

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM GAINESVILLE**

**This report covers full-time vacancy recruitment for the period of November 17, 2017 through September 30, 2018**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom License, LLC 3600 NW 43 <sup>rd</sup> Street, Suite B Gainesville, FL 32606	<b>Contact Person/Title:</b> Dick O'Neil Vice President/Market Manager
<b>Unit Members, Community of License:</b> WKTK-FM, Crystal River, FL WSKY-FM, Micanopy, FL	<b>Telephone Number:</b> 352-377-0985	<b>E-mail Address:</b> Dick.Oneil@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	Indeed	1-67
B	Account Executive	University of Florida Spring Job Fair	1-67
C	Account Executive	Walk-In	1-67



## 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	Pamela Martin	African American Chamber of Commerce Central Florida	315 E Robinson St Suite 100 Orlando, FL 32801 407.420.4870	Yes	No	0
2	Deadra Harvey	African American Accountability Alliance	PO Box 5502 Gainesville, FL 32627 352.273.3840	Yes	No	0
3	Gilbert Moreno	Association for the Advancement of Mexican Americans	6001 Gulf Freeway Building B-1 Houston, TX 77023 713.926.4756	Yes	No	0
4	Horacio Gavilan	Association of Hispanic Advertising Agencies	8201 Greensboro Drive 3 <sup>rd</sup> Floor McLean, VA 22102 703.610.9014	Yes	No	0
5	Sylvan Rodriguez	Association of Hispanic Media Professionals	1945 Allen Parkway Houston, TX 77019 713.778.4944	Yes	No	0
6	Igor Volkov	Barry University	11300 NE 2 <sup>nd</sup> Ave Landon Student Union Suite 205 Miami Shores FL 33161 305.899.4842	Yes	No	0
7	Lola C Young	Bethune Cookman College	640 Dr Mary McLead Bethune Blvd. Daytona Beach FL 32114-3099 386.481.2141	Yes	No	0



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8	Stewart Blakley	Breneau University	School of Business and Mass Communication Gainesville, GA 30501 770.538.4703	Yes	No	0
9	Sylvia Wells	California Chicano News Media Assoc	300 South Grand Avenue Suite 3920 Los Angeles, CA 90071 213.437.4408	Yes	No	0
10	Chester Glover	Central Florida Association of Black Journalists	PO Box 745 Orlando FL 32802-0745 800.804.8478	Yes	No	0
11	Paulette Weir	Central Florida Employment Council	450 Semolina Blvd. Casselberry, FL 32707 407.834.4223	Yes	No	0
12	Alice Thompson	Centre For Women, The	305 S Hyde Park Ave Tampa, FL 33606 813.251.8437	Yes	No	0
13	Tom Valukevich	City College	2400 SW 13 <sup>th</sup> St Gainesville, FL 32608 352.335.4000	Yes	No	0
14	Candasy Tolbert	City of Gainesville Office of Equal Opportunity	222 E University Ave Gainesville, FL 32627 352.334.5051	Yes	No	0
15	Ray Thomas	CSB School of Broadcasting-Orlando	5323 Milenia Lakes Blvd. Suite 120 Orlando FL 33619 407.704.8910	Yes	No	0
16	Michael Layne	CSB School of Broadcasting-Palm Beach Gardens	3450 North Lake Blvd. Suite 110 Palm Beach Gardens, FL 33403-1712 561.842.2000	Yes	No	0
17	Steve Clark	CSB School of Broadcasting-Tampa	3901 Coconut Palm Drive Suite 105 Tampa, FL 33619 81.443.5307	Yes	No	0
18	Linda DeAngelis	Eastern Florida State College	3865 N Wickham Rd Melbourne, FL 32935 321.631.1111	Yes	No	0
19	Lena L. Wilfalk	Eckerd College	4200 54 <sup>th</sup> Avenue South St. Petersburg, FL 33733 727.864.8258	Yes	No	0



