

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM CHATTANOOGA**

This report covers full-time vacancy recruitment for the period of April 1, 2018 through March 31, 2019

Employment Unit: Entercom License, LLC	Address: Entercom Chattanooga, LLC 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	Account Executive	Employee Referral	1-6, 70, 71
B	Account Executive	Indeed	1-6, 70, 71
C	Digital Sales Manager	Indeed	70, 71
D	On-Air Personality/Music Director	Current Employee (PT to FT)	1-71
E	Sales Assistant	Staffing Agency	1-6, 8, 10-12, 14-16, 18-23, 25-27, 29, 30, 32, 35-38, 40, 45,47, 48, 50-52, 55-57, 63, 65-67, 69



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	W. Smith	Bryan College	Wsmith8048@bryan.edu	Yes	No	0
2	Placement Services	Chattanooga State Tech Community College	placement@chattanoogastate.edu	Yes	No	0
3	T. Plemons	Chattanooga Times Free Press	tplemons@timesfreepress.com	Yes	No	0
4	Career Services	Lee University	CCC@leeuniversity.edu	Yes	No	0
5	D. Rolson	Southern Adventist University	Drolson@southern.edu	Yes	No	0
6	Brenda	TN Association of Broadcasters	tabtn@bellsouth.net	Yes	No	0
7	Katy Smith	Birmingham-Southern College	Posted through Handshake.com	Yes	No	0
8	Carolyn Rhodes	Atlanta University Center Consortium	Posted through Handshake.com	Yes	No	0
9	Emliy L	Hollins University	Posted through Handshake.com	Yes	No	0
10	Aagam Vakil	Emory University	Posted through Handshake.com	Yes	No	0
11	JMU Career Services Staff	James Madison University	Posted through Handshake.com	Yes	No	0



12	Ayshia Green-Calloway	Auburn University	Posted through Handshake.com	Yes	No	0
13	Stephanie Joynes	Hampden-Sydney College	Posted through Handshake.com	Yes	No	0
14	Connie McGill	Fayetteville State University	Posted through Handshake.com	Yes	No	0
15	Jessica Carroll	Augusta University	Posted through Handshake.com	Yes	No	0
16	Josey Cameron	GA College & State University	Posted through Handshake.com	Yes	No	0
17	Christie Michals	George Mason University	Posted through Handshake.com	Yes	No	0
18	Carolyn Rhodes	Clark Atlanta University	Posted through Handshake.com	Yes	No	0
19	Brad Blackburn	Lenoir-Rhyne University	Posted through Handshake.com	Yes	No	0
20	Office of Career & Professional Development	Belmont University	Posted through Handshake.com	Yes	No	0
21	Career Services	East Carolina University	Posted through Handshake.com	Yes	No	0
22	Graduate Assistant	Longwood University	Posted through Handshake.com	Yes	No	0
23	Jeffery Aston	East TN State University	Posted through Handshake.com	Yes	No	0
24	Shannon Fields	Hampton University	Posted through Handshake.com	Yes	No	0
25	Michael Maldonado-Melgar	Appalachian State University	Posted through Handshake.com	Yes	No	0
26	Marielle Thomas	Georgia State University	Posted through Handshake.com	Yes	No	0
27	Luz Adriana Knecht	Columbus State University	Posted through Handshake.com	Yes	No	0
28	Mark Workman	Carson-Newman University	Posted through Handshake.com	Yes	No	0
29	Sandlyn Fultz	Athens State University	Posted through Handshake.com	Yes	No	0

30	Monique Ryan	Alabama A&M University	Posted through Handshake.com	Yes	No	0
31	Paula Farmer	American Baptist College	Posted through Handshake.com	Yes	No	0
32	Hayley Barnfield	Covenant College	Posted through Handshake.com	Yes	No	0
33	Shanika Washington	Johnson C. Smith University	Posted through Handshake.com	Yes	No	0
34	Sereyna Wallace	Livingstone College	Posted through Handshake.com	Yes	No	0
35	Lori Trahan	Kennesaw State University	Posted through Handshake.com	Yes	No	0
36	Stefanie Swanger	Mercer University	Posted through Handshake.com	Yes	No	0
37	Benjamin Klotz	University of Virginia	Posted through Handshake.com	Yes	No	0
38	Debbie Tolle	University of South Alabama	Posted through Handshake.com	Yes	No	0
39	Nell Desmond	Mary Baldwin University	Posted through Handshake.com	Yes	No	0
40	Rob Liddell	The University of Tennessee at Chattanooga	Posted through Handshake.com	Yes	No	0
41	Rasheeda Tucker	Tuskegee University	Posted through Handshake.com	Yes	No	0
42	Scott Williams	University of Georgia	Posted through Handshake.com	Yes	No	0
43	Career Services	Virginia Tech	Posted through Handshake.com	Yes	No	0
44	Maurice Campbell	Virginia Union University	Posted through Handshake.com	Yes	No	0
45	Lisa Simmons	Wake Forest University	Posted through Handshake.com	Yes	No	0
46	Josh Cartagena	Maryville College	Posted through Handshake.com	Yes	No	0
47	Diane Farrell	University of North Georgia	Posted through Handshake.com	Yes	No	0

