

EEO ANNUAL PUBLIC FILE REPORT

ENTERCOM ATLANTA

This report covers full-time vacancy recruitment for the period of December 1, 2016 through November 30, 2017

Employment Unit: Entercom Atlanta, LLC	Address: Entercom Atlanta, LLC 210 Interstate North Circle, Suite 600 Atlanta, GA 30339	Contact Person/Title: Mike Fowler VP/General Manager
Unit Members, Community of License WSTR-FM, Atlanta, FL	Telephone Number: (404)-261-2970	E-mail Address: mfowler@entercom.com

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

	Title	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")	Referral Source of Interviewees
A	Sales Assistant 1/9/17	Entercom Website	1-19	Entercom Website - 6 Employee Referral - 1 Current Employee - 1
B	Assistant Producer 2/1/17	Current Employee	1-19	Entercom Website - 1 Current Employee - 4
C	Director of Digital Production 2/23/17	Employee Referral	Confidential Search	Employee Referral - 5
D	Digital Sales Manager 5/22/17	Recruiter	Confidential Search	Recruiter - 1
E	Account Executive 6/8/17	Entercom Website	1-19	Entercom Website - 6 Employee Referral - 1
F	Account Executive 8/1/17	Employee Referral	1-19	See Pool E.



2. Recruitment Sources
OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1	Santiago Marquez Dir Of Employment Services	Latin America Association	2665 Buford Highway Atlanta, GA 30324-3262 404-638-1860	0	No
2	Park Sims	Atlanta Urban League	Employment Service 100 Edgewood Avenue, N.E. Suite 600 Atlanta, GA 30303 404-659-1150	0	No
3	Amy Clemente	Oglethorpe University	Career Planning & Placement 4484 Peachtree Road, N.E. Atlanta, GA 30319 404-261-1441	0	No
4	Ralph Mobley	Georgia Institute of Technology	Alumni Placement Office Atlanta, GA 30332 404-894-2550	0	No
5	Paul Bredderman	Emory University	Career Planning & Placement 200 Dowman Dr, Suite 200, B Jones Center Mailstop:1130-001-1AG Atlanta, GA 30322 404-727-6211	0	No
6	Dr. Gloria Anderson	Morris Brown College	Career Planning & Placement 643 Martin Luther King Dr Atlanta, GA 30314 404-739-1000	0	No
7	Division of Communications	Miles College	Division of Communications P.O. Box 3800 Birmingham, AL 35208 205-929-1609	0	No
8	Debra Twitty	Florida A&M University	Placement Office Tallahassee, FL 32307 850-599-3611	0	No
9	Susan Sawyer	Georgia Department of Labor	Atlanta Job Service 148 International Blvd, NE Atlanta, GA 30303 404-679-5200	0	No
10	Chris Fragale	Atlanta Institute Of Music	5985 Financial Drive Suite 200 Norcross, GA 30071 770-242-7717	0	No
11	Cindia Cameron	Nine To Five Atlanta Working Women	1430 Peachtree Street NW Atlanta, GA 30309 404-876-8134	0	No
12	Romelda Simmons	Fort Valley State University	Job Placement Office 1005 State College Drive Fort Valley, GA 30130 478-825-6350	0	No



13	Ernita Hemmitt	Clarke Atlanta University	Job Placement Office James P. Brawley Dr. @ Fair St., SW Atlanta, GA 30314 404-880-6791	0	No
14	Francis Purcell	The University Of Georgia	Career Center Clark Howell Hall Athens, GA 30602-3018 706-542-3375	0	No
15	Karen Andrews	Kennesaw State University	1000 Chastain Rd #0118 Kennesaw, GA 30144-5591 770-423-6555	0	Yes
16	Alex Hitz-Sanchez	National Association Of Broadcasters	1771 N Street, NW Washington, DC 20036 202-429-5300	0	No
17	All Access Music Group	All Access Music Group	www.allaccess.com 28955 Pacific Coast Hwy #2105 Malibu, CA 90265 310.457.6616	0	No
18	Gary James	Ohio/Illinois Centers of Broadcasting	National Director of Placement ENT 900 Sweet valley Dr Valley View, OH 44125 216-447-9117	0	Yes
19	Corporate Representatives	Entercom Communications Corp Company Website	401 E. City Avenue, Suite 809 Bala Cynwyd, PA 19004 www.entercom.com/careers	13	No

<u>OTHER SOURCES</u>	
Current Employee	5
Employee Referral	7
Recruiter	1

<u>JOB FAIRS</u>		
Oglethorpe Spring Career Fair	See Supplemental Initiative # 5	0
Oglethorpe Fall Career Fair	See Supplemental Initiative # 7	0
Georgia State University Graduate Career Fair	See Supplemental Initiative # 9	0

Total Number of New Interviewees Referred:	26
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3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	Atlanta, GA	Entercom Atlanta 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.	Program Directors Promotions Director Producers
2	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Atlanta, GA	Entercom Atlanta airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Atlanta metro area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	EEO Administrator
3	Marietta High School Career Day	March 7, 2017	Atlanta, GA	Entercom Atlanta attended Marietta High School Career Day to inform graduating students about the radio industry. Our on-air staff and promotions department answered a variety of questions regarding radio and what steps to take if students are interested in a career in radio.	Promotions Supervisor Afternoon On-Air Personality
4	Entercom's EEO Policy and Compliance Training	March 23, 2017	Web-Ex	Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance	VP of Human Resources All Entercom Markets
5	Oglethorpe University Spring Career Fair	March 29, 2017	Atlanta, GA	The Oglethorpe University Annual Spring Career Fair is designed to help give graduating students an opportunity to discuss career opportunities and develop interviewing skills. This Career Fair also encouraged students to look for internship possibilities. Entercom representatives had a list of job openings, spoke to students about career opportunities at Entercom, and collected resumes.	HR Director/Business Operations Manager
6	GAB Talent Institute	May 16, 2017	Atlanta, GA	This program is designed to make a positive difference in the lives of young broadcasters, and impact their careers by participating in an innovative talent institute to discover and prepare the next generation of broadcasters. Students from UGA, GA College and GA Southern were among some of the schools represented in the program. The Program Director presented information on getting into the broadcasting industry, answered questions from participants on their career goals, and helped them as potential future interns and employees with the organization.	Program Director On-Air Talent
7	Oglethorpe University Fall Career Fair	May 27, 2017	Atlanta, GA	Entercom Atlanta Business Ops Manager/HR Director attended the Fall 2017 Career and Internship Fair. We had the opportunity to engage with talented students for possible employment and/or internships. Students were advised of opportunities throughout the Entercom organization.	HR Director/Business Operations Manager
8	EEO Breakfast	June 29, 2017	Atlanta, GA	Entercom Atlanta hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview of their specific departments. A station tour was provided. Entercom Atlanta recruitment sources were strongly encouraged to refer candidates for our open positions.	General Sales Manager HR Director General Sales Manager
9	Georgia State University Graduate Career Fair	October 13, 2017	Atlanta, GA	Robinson College of Business hosted a Graduate Career Fair and Professional Development Summit. Participants had the opportunity to interact one on one with our Sales Manager and receive guidance regarding their resumes and interviewing skills.	General Sales Manager

