

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM INDIANAPOLIS**

This report covers full-time vacancy recruitment for the period of November 17, 2017 through March 31, 2018

Employment Unit: Entercom License, LLC	Address: Entercom Indianapolis, LLC 9245 North Meridian Street Suite 300 Indianapolis Indiana 46260	Contact Person/Title: Jennifer Skjodt, VP / Market Manager
Unit Members, Community of License: WXNT-AM, Indianapolis, IN WNTR-FM, Indianapolis, IN WZPL-FM, Greenfield, IN	Telephone Number: 317-816-4000	E-mail Address: jennifer.skjodt@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	On-Air Personality	Entercom.com	1-62, 64
B	Account Executive	Enterom.com	1-62, 66



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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	Tom Hirons	American Advertising Club	Info@AAFIndianapolis.org 317-686-7926	Yes	No	0
2	Michelle McConnell	American Broadcasting School	michelle@radioschool.com 817-695-2474	Yes	No	0
3	Mike Zimmerman	Ben Davis High School	mike.zimmerman@wayne.k12.in.us 317-244-7691	Yes	No	0
4	LeeAnn Harris	Boys and Girls Club of Indianapolis	lharris@bgcindy.org 317-920-4700	Yes	No	0
5	Tara Carter	Brown Mackie College	TCarter@BrownMackie.Edu 317-554-8355	Yes	No	0
6	Maggie McGlynn	Butler University	mmcglynn@Butler.edu 317-940-9828	Yes	No	0
7	Joan Essex	Civil Rights Commission	jessex@icrc.in.gov 317-232-2600	Yes	No	0
8	Elise Rogowski	Damien Center	erogowski@damien.org 317-632-0123	Yes	No	0
9	Pam Woodall	DePauw University	careercenter@depauw.edu 765-658-4280	Yes	No	0
10	Johnathan Ray	Fort Wayne Urban League	jray@fwurbanleague.org 260-745-3100	Yes	No	0



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11	Kirk Bixler	Franklin College	kbixler@franklincollege.edu 317-738-8000	Yes	No	0
12	Marnie Glanner	Franklin University	Marnie.glanner@franklin.edu 317-738-8801	Yes	No	0
13	Camis Smith	Full Sail University	camis@fullsail.com 1-800-266-7625	Yes	No	0
14	Judy Floyd	Goodwill Industries of Central Indiana	Jfloyd@Goodwill-indy.org 317-524-4313	Yes	No	0
15	Andre LeDoux	Hampton University	Andre.Ledoux@HamptonU.Edu 757-727-5331	Yes	No	0
16	Sue Tilley	Hanover College	Careercenter@hanover.edu 812-866-7000	Yes	No	0
17	Elizabeth Watkins	Harrison College	Elizabeth.watkins@harrison.edu 317-264-5656	Yes	No	0
18	Marcy Fry	Harrison College of Anderson	Marcy.Fry@Harrison.edu 765-644-7514	Yes	No	0
19	Bonnie Howell	Hendricks Co. Employment & Training	bhowell@workonecentral.org 317-272-2174	Yes	No	0
20	Dr. Joan Browne	Howard University	HUCareersAndInternships@gmail.com HUOCRecruit@gmail.com 202-806-7513	Yes	No	0
21	Dave Cogozzo	Illinois Center for Broadcasting	placement.lombard@beonair.com 630-916-1700	Yes	No	0
22	Carl Jackson	Illinois Center for Broadcasting	cjackson@beonair.com 630-916-1700	Yes	No	0
23	Bruce Curry	Indiana Black Expo	bcurry@IndianaBlackExpo.com 317-925-2707	Yes	No	0
24	Maria Quiroz	Indiana Latino Institute	mquiroz@indianalatinoinstitute.com 317-472-1055	Yes	No	0
25	Martha Reed	Indiana State University	Martha.Reed@INDState.edu 812-237-5000	Yes	No	0
26	Courtney Leinenbach	Indiana University	cdbach@indiana.edu 812-856-4329	Yes	No	0