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**ENTERCOM GAINESVILLE IS AN EQUAL OPPORTUNITY EMPLOYER**

20	Sandra Rice	Emma Bowen Foundation for Minority Interests in Media	524 W 57 <sup>th</sup> St New York, NY 10019 212.975.2545	Yes	No	0
21	Ayana Washington	Everest University	5421 Diplomat Circle Orlando, FL 32810 407.628.5870	Yes	No	0
22	Paul Carpino	Flagler College	PO Box 1027 St. Augustine, FL 32085-1027 904.816286	Yes	No	0
23	Raymond Pandley	Florida A&M University	Suite 100, Student Union Plaza ML King Blvd. Tallahassee, FL 32307 850.599.3700	Yes	No	0
24	Lindsay Varn	Florida Association of Broadcasters	201 South Monroe Street Suite 201 Tallahassee, FL 32301 800.825.5322	Yes	No	0
25	Doug Barlar	Florida College	119 North Glen Arven Avenue Temple Terrace, FL 33617 813.899.6745	Yes	No	0
26	Dona Gaynor	Florida Institute of Technology	150 West University Blvd Melbourne, FL 32901 321.674.8102	Yes	No	0
27	Christine Shoemaker	Florida State University Career Center	A-4100 University Center Tallahassee, FL 32306-2490 850.644.6431	Yes	No	0
28	Scott McWilliams	Freeform Radio Initiative	411 Walnut St #5561 Green Cove Springs, FL 32043 305.982.7233	Yes	No	0
29	Karen Trudeau	Full Sail Real World Education	3300 University Blvd. Winter Park, FL 32792 800.226.7625	Yes	No	0
30	John L. Huerta, Jr.	Hillsborough Community College	4001 West Tampa Bay Blvd Tampa, FL 33614-7820 813.253.7311	Yes	No	0
31	Diana Bolivar	Hispanic Chamber of Commerce of Metro Orlando	315 E Robinson St Suite 465 Orlando, FL 32801 407.428.5879	Yes	No	0
32	Carol Dudley	Howard University School of Communication	525 Bryant Street, NW Washington, DC 20059 202.806.5806	Yes	No	0



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33	Barbara Vick	Jacksonville University	2800 North University Blvd. Jacksonville, FL 32211 904.256.7054	Yes	No	0
34	Job Placement Department	Japanese American Cultural Community Center	244 San Pedro Street Room 505 Los Angeles, CA 90011 213.628.2725	Yes	No	0
35	Rick Smith	Jones College, Career Development	5353 Arlington Expressway Jacksonville, FL 32211 904.371.1138	Yes	No	0
36	Louise Sundermeier	Lynn University	3601 North Military Trail Boca Raton, FL 33431-5598 407.841.7654	Yes	No	0
37	Mark Shilstone	Media Line	PO Box 51909 Pacific Grove, CA 93950 408.648.5200	Yes	No	0
38	Shelly Minnis	Metropolitan Orlando Urban League	2804 Belco Dr Orlando, FL 32808 407.841.7643	Yes	No	0
39	Lo Jelks	National Association of Black College Broadcasters	PO Box 3191 Atlanta, GA 30302 404.523.6136	Yes	No	0
40	Jon Melegrito	National Federation of Filipino American Associations	13122 18 <sup>th</sup> St, NW Washington, DC 20036 202.986.1153	Yes	No	0
41	D.E. Johnson	National Lesbian & Gay Journalists Association	1420 K Street, NW Washington, DC 20005 202.588.9888	Yes	No	0
42	Rebecca Farmer	National Organization For Women	1100 H Street, NW 3 <sup>rd</sup> Floor Washington, DC 20005 202.331.0066	Yes	No	0
43	Sara Smith	Organization of Chinese Americans	1322 18 <sup>th</sup> St, NW Washington, DC 20036 202.223.5500	Yes	No	0
44	Cyndi Myrick	Pinellas County Urban League	333 31 <sup>st</sup> St, North St Petersburg, FL 33701 888.769.6837	Yes	No	0
45	Nico Guerrero	Poynter Institute For Media Studies	801 Third Street South St. Petersburg, FL 33701 888.769.6837	Yes	No	0



