

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM RICHMOND**

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

Employment Unit: Entercom, Virginia LLC	Address: Entercom Virginia, LLC 3245 Basie Road Richmond, VA 23228	Contact Person/Title: Bennett Zier Vice President/Market Manager
Unit Members, Community of License: WRVA-AM, Henrico County, VA WBTJ-FM, Chesterfield County, VA WRVQ-FM, Henrico County, VA WRXL-FM, Henrico County, VA WTVR-FM, Richmond, VA WRNL-AM, Henrico County, VA Big98.5, Henrico County, VA WRVA HD2, Chesterfield County, VA	Telephone Number: 804-474-0000	E-mail Address: Bennett.zier@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	Business Office Administrator	Adecco Staffing Agency	1-20,22-23
B	Program Director	Previous Employee	1-20,22,25
C	Digital Program Director	Employee Referral	1-20,22



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

D	Promotions Director	Current Employee (PT to FT)	1-20,22
E	Account Executive	Radio Ad	1-22
F	Receptionist	Employee Referral	1-20,22
G	Project Manager (SRD)	Indeed.com	1-20,22,26
H	On-Air Personality	All Access	1-20,22,25
I	Business Office Administrator	Adecco Staffing Agency	1-20,22-23
J	Account Executive	Employee Referral	1-22
K	Promotions Director	Indeed.com	1-20,22
L	Digital Sales Manager	Hawthorne Recruitment Agency	1-20,22,24
M	Promotions Director	Indeed.com	1-20,22
N	Account Executive	Radio Ad	1-22



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

O	On Air Personality	Employee Referral	1-20,22
P	Program Director	All Access	1-20,22
Q	Continuity Coordinator	Entercom.com	1-20,22



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

ENTERCOM RICHMOND IS AN EQUAL OPPORTUNITY EMPLOYER

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	Placement Coordinator	Old Dominion University	employers@odu.edu	Yes	No	
2	Kelly Gouch	Christopher Newport University	1 University Place Newport News, VA 23606 Kelly.Gouch@cnu.edu	Yes	No	
3	Teri Stankey	VA Employment Commission	1700 College Crescent Virginia Beach, VA 23453 Teri.stankey@vec.virginia.gov	Yes	No	
4	Pam Saunders	Richmond State University	700 Park Ave Richmond, VA 23504 pdsaunders@nsu.edu	Yes	No	
5	Patricia Copeland	Richmond State University	700 Park Ave Richmond, VA 23504 pcopeland@nsu.edu	Yes	No	
6	Marci Malinowski	VA Assoc of Broadcasters	250 Main St, Suite 100 Charlottesville, VA 22902 www.vabonline.com Fax: 434-979-2439 Marci.Malionowski@easterassociates.com	Yes	No	



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

7	Lashel Wilson	Hampton University	114 Wigwam Bldg Hampton, VA 23668 757-727-5935 careercenter@hamptonu.edu Lashel.Wilson@hamptonu.edu	Yes	No	
8	Aisha Bingham	US Army Education Center Career Resources Dept.	Aisha.y.bingham-day.ctr@mail.mil 1500 Madison Ave Fort Eustis, VA 23604 Fax 757-878-0919 Education Center	Yes	No	1
9	Chris Shoemaker	Bluefield College	cshoemaker@bluefield.edu	Yes	No	
10	Cristen McQuillan	College of William and Mary	Career Center P.O. Box 8795 Williamsburg, VA 23187 tribecareers@csm.symplicity.com	Yes	No	
11	Alta Thomas	St Paul's College	115 College Drive Lawrenceville, VA 23868 athomas@saintpauls.edu	Yes	No	
12	Barbara Daniel	James Madison University	danielbj@jmu.edu MSC 7009 Harrisonburg, VA 22807	Yes	No	
13	Andre Luck	Piedmont VA Community College	Career Services Manager 501 College Drive Charlottesville, VA 22902 aluck@pvcc.edu	Yes	No	



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

14	Director of Placement	National Society of Black Engineers	1454 Duke St Alexandria, VA 22314 www.nsbe.org info@nsbe.org Fax: 703-683-5312	Yes	No	
15	Felicia Ainsa	Resource/Capital Region Workforce Partnership	1001 N Laburnum Avenue Suite B Henrico, VA 23223 Ain001@henrico.us	Yes	No	
16	Maggie McDearmon	Robert T. Robertson School of Media and Culture at VCU	901 W Main Street Richmond, VA 23284 Email: mcdearmonme@vcu.edu	Yes	No	
17	Dennis Woodward	Virginia Employment Commission	703 E Main Street Richmond, VA 23218 richmond@vec.virginia.gov Fax: 757-804-254-4159	Yes	No	
18	Teresa Bishop	Virginia Workforce Connection	703 E Main Street Richmond, VA 23218 www.vawc.virginia.gov teresa.bishop@vawc.virginia.gov	Yes	No	



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

COMPANY POSTINGS AND WEBSITES					
19	Mandy Goetz	Entercom.com	Mandy.goetz@entercom.com		7
20	Christine Morelli	Current Employee	Christine.morelli@entercom.com Internal Postings/Current Employees	757-452-3601	7

ADVERTISING					
21	On Air Radio Ads	<i>Entercom Richmond Radio Advertisements All Stations</i>			2
22	Indeed	www.indeed.com			5
23	Adecco Staffing Agency	Melissa Adams, Recruiter			11
24	Hawthorne Search				4
25	All Access.com				4
26	Linked In				1

JOB FAIRS					
Entercom Richmond Spring Job Fair			Tuesday, March 6 th from 10a-3pm at Science Museum of Virginia		

OTHER SOURCES					
Employee Referral					5
Industry Referral					4
Previous Employee					1

Total # of New Interviewees Referred					52
---	--	--	--	--	-----------



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).

ENTERCOM RICHMOND IS AN EQUAL OPPORTUNITY EMPLOYER

3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	Entercom Richmond	Entercom Richmond 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 Business Manager
2	RAMP 3.0 Sales Training Program	Periodically throughout the year	Entercom Richmond	Entercom salespeople and managers participate in Entercom's proprietary RAMP Training. Three (3) account executives and sales associates graduated from this program during the annual reporting period.	Account Executives
3	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Richmond	Entercom Richmond airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Hampton Roads area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Business Manager
4	EEO Breakfast	May 23, 2018	Entercom Richmond	Entercom Richmond hosted a breakfast for our Recruitment Source contacts. Managers discussed the opportunities available and provided an overview on their specific departments. A station tour was provided. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Business Manager SVP Sales Program Director GM



©Entercom Communications Corp 2018 | All Rights Reserved

* 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).