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27	John Pafias	Indiana University	jpafias@iu.edu 812-856-4329	Yes	No	0
28	Pambana Uishi	Indianapolis Urban League	Puishi@indplsul.org 317-693-7603	Yes	No	0
29	Jennifer Wisby	ITT Technical Institute	JWisby@itt-tech.edu 317-875-8640	Yes	No	0
30	Dan Eilen	Kaplan College	nd 317-299-6001	Yes	No	0
31	Miriam Davis	LaPlaza of Indy	Miriam@LaPlaza-Indy.org 317-890-3292	Yes	No	0
32	Ildefonso Carbajal	Latino-Americana	info@laolalatinaindy.com 317-423-0345	Yes	No	0
33	Estela Espinosa	La Voz Latina de Indiana	estelavoz@cs.com 317-423-0957	Yes	No	0
34	Jennifer Fine Silver	Lincoln College of Technology	Jpizer@LincolnTech.com 317-851-3225	Yes	No	0
35	Elizabeth Hightower	National Able Network	ehightower@nationalable.org 317-489-6621	Yes	No	0
36	Nadine Walker	Martin Luther King Comm. Center	nadinedwalker@hotmail.com 317-923-4581	Yes	No	0
37	Yvette Booker	Martin University	ybooker@martin.edu 317-543-3235	Yes	No	0
38	Phyllis A. Carr	NAACP	pacarr@indynaacp.org 317-925-5127	Yes	No	0
39	Noel Denney	National College	nvdenney@nation-college.edu 317-578-7353	Yes	No	0
40	Tieriney Hendricks	National College	tjhendricks@national-college.edu 317-578-7353	Yes	No	0
41	Cheryl Jurgens	Noblesville/Fishers Library	jurgens@hepl.lib.in.us 317-773-1384	Yes	No	0
42	Gary James	Ohio & Illinois Centers for Broadcasting	Gary@BeOnAir.com 216-503-5900	Yes	No	0



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43	Renee Thomas	Purdue University	RAThomas@Purdue.edu 765-494-3092 765-494-6542	Yes	No	0
44	Cheryl Gray	Purdue University	cjgray@purdue.edu 765-494-3304	Yes	No	0
45	Joe Deschler	Radio 1 Broadcast School	Radio1school@charterinternet.net 1-800-889-2221	Yes	No	0
46	Carol Weeden	Salvation Army	Carol_Weeden@USC.SalvationArmy.org 317-937-7000	Yes	No	0
47	Pastor Paul Barrett	Second Baptist Church	pastor@secondbaptistchurch.net 765-477-7259	Yes	No	0
48	David Gora	Strayer University	david.gora@strayer.edu 317-810-7745	Yes	No	0
49	Debbie Mitchell	Sycamore Services, Inc.	DAMitchell@sycamoreservices.com 317-415-0334	Yes	No	0
50	Lori Stewart	United Way of Central IN	lori.stewart@uwci.org 317-923-1466	Yes	No	0
51	Scott Uecker	University of Indianapolis	SUecker@uindy.edu 317-788-3296 317-788-3280	Yes	No	0
52	Kathy Stapleton	Urban League of Madison County	urban8190@sbcglobal.net 317-649-7126	Yes	No	0
53	Annette Carson	Urban League of Northwest Indiana	info@urbanleagueofnwi.org 219-887-9621	Yes	No	0
54	Martha Jackson	Vocational Rehabilitation Job Placement	Martha.jackson@fssa.in.gov 317-845-1637	Yes	No	0
55	Phillip Smith	Vincennes University	PSmith@vinu.edu 812-888-8888	Yes	No	0
56	MaryJoe Eberle	Walker Career Center	meberle@wareen.k12.in.us 317-532-6150	Yes	No	0
57	Robin Winston	Winston Terrell	robin@winstonterrell.com 317-917-1953	Yes	No	0
58	Lisa Shoemake	Indy Recorder	LisaS@indyrecorder.com 317-924-5143	Yes	No	0



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59	Kimberly Coveney,	Sheridan Chamber of Commerce	kjcoveney@prodigy.net 317-758-1311	Yes	No	0
60	Gary Beaulieu	Butler Internship and Career Services	gbeaulie@butler.edu 317-940-9383	Yes	No	0
61	Richard Griffin, Jr	Opportunities for Ohioans with Disabilities	Griffinjr.2@wright.edu 937-746-0881	Yes	No	0

