interviewees Referred				137



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom Kansas City	The websites for each of the stations in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting.	EEO Coordinator
2	DirectEmployers Association	Periodically throughout the year	Entercom Kansas City	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the DirectEmployers Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes 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.	EEO Coordinator
3	Internship Program	Periodically throughout the year	Entercom Kansas City	Entercom Kansas City 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 Directors 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.	Director of Programming Promotions Director Business Manager
4	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Kansas City	Entercom Kansas City airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Kansas City area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Traffic Managers Production Directors
5	Manager EEO Training	Periodically throughout the year	Entercom Kansas City	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 documentation for each new hire.	EEO Administrator Department Heads
6	Kansas Association of Broadcasters (KAB)	Periodically throughout the year	Different member locations	The Kansas City Association of Broadcasters provides communication, recruiting, education and training for Kansas City broadcasters. They also promote free over-the-air broadcasting for enhancing the success of Kansas City broadcasters and helping them better serve the people of Kansas.	Market Manager
7	Missouri Broadcasters Association (MBA)	Periodically throughout the year	Different member locations	The Missouri Broadcasters Association promotes the success and prosperity of the broadcasting industry by representing the members' points of view in the legislative and regulatory process in pertinent branches of State and Federal government. They serve as a resource for training, revenue expansion, cost containment and information on evolving governmental policies.	Market Manager



8	Johnson County Community College Communications Class Tour	February 12, 2019	Entercom Kansas City	An Entercom Production Assistant led a class from Joel Nichols "Introduction to Broadcasting" class on a tour of our stations. Students toured the production rooms, control rooms, news & technical areas, and discussed opportunities in broadcasting. Personnel from News, Production and Programming also assisted with the tour and discussion. Seven students attended along with their instructor.	On-Air Talent News Staff Production Staff
9	KAB / University of Kansas Career Fair	April 2, 2019	Lawrence, KS	Entercom Kansas City staff attended the University of Kansas Career Fair sponsored by the Kansas Association of Broadcasters. Members of the management team met with over 50 potential candidates.	Sales Manager Promotions Director
10	NAB National Job Fair	April 9, 2019	Las Vegas, NV	Entercom attended the national industry wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed careers in radio at Entercom.	HR Administrator
11	Missouri Broadcasters Association Radio Talent Institute	July 31, 2019	Entercom Kansas City	Entercom Kansas City hosted an on-site visit for students and staff from the Missouri Broadcasters Association's Radio Talent Institute program. The agenda included an introduction by Entercom's Regional President/Market Manager, a tour of the Entercom Kansas City broadcast facilities, personal sessions with prominent on-air talent and in-depth Q&A on sports play-by-play and sports advertising & marketing.	Regional President/Market Manager Program Directors Sales Manager Account Manager On-Air Talent
12	Missouri Broadcasters Association Radio Talent Institute	August 5 & August 6, 2019	Maryville, MO	The Missouri Broadcasters Association's Radio Talent Institute program is a ten day radio immersion program bringing talented broadcasting students together with broadcast professionals to help them prepare for radio careers. Students must apply and be accepted into the program. Entercom staff spoke on a variety of topics including News Radio & Delivery, On-Air Presentation and Social Media Involvement. Staff also spoke to students individually regarding internships and job openings. Approximately 30 students were accepted into the Radio Talent Institute.	Program Directors Music Director On-Air Talent Digital Content Manager
13	University of Kansas Job & Volunteer Fair	August 26, 2019	Lawrence, KS	Entercom Kansas City staff attended the University of Kansas Job & Volunteer Fair. Members of the management team met with over 50 potential candidates. Opportunities discussed included events, artist engagement opportunities and promotions.	Promotions Director Promotions Staff

