

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM CHATTANOOGA**

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

Employment Unit: Entercom License, LLC	Address: CBS Radio Inc. of Boston 7413 Old Lee Hwy Chattanooga, TN 37421	Contact Person/Title: Nichole Hartman General Manager
Unit Members, Community of License: WUSY-FM, Cleveland, TN WRXR-FM, Rossville, GA WLND-FM, Signal Mountain, TN WKXJ-FM, Walden, TN W241AF, Cleveland, TN	Telephone Number: 423-892-3333	E-mail Address: Nichole.hartman@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	General Manager	Employee Referral	10,11,14
B	Program Director	Entercom.com All Access	10,11,12,13,14
C	Traffic Manager	Former Employee	10,11,13,14
D	Business Operations Manager	Robert Half Recruitment Agency	1,11



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* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

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	Malory Smith	Robert Half Recruitment	Malory.smith@roberthalf.com	Yes	No	1
2		TN Association of Broadcasters	Brenda@tabtn.org	Yes	No	0
3		University of TN at Chattanooga	Career@utc.edu	Yes	No	0
4		Lee University Career Center	CCC@leeuniversity.edu	Yes	No	0
5		Southern Adventist University	drolson@southern.edu	Yes	No	0
6		Chattanooga State Tech Community College	Placement@chattanoogastate.edu	Yes	No	0
7		Chattanooga Times Free Press	tlemons@timesfreepress.com	Yes	No	0
8		TN Department of Labor & Workforce Development/SE TN Career Centers	treat.tn@tn.gov	Yes	No	0
9		Bryan College	wsmith8048@bryan.edu	Yes	No	0



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COMPANY POSTINGS AND WEBSITES					
10	Corporate Representatives	Entercom Website (www.entercom.com)	mgoetz@entercom.com	610-660-5645	1

ADVERTISING					
11	Indeed	www.Indeed.com			8
12	Glassdoor	www.Glassdoor.com			1
13	All Access	www.allaccess.com			5
14	LinkedIn	www.linkedin.com			0

JOB FAIRS					

OTHER SOURCES					
	Industry Referral				3
	Employee Referral				6
	Internal				5
	Former Employee				1

Total # of New Interviewees Referred					31
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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Radio Class	02/28/18	Georgia Southern University	On-air Personality participated in a class lecture via Skype and spoke about being on-air, and the transition from college to the real world.	On-air Personality
2	EEO Breakfast	03/08/18	Entercom Chattanooga	Entercom Chattanooga hosted a breakfast for our EEO Recruitment Source contacts. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Business Operations Manager



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