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46	Michael Patrick	Regent University	1000 Regent University Drive Virginia Beach, VA 23464-9800 757.226.4353	Yes	No	0
47	Jacqueline Brito	Rollins College Crummer Graduate School of Business	1000 Holt Avenue Camp Box 2722 Winter Park, FL 32789-4499 407.646.2335	Yes	No	0
48	Shirley Haberjan	Rollins College Crummer Graduate School of Business	1000 Holt Avenue Camp Box 2722 Winter Park, FL 32789-4499 407.646.2335	Yes	No	0
49	David Telleria	Seminole State College	100 Weldon Blvd Sanford, FL 32773 407.708.2033	Yes	No	0
50	Cher Street	Service Source	2735 Whitney Rd Clearwater, FL 33760 727.538.7370	Yes	No	0
51	Beatrice Louissaint	South Florida Minority Supplier Development Council	9499 NE 2 <sup>nd</sup> Avenue Suite 201 Miami, FL 33138 305.762.6151	Yes	No	0
52	Annette Accorto	Stetson University	421 Woodland Blvd #8395 Deland, FL 32720 386.822.7315	Yes	No	0
53	Kim Coley	The F.I.R.S.T School	2309 Silver Star Rd Orlando, FL 32804 407.316.8310	Yes	No	0
54	Genesis Rawls	University of Central FL Career Services	PO Box 160165 Orlando, FL 32816 407.823.5909	Yes	No	0
55	Craig Lee	University of Florida College of Journalism and Communications	PO Box 118400 Gainesville, FL 32611-8400 352.846.0180	Yes	No	0
56	James Smart	University of Miami Toppel Career Planning & Placement	Coral Gables, FL 33124-6930 305.284.5451	Yes	No	0
57	Sheila Hood	University of Tampa	401 W Kennedy Blvd, Box K Tampa, FL 33606 813.253.6236	Yes	No	0
58	Carmen Diaz	Valencia College	1800 South Kirkman Rd Orlando, FL 32811 407.582.1034	Yes	No	0



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59	Jan Robillard	Warner University	13895 US Highway 27 South Lake Wales, FL 33859 863.638.7848	Yes	No	0
60	Grady Mclendon	Webber International University	1201 North Scenic Highway Babson Park, FL 33827 941.638.2936	Yes	No	0
61	Tray Rogers	Webster University	3405 SW College Road Suite 113 Ocala, FL 34474 352.861.9330	Yes	No	0
62	Jerry Box	Worksource	215 North Market St Jacksonville, FL 32202 904.796.9229	Yes	No	0

<b>COMPANY POSTINGS AND WEBSITES</b>						
63	Corporate Representatives	Entercom.com	Mandy.Goetz@entercom.com;		610-660-5645	4
64	Paula Elf	Entercom/Gainesville Websites	Ktk985.com TheSKY973.com		352-377-0985	0
65	Paula Elf	In-House Postings (Common Bulletin Board) Current Employees	Paula.elf@entercom.com		352-377-0985	0

<b>ADVERTISING</b>						
66	On-Air Radio Ads	Entercom Gainesville Radio Advertisement <i>WKTK/WSKY</i>				4
67	Indeed	www.indeed.com				2

<b>JOB FAIRS</b>						
University of Florida Spring Job Fair (College of Journalism and Communications)			See Supplemental Initiative #4			2

<b>OTHER SOURCES</b>						
Employee Referral						5
Walk-In						1



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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 Gainesville	Once a week, Entercom Gainesville airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Gainesville/Ocala area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Business Manager
2	Station Tours	On-going throughout the year	Entercom Gainesville	Entercom Gainesville staff regularly hosts tours through the facility. Groups often include Boy and Girl Scouts, special education classes, elementary school classes, media students, foreign exchange students and senior citizen groups. Tours include visiting each department and station studios. Duties and responsibilities of each department are explained along with a discussion about careers in radio.	Program Director Marketing/Promotions Director
3	Internship Program	Periodically throughout the year	Entercom Gainesville	Entercom Gainesville 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 Sales Manager
4	University of Florida College of Journalism and Communications Spring Job Fair	March 21, 2018	University of Florida	Entercom Gainesville had a booth at the University of Florida Spring 2018 Job Fair. Entercom Gainesville's Promotions Director ran the booth, personally met the attendees and provided information about job openings with Entercom Gainesville. Approximately 500 people attended.	Entercom Gainesville Promotions Director



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