

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM ATLANTA**

This report covers full-time vacancy recruitment for the period of December 1, 2017 through November 30, 2018

Employment Unit: Entercom License, LLC	Address: Entercom Atlanta 1201 Peachtree Street, NE, Suite 800 Atlanta, GA 30361	Contact Person/Title: Rick Caffey SVP/Market Manager
Unit Members, Community of License: WVEE-FM, Atlanta, GA WSTR-FM, Atlanta, GA WZGC-FM, Atlanta, GA WAOK-AM, Atlanta, GA	Telephone Number: 404-898-8900	E-mail Address: rick.caffey@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 2/5/20189	Employee Referral	1-22
B	Account Executive 3/12/2018	Employee Referral	1-22
C	Account Executive 5/14/2018	Employee Referral	1-22
D	Sales Assistant 6/4/2018	Employee Referral	1-22



E	Sales Assistant 6/11/2018	Employee Referral	1-22
F	Chief Engineer 6/11/2018	Entercom.com	1-22
G	Production Assistant (WVEE) 7/2/2018	Entercom.com	1-22
H	Digital Program Director 7/14/2018	Entercom.com	1-22
I	Program Director 7/14/2018	Employee Referral	1-22
K	Account Executive 9/21/2018	Employee Referral	1-22
K	Traffic Continuity Coordinator 9/24/2018	Entercom.com	1-22
L	Executive Producer (WVEE) 10/15/2018	Employee Referral	1-22



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	Santiago Marquez Dir Of Employment Services	Latin America Association	2665 Buford Highway Atlanta, GA 30324-3262 404-638-1860	Yes	No	0
2	Park Sims	Atlanta Urban League	Employment Service 100 Edgewood Avenue, N.E. Suite 600 Atlanta, GA 30303 404-659-1150	Yes	No	0
3	Amy Clemente	Oglethorpe University	Career Planning & Placement 4484 Peachtree Road, N.E. Atlanta, GA 30319 404-261-1441	Yes	No	0
4	Ralph Mobley	Georgia Institute of Technology	Alumni Placement Office Atlanta, GA 30332 404-894-2550	Yes	No	0
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	Yes	No	0
6	Dr. Gloria Anderson	Morris Brown College	Career Planning & Placement 643 Martin Luther King Dr Atlanta, GA 30314 404-739-1000	Yes	No	0
7	Division of Communications	Miles College	Division of Communications P.O. Box 3800 Birmingham, AL 35208 205-929-1609	Yes	No	0
8	Debra Twitty	Florida A&M University	Placement Office Tallahassee, FL 32307 850-599-3611	Yes	No	0
9	Susan Sawyer	Georgia Department of Labor	Atlanta Job Service 148 International Blvd, NE Atlanta, GA 30303 404-679-5200	Yes	No	0



10	Chris Fragale	Atlanta Institute Of Music	5985 Financial Drive Suite 200 Norcross, GA 30071 770-242-7717	Yes	No	0
11	Cindia Cameron	Nine To Five Atlanta Working Women	1430 Peachtree Street NW Atlanta, GA 30309 404-876-8134	Yes	No	0
12	Romelda Simmons	Fort Valley State University	Job Placement Office 1005 State College Drive Fort Valley, GA 30130 478-825-6350	Yes	No	0
13	Ernita Hemmitt	Clarke Atlanta University	Job Placement Office James P. Brawley Dr. @ Fair St., SW Atlanta, GA 30314 404-880-6791	Yes	No	0
14	Francis Purcell	The University Of Georgia	Career Center Clark Howell Hall Athens, GA 30602-3018 706-542-3375	Yes	No	0
15	Karen Andrews	Kennesaw State University	1000 Chastain Rd #0118 Kennesaw, GA 30144-5591 770-423-6555	Yes	Yes	0
16	Alex Hitz-Sanchez	National Association Of Broadcasters	1771 N Street, NW Washington, DC 20036 202-429-5300	Yes	No	0
17	All Access Music Group	All Access Music Group	www.allaccess.com 28955 Pacific Coast Hwy #2105 Malibu, CA 90265 310.457.6616	Yes	No	0
18	Gary James	Ohio/Illinois Centers of Broadcasting	National Director of Placement ENT 900 Sweet valley Dr Valley View, OH 44125 216-447-9117	Yes	Yes	0
19	Corporate Representatives	Entercom Communications Corp Company Website	401 E. City Avenue, Suite 809 Bala Cynwyd, PA 19004 www.entercom.com/careers	Yes	No	0
20	EEO Coordinator	DirectEmployer's Association 150+ outreach organizations	https://de.nlx.org/pdfs/JobAlliancesList.pdf	Yes	No	0

COMPANY POSTINGS AND WEBSITES

21	Corporate Representatives	Entercom Corp Website (former CBS Corp Website)	www.entercom.com	610-660-5645	26
22	Freida Johnson	In-House postings Current Employees	freida.johnson@entercom.com	407-919-1000	8



ADVERTISING			
23	On-Air Radio Ads	Entercom Atlanta Radio Advertisement WVEE-FM, WZGC-FM, WSTR-FM, WAOK-AM	0

JOB FAIRS			

OTHER SOURCES			
	Employee Referral		16
	Industry Referral		4



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	Entercom Orlando	Entercom Atlanta airs weekly recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Atlanta area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director Air-Talent
3	Georgia State University Executive Roundtable	Bi-Monthly 2018	Atlanta, GA	The Sales Executive RoundTable gives members the opportunity to network with their peers and to keep abreast of the latest developments in the field. Members have access to 1,500 graduate and undergraduate students who are concentrating their studies in sales and marketing disciplines and expose them to the skills required for and the opportunities for careers in broadcasting.	Market Manager
4	University of Georgia Career Day	3/7/2018	Athens, GA	Entercom Market Manager addressed twenty-two students who were accepted into the Broadcasters Institute and spoke to the students about radio broadcasting, programming, and sales. Students got a firsthand overview of the radio industry, the importance of career decision making and "takeaways" they can begin applying or at their first job in the industry. There were also students from Georgia College & State University, Piedmont College, Fort Valley State University, Kennesaw State University, Columbus State University, University of Alabama and Valdosta State University.	Marker Manager On-Air Talent
5	Career Day	3/29/2018	KIPP Vision Primary School	The employment unit's On-Air Talent participated in Career Day at KIPP Vision Primary School where they spoke to students about careers in radio broadcasting.	On-Air Talent
6	15th Annual Career Day	5/14/2018	Robert Shaw Traditional Theme School	The employment unit participated in Career Day at Robert Shaw Traditional Theme School and spoke to students about careers in radio broadcasting.	On-Air Talent



7	Entercom's Manager EEO Policy and Compliance Training	6/20/2018	Atlanta, GA	Entercom's Regional Human Resources Manager facilitated a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discussed Entercom's EEO Policy and Procedure and reviewed the requirements that each market must complete in order to be in compliance.	Regional Human Resource Manager All Entercom Markets
8	College & Career Day	11/14/2018	Benjamin E Mays High School	The employment unit's On-Air Talent participated in College & Career Day at Benjamin E. Mays High School where they spoke to students about careers in radio broadcasting.	On-Air Talent