COMPANY POSTINGS AND WEBSITES

62	Corporate Representative	Entercom Corp Website	www.Entercom.com/careers	3	N/A
63	Patty Watson	Internal Postings/ Current Employees	indianapolisteam@entercom.com	0	N/A
64	All Access	All Access Website	www.allaccess.com	3	N/A

ADVERTISING

65	On-Air Radio Ads	WZPL, WNTR, WXNT		0
66	LinkedIn	www.Linkedin.com		2

JOB FAIRS

Indiana Broadcaster's Association Career Fair	See Supplemental Initiative #11	0
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OTHER SOURCES

Employee Referral	3
Internal Candidate	1
Current Employee	0

Total # of New Interviewees Referred

12



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3. Supplemental Recruitment Initiatives.

		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Weekly throughout the year	Entercom Indianapolis	Once a week Entercom Indianapolis airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Indianapolis area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Directors
2	Internship Programs	Periodically throughout the year	Entercom Indianapolis	Entercom Indianapolis offers internships at the radio stations in the Promotions, Digital, IT and Programming departments. Interns must be college students and receive college credit for the internships. The department managers oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	Promotion Directors Program Directors On-Air Staff Director of Engineering
3	Station Tour	11/20/2017	Indianapolis, IN	We hosted 60 Hendricks County Head start students and 15 adults at the station for a tour and a question and answer session.	Production Director Promotions & Marketing Director
4	Ascend Sales Management Training	12/14 & 12/15/2017	Atlanta GA	Entercom Indianapolis participated in the Ascend Training with Entercom corporate and managers. Initiative conducted by Revenue Analytic, at their Headquarters in Atlanta GA.	Sales Assistant Account Executives Director of Sales Local Sales Manager
5	Entercom Sales Training	1/24/2018	Indianapolis, IN	Entercom Indianapolis Market Manager, Director of Sales, and Local Sales Manager participated in the Entercom Sales Training "Ascend" Revenue Analytics' for the Indy Sales Staff.	Market & Local Sales Manager Sales staff and ETM corporate Revenue management team
6	Butler University	2/8/2018	Indianapolis, IN	Entercom Indianapolis, Digital Program Director addressed 15 students in the Radio Industries Studies Class at Butler University. Her presentation included a question and answer and covered many aspects of pursuing careers in radio broadcasting.	Digital Program Director/ Smart Reach Digital



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7	Indiana Broadcasters Association Website	3/6/2018	Student Scholarship Program	Entercom Indianapolis participated in the Indiana Broadcaster's Scholarship Program, donated \$900.00, and aired announcements on all three Indianapolis stations publicizing the student scholarship opportunity. This program awarded successful high school, college and minority students with college funding. Applications were made available through the Indiana Broadcasters Association website.	Technical Operations Director
8	EEO Breakfast	3/8/2018	Indianapolis, IN	Entercom Indianapolis hosted an informative breakfast for our recruitment source contacts. Entercom's Director of Engineering and EEO Coordinator, discussed radio job opportunities available and provided an overview of radio jobs in all departments. Recruitment sources were encouraged to refer candidates for our open positions.	Director of Engineering Corporate Regional Engineer
9	Speaking Initiative	3/12/2018	Indianapolis IN	Entercom Indianapolis Continuity Director, was a judge for the IASB's (Indiana Association of School Broadcasters) High School Competition's live radio broadcasts on Monday, March 12 th . This event was held at the University of Indianapolis. There were 12 students competing in the High School Competition for Radio Air Personality and Radio News Anchor. This initiative supports students pursuing careers in radio broadcasting.	Continuity Director
10	Indiana Broadcasters Association Spring Career and Internship Fair	3/24/2018	Indianapolis, IN	Entercom Indianapolis participated in the Indiana Broadcasters Association Spring Career and Internship Fair. Entercom's Operations Director greeted prospective job applicants and handed out station information along with a list of current job openings. He also spoke with over 25 people in attendance, answered questions about careers at Entercom and the radio industry and collected resumes.	Operations Director



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