

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM MEMPHIS**

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 Memphis, LLC 1835 Moriah Woods Blvd. Suite1 Memphis, TN 38117 | Contact Person/Title: Dan Barron VP/Market Manager |
| Unit Members, Community of License: WLFP-FM, Germantown, TN WRVR-FM, Memphis, TN WMC-AM, Memphis, TN WMC-FM, Memphis, TN WMFS-FM, Bartlett, TN WMFS-AM, Memphis, TN | Telephone Number: 901-384-5900 | E-mail Address: dbarron@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 | Account Executive | Employee Referral | 1-21 |
| B | On-Air Personality | Employee Referral | 1-22 |
| C | On-Air Personality | Allaccess.com | 1-23 |



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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 | Shannon Roberts or Career Services | Athens State University | studentjobs@athens.edu 256-233-8285 | YES | NO | 0 |
| 2 | Megan Richardson | Bridges (The Work Place) | info@bridgesusa.org mrichardson@bridgesusa.org 901-260-3703 | YES | NO | 0 |
| 3 | Amy Ware | Christian Brothers University | Aware1@cbu.edu 901-321-3000 | YES | NO | 0 |
| 4 | Courtney Pierce | College of Arts & Sciences | Cpierce2@memphis.edu 901-678-3067 | YES | NO | 0 |
| 5 | Wanda Blair-Jones | LeMoyne-Owen College | wanda_blair-jones@loc.edu 901-435-1729 | YES | NO | 0 |
| 6 | Erica Cunningham | Memphis Black Media Coalition Monumental Baptist Church | monumntl@bellsouth.net 901-946-5272 | YES | NO | 0 |
| 7 | Madeline Taylor | Memphis Branch NAACP | Nmemphi1@comcast.net 901-521-1343 | YES | NO | 0 |
| 8 | Job Postings | Mississippi Dept of Employment Security | joborder@mdes.ms.gov 662-342-4002 | YES | NO | 0 |
| 9 | Career Center | Mississippi State University | career@career.msstate.edu 662-325-3344 | YES | NO | 0 |
| 10 | Linwood Hagin, PhD or Lisa Synder | North Greenville College | lahagin@ngc.edu Lisa.synder@nqu.edu 864-977-7137 | YES | NO | 0 |
| 11 | Michael Patrick | Regent University | michpat@regent.edu 757-226-4353 | YES | NO | 0 |



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| | | | | | | |
|----|------------------------|--|--|-----|----|---|
| 12 | Claudi Rutkanskas | Rhodes College | careers@rhodes.edu 901-843-3000 | YES | NO | 0 |
| 13 | Dr. Debayo Moyo, Chair | Rust College, Department of Mass Communications | Dmoyo@rustcollege.edu 662-252-8000 x4553 | YES | NO | 0 |
| 14 | Wanda J. Walker | Southwest TN Community College - Macon Cove Campus | wwalker@southwest.tn.edu 901-333-4000 | YES | NO | 0 |
| 15 | Louise Davis | Southwest TN Community College - Whitehaven Center | ldavis@southwest.tn.edu 901-333-6450 | YES | NO | 0 |
| 16 | Career Services | The University of The South | careersvc@sewanee.edu 931-598-1000 | YES | NO | 0 |
| 17 | Jill Green | TN Association of Broadcasters | tabtn@bellsouth.net 615-365-1840 | YES | NO | 0 |
| 18 | Jessica Webb | University of Memphis | ces@memphis.edu 901-678-2239 | YES | NO | 0 |
| 19 | Casey Cockrell | University of Mississippi | casey@olemiss.edu 662-915-7174 | YES | NO | 0 |

COMPANY POSTINGS AND WEBSITES

| | | | | | |
|----|------------------|--|--|---|-----|
| 20 | Mandy Goetz | Entercom.com | www.entercom.com 720-457-1875 | 4 | N/A |
| 21 | Shavondra Patton | Internal Postings (Current Employees/Interns) | Memphisusers@entercom.com 901-384-5874 | 1 | N/A |

ADVERTISING

| | | | | | |
|----|---------------|--|--|--|-----|
| 22 | Allaccess.com | www.Allaccess.com | | | 10 |
| 23 | Indeed.com | www.indeed.com | | | N/A |

OTHER SOURCES

| | | | | | |
|---|--|--|--|--|-----------|
| Employee Referral | | | | | 9 |
| Total # of New Interviewees Referred | | | | | 24 |



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3. Supplemental Recruitment Initiatives.

| Initiatives | | Date | Location | Description | Titles of Employees Involved |
|-------------|--|----------------------------------|------------------|---|---|
| 1 | On-Air EEO Policy and Invitation to Receive Job Openings | Periodically Throughout the year | Entercom Memphis | Once a month, Entercom Memphis airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Memphis area of Entercom EOE policy and invite all organizations to be part of our recruitment process. | EEO Coordinator Business Manager Traffic Department |
| 2 | Manager EEO Training | Periodically throughout the year | Entercom Memphis | 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 paperwork for each new hire. | EEO Administrator Department Heads |
| 3 | Tennessee Association of Broadcasters Conference | January 24, 2018 | Nashville, TN | Entercom's General Manager attended a conference hosted by the Tennessee Association of Broadcasters. The event brought radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders, and explore creative business strategies to help radio flourish in the digital age. | General Manager |
| 4 | Job Shadow-Bartlett 9 th Grade Academy | March 9, 2018 | Entercom Memphis | Twenty students from the Bartlett 9 th Grade Academy visited Entercom Memphis. The students toured each of the stations, saw the making of a commercial, and spoke with each department to discuss the day to day operations and the importance of each job's task and how it pertains to the overall operation at Entercom Memphis. The students were given information on internships and future career opportunities at Entercom Memphis. | All Cluster Employees |
| 5 | EEO Breakfast | March 30, 2018 | Entercom Memphis | Entercom Memphis 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. Recruitment sources were strongly encouraged to refer candidates for our open positions. | General Manager Sales Managers Program Directors Promotion Directors EEO Administrator Business Manager Traffic Manager |



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