48	Julie Pendergraph	University of North Carolina - Chapel Hill	Posted through Handshake.com	Yes	No	0
49	Lacey Wood	The University of Tennessee-Knoxville	Posted through Handshake.com	Yes	No	0
50	David Earnhardt	University of North Carolina Asheville	Posted through Handshake.com	Yes	No	0
51	Sharon Stevenson	Tennessee Technological University	Posted through Handshake.com	Yes	No	0
52	Bridget Baggett	Morehouse College	Posted through Handshake.com	Yes	No	0
53	Randy Karlson	Washington and Lee University	Posted through Handshake.com	Yes	No	0
54	Casey McAnarney	University of North Carolina Wilmington	Posted through Handshake.com	Yes	No	0
55	Regina Hill	Tennessee State University	Posted through Handshake.com	Yes	No	0
56	Rose Maddox	University of Mary Washington	Posted through Handshake.com	Yes	No	0
57	Lauren Cole	Troy University	Posted through Handshake.com	Yes	No	0
58	Michelle Pupoh	Montreat College	Posted through Handshake.com	Yes	No	0
59	Hire VCURams	Virginia Commonwealth University	Posted through Handshake.com	Yes	No	0
60	Heather McIntosh	Middle Georgia State University	Posted through Handshake.com	Yes	No	0
61	Dalia Roth	Rhodes College	Posted through Handshake.com	Yes	No	0
62	Destinee Wormack	UNC Greensboro	Posted through Handshake.com	Yes	No	0
63	Renard Miles	The University of Tennessee-Martin	Posted through Handshake.com	Yes	No	0
64	Ashley Tidwell	Trevecca Nazarene University	Posted through Handshake.com	Yes	No	0
65	Brenda Bullard	The University of North Carolina at Pembroke	Posted through Handshake.com	Yes	No	0

66	Jacquelyn Jones	Spelman College	Posted through Handshake.com	Yes	No	0
67	RSPH Career Development	Rollins School of Public Health at Emory University	Posted through Handshake.com	Yes	No	0
68	Christopher Smith	The University of Alabama in Huntsville	Posted through Handshake.com	Yes	No	0
69	Shaunce Riley	Savannah State University	Posted through Handshake.com	Yes	No	0

COMPANY POSTINGS AND WEBSITES

70	Corporate Representatives	Entercom Website	www.entercom.com/careers	9
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ADVERTISING

71	Direct Employers Association	https://de.nlx.org/pdfs/JobAlliancesList.pdf	0
72	On-Air Recruitment	5 times a day for a week we ran a spot letting the Chattanooga area that we were for the Account Executive position. There was also a disclaimer allowing the Chattanooga area know that we are an Equal Opportunity Employer	0

JOB FAIRS

University of TN at Chattanooga	See Supplemental #4	0
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OTHER SOURCES

Staffing Agency	1
Employee Referral	1
Current Employee (PT to FT)	1
Indeed	14
LinkedIn	2
Former Employee	1



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy & Invitation to Receive Job Openings	Ongoing	Entercom Chattanooga	Once a week, Entercom Chattanooga airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Chattanooga area of Entercom's EEO policy and invite all organizations to be a part of our recruitment efforts.	Program Director Traffic Manager Production Manager
2	Internship Dalton State University	01/07/19 – 04/18/19	Chattanooga	A Junior at Dalton State College is enrolled in the Internship class and is here with the station 4 days a week for 12/hrs a week. He is learning all of the different departments in Radio with a focus on on-air and engineering.	Business Operations Manager
3	School Visit Lafayette Middle School	03/23/18	Lafayette	A Program Director participated in the Lafayette Middle School career day where he spoke about his job in radio.	Program Director
4	Job Shadow Central High School	03/21/18	Chattanooga	A high school student shadowed the promotions assistant from 11a – 5p for one of his classes. He had to make a presentation on what he learned about the job and present it to the class.	Promotions Assistant
5	Career Fair University of TN at Chattanooga	04/10/18	Chattanooga	We distributed current descriptions of all open positions and answered all questions related to the open position, and collected resumes.	Business Operations Manager Promotions Manager Promotions Assistant

