

KBZT, KSON, KWFN, KXSN, KYXY
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

ENTERCOM San Diego,CA 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
Traffic Reporter	3-10, 12-13, 15-18, 21-30, 32-35, 37-40, 43-46	46
Account Executive	1, 3-10, 12-30, 32-37, 39-40, 42, 47	42
Account Executive	1, 3-10, 12-30, 32-37, 39-40, 42, 47	47
Sales Assistant	1, 3-10, 12-13, 15-18, 20-30, 32-35, 37, 39-40, 43-45	44
Business Administrator (HR/Payroll/Finance)	1-3, 5-6, 11-13, 15, 19, 23-24, 26, 31, 33-35, 37, 39, 41	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian Journal 550 East 8th Street Suite 6 National City, California 91950 Phone : 619-474-0588 Email : asianjournal@aol.com Eugene De Leon	N	0
2	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.youreba.com Joe Berry Manual Posting	N	0
3	California Chicano News Media Association 727 W 27th St. Rm 201 Los Angeles, California Phone : 213-821-0075 Email : ccnmainfo@ccnmal.org Sylvia Wells	N	0
4	Career Resource Center MCCS-MCSAS Miramar; Lifelong Learning Center Bldg 5305; PO Box 452008 San Diego, California Phone : 858-577-6710 Fax : 1-858-577-6709 Ben Angeles	N	0
5	Center for Community Solutions 4508 Mission Bay Dr San Diego, California 92109 Phone : 858-272-1767 Email : info@ccssd.org Paula Hermanson	N	0
6	Center for Employment Training 4153 Market Street Suite C San Diego, California Phone : 619-233-6829 Email : sandiego@cet2000.org Dora Mendivil	N	0

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7	Centro Cultural De La Raza 2125 Park Blvd San Diego, California 92137 Phone : 619-235-6135 Fax : 1-619-595-0034 Nancy Rodriguez	N	0
8	Coalition of Hispanic Professionals 1420 Kettner Blvd Suite 600 San Diego, California 92101 Phone : 619-531-0123 Fax : 1-619-544-0056 Career Services	N	0
9	Community Action Partnership 1255 Imperial Avenue Suite 751 San Diego, California 92101 Phone : 619-338-2878 Fax : 1-619-338-2108 Sherry Dalton	N	0
10	CRASH, Inc. 4161 Marlborough Ave San Diego, California 92105 Phone : 619-282-7274 Fax : 1-619-282-7496 Career Services	N	0
11	Cuyamaca College Career Fair 900 Rancho San Diego Parkway El Cajon, California 92019 Phone : 619-660-4450 Email : cuyamaca.career@gcccd.edu Laurie Brown	N	0
12	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

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13	East County Career Center 924 East Main Street El Cajon, California 92021 Phone : 619-590-3900 Email : john.jackson@ventura.org John Jackson	N	0
14	El Latino Newspaper PO Box 120550 San Diego, California 92112 Phone : 619-426-1491 Email : carlos@ellatino.net Luz Martines	N	0
15	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	10
16	Goodwill Industries of San Diego 3363 Rosecrans San Diego, California 92110 Phone : 619-225-2200 Email : hmendoza@sdgoodwill.com Hilda Mendoza	N	0
17	Goodwill Industries of San Diego Community Employment Center 3363 Rosecrans San Diego, California 92110 Phone : 619-225-2200 Email : hmendoza@sdgoodwill.com Hilda Mendoza	N	0
18	Grossmont Community College Grossmont Community College 8800 Grossmont College Dr El Cajon, California 92020 Phone : 619-644-7000 Url : http://www.collegecentral.com/grossmont Fax : 1-619-644-7917 Nancy Davis	N	0

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19	Inside Radio / M Street P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Url : http://www.insideradio.com Email : genemckay@insideradio.com Gene McKay	N	0
20	La Prensa San Diego 651 Third Ave Suite C Chula Vista, California 91910 Phone : 619-425-7400 Email : laprensa@ix.netcom.com Fax : 1-619-425-7402 Berenice Cisneros	N	0
21	Latter Day Saints Employment Resource Services 4722 Mercury St San Diego, California 92111 Phone : 858-279-2338 Fax : 1-858-279-2527 Kirk Draper	N	0
22	MAAC Project 450 East 8th St #D National City, California 91950 Phone : 619-472-2900 Fax : 1-619-472-2028 Anita Corona	N	0
23	Marine Corps Recruit Depot : Personal, and Professional Development Center 4025 Tripoli Avenue Bldg 14 San Diego, California 92140 Phone : 619-524-1283 Email : mina.threat@usmc.mil Mina Threat	N	0
24	Metro Career Center 3910 University Ave San Diego, California 92105 Phone : 619-516-2216 Email : metroregioncareercenter@gmail.com Stephanie Murphy	N	0

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25	NAACP - San Diego PO Box 152086 San Diego, California 92195 Phone : 619-263-7823 Email : sdnaacp@cox.net Fax : 1-619-263-7851 Maggie Allington	N	0
26	North County Coastal Career Center 1949 Aenida Del Oro Oceanside, California 92056 Phone : 760-631-6150 Email : business@workforce.org Kim Traci	N	0
27	Ohio/Illinois Centers for Broadcasting 9885 Rockside Rd Suite 160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : gary@beonair.com Gary James	N	0
28	San Diego Christian College 2100 Greenfield Dr El Cajon, California 92019 Phone : 619-201-8700 Email : robyann.antal@sdcc.edu Job Listing	N	0
29	San Diego Job Corps Center 1325 Iris Ave Imperial Beach, California 91932 Phone : 619-429-8500 Email : whitehead.francesca@jobcorps.org Fax : 1-619-423-7631 Francesca Whitehead	N	0
30	San Diego Mesa College 7250 Mesa College Dr Room I3-202 San Diego, California 92111 Phone : 619-388-2777 Fax : 1-619-388-5834 Monica Romero	N	0

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31	San Diego Union Tribune PO Box 120191 San Diego, California Phone : 619-293-1905 Url : https://hiring.sandiegouniontribune.com/recruitmen Daryl Brady Manual Posting	N	0
32	So. California Broadcasters Assn. 1849 Sawtelle Blvd Suite 543 Los Angeles, California 90025 Phone : 310-444-1438 Email : lafern@scba.com Fax : 1-310-444-1463 LaFern Watkins	N	0
33	South County Career Center 1111 Bay Blvd Ste E Chula Vista, California 91911 Phone : 619-628-0321 Email : leonardo@workforce.org Fax : 1-619-429-0367 Leo Alarcon	N	0
34	South Metro Career Center 4389 Imperial Ave San Diego, California 92113 Phone : 619-266-4265 Email : rwooten@edd.ca.gov Fax : 1-619-266-3668 Rhonda Wooten-Savino	N	0
35	Southwestern College 900 Otay Lakes Road Chula Vista, California 91910 Phone : 619-482-6548 Email : Dan.falk@sckans.edu Fax : 1-619-482-6444 Dan Falk	N	0
36	TDGA - Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Email : tdga@cox.net Larry Keene	N	0

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37	UEI College 1261 3rd Ave Suite A Chula Vista, California 91911 Phone : 619-739-4643 Email : cardenasl@uei.edu Lorraine Cardenas	N	0
38	University of La Verne/Communications Department 1950 3rd St. La Verne, California 91750 Phone : 909-392-2713 Email : srodrigu@ulv.edu Fax : 1-909-392-2706 Shane Rodrigues	N	0
39	Veteran Administration 8810 Rio San Diego Dr San Diego, California 92108 Phone : 619-400-5489 Email : fmejia@edd.ca.gov Felix Mejia	N	0
40	Voice & Viewpoint PO Box 120095 San Diego, California Phone : 619-266-2233 Email : news@sdvoice.com Fax : 1-619-266-0533 Vivian Alvar	N	0
41	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
42	Corporate Recruiter	N	1
43	Current Employee	N	3
44	Employee Referral	N	2
45	Indeed.com	N	2
46	Internal Transfer/Promotion	N	1
47	Linked In	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/22/2019	Participation in events or programs sponsored by educational institutions	The employment unit gave a tour of the station to a Marketing Major at the University of Michigan. The student met with Account Executives and Sales Managers to learn about Marketing careers in radio.	3	Account Executive Sales Manager Sales Manager
2	8/24/2019	Participation in events or programs sponsored by educational institutions	The employment unit gave a tour of the station to a group of high school students who are interested in career in radio. The students met with on air talent and toured the broadcast studios.	1	On Air Talent
3	8/29/2019	Participation in events or programs sponsored by educational institutions	Hosted a student from High Tech High School for a Job Shadowing experience. Student observed how to prepare and execute an on-air show. Toured Entercom-San Diego, met other department managers to find out more about careers in broadcasting.	4	Program Director On-Air Talent Production Director Promotions Director
4	Ongoing Event	Establishment of a mentoring program	San Diego State University student participated in Entercom San Diego mentorship September 2019-April 2020, Observed and received hands-on experience in the Production and Promotions Departments. Spent time with department managers to learn about various careers in broadcasting.	4	Market Manager Program Director Promotions Director TWIN Manager
5	1/15/2020	Participation in events sponsored by community groups	The employment unit gave a tour of the station to Girl Scout troop #1058 of San Diego. The girls, their leaders and parents toured the various departments within the facility including the broadcast and production studios. They met with various on-air talent and department managers, and asked questions about how the radio industry works.	3	On Air Personality Program Director
6	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
7	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

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8	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
9	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
10	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