

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM MEMPHIS**

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

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom Memphis, LLC 1835 Moriah Woods Blvd. Suite 1 Memphis, TN 38117	<b>Contact Person/Title:</b> Dan Barron VP/Market Manager
<b>Unit Members, Community of License:</b> WLFP-FM, Germantown, TN WRVR-FM, Memphis, TN WMC-AM, Memphis, TN WMC-FM, Memphis, TN WMFS-FM, Bartlett, TN WMFS-AM, Memphis, TN	<b>Telephone Number:</b> 901-384-5900	<b>E-mail Address:</b> dbarron@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	Digital Sales Manager	Staffing Agency	1-21
B	Account Executive	Entercom.com	1-21
C	Account Executive	Employee Referral	1-21



## 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	Shannon Roberts or Career Services	Athens State University	studentjobs@athens.edu 256-233-8285	YES	NO	0
2	Megan Richardson	Bridges (The Work Place)	info@bridgesusa.org mrichardson@bridgesusa.org 901-260-3703	YES	NO	0
3	Amy Ware	Christian Brothers University	Aware1@cbu.edu 901-321-3000	YES	NO	0
4	Courtney Pierce	The University of Memphis College of Arts & Sciences	Cpierce2@memphis.edu 901-678-3067	YES	NO	0
5	Wanda Blair-Jones	Lemoyne-Owen College	wanda_blair-jones@loc.edu 901-435-1729	YES	NO	0
6	Erica Cunningham	Memphis Black Media Coalition Monumental Baptist Church	monumntl@bellsouth.net 901-946-5272	YES	NO	0
7	Madeline Taylor	Memphis Branch NAACP	Nmemphi1@comcast.net 901-521-1343	YES	NO	0
8	Job Postings	Mississippi Department of Employment Security	joborder@mdes.ms.gov 662-342-4002	YES	NO	0
9	Career Center	Mississippi State University	career@career.msstate.edu 662-325-3344	YES	NO	0
10	Linwood Hagin, PhD or Lisa Synder	North Greenville College	lahagin@ngc.edu Lisa.synder@ngu.edu 864-977-7137	YES	NO	0
11	Michael Patrick	Regent University	michpat@regent.edu 757-226-4353	YES	NO	0



12	Claudi Rutkanskas	Rhodes College	<a href="mailto:Careers@rhodes.edu">Careers@rhodes.edu</a> 901-843-3000	YES	NO	0
13	Dr. Debayo Moyo, Chair	Rust College, Department of Mass Communications	<a href="mailto:Dmoyo@rustcollege.edu">Dmoyo@rustcollege.edu</a> 662-252-8000 x 4553	YES	NO	0
14	Wanda J. Walker	Southwest TN Community College - Macon Cove Campus	<a href="mailto:wwalker@southwest.tn.edu">wwalker@southwest.tn.edu</a> 901-333-4000	YES	NO	0
15	Louise Davis	Southwest TN Community College - Whitehaven Center	<a href="mailto:ldavis@southwest.tn.edu">ldavis@southwest.tn.edu</a> 901-333-6450	YES	NO	0
16	Career Services	The University of The South	<a href="mailto:careersvc@sewanee.edu">careersvc@sewanee.edu</a> 931-598-1000	YES	NO	0
17	Jill Green	TN Association of Broadcasters	<a href="mailto:tabtn@bellsouth.net">tabtn@bellsouth.net</a> 615-365-1840	YES	NO	0
18	Jessica Webb	University of Memphis	<a href="mailto:ces@memphis.edu">ces@memphis.edu</a> 901-678-2239	YES	NO	0
19	Casey Cockrell	University of Mississippi	<a href="mailto:casey@olemiss.edu">casey@olemiss.edu</a> 662-915-7174	YES	NO	0

<b>COMPANY POSTINGS AND WEBSITES</b>					
20	EEO Coordinator	Entercom Corporate Website	<a href="http://www.entercom.com/careers">www.entercom.com/careers</a>		11
21	EEO Coordinator	Internal Postings (Current Employees/Interns)	<a href="mailto:Memphisusers@entercom.com">Memphisusers@entercom.com</a>		0

<b>ADVERTISING</b>					
22	Direct Employers Association	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>			N/A

<b>JOB FAIRS</b>					
	The University of Memphis	See Supplemental Initiative # 7			0

<b>OTHER SOURCES</b>					
	Staffing Agency				4
	Employee Referral				5
	Current Employee				1



### **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 Memphis	Once a month, Entercom Memphis airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Memphis area of Entercom EOE policy and invite all organizations to be part of our recruitment process.	EEO Coordinator Business Manager Traffic Department
2	Job Shadow University of Memphis	April 24 & 27, 2018	Entercom Memphis	One of Entercom's loyal listeners and University of Memphis students participated in a job shadow at Entercom Memphis. They received a tour of the stations before shadowing in the sales and marketing departments. The student also shadowed the team during an annual event, Songwriters Fest, which showed the student how our events are produced and managed. They received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	General Manager Sales Manager Promotions Directors
3	Station Tour Shelby County Schools Summer Learning Academy	June 8, 2018	Entercom Memphis	Shelby county middle school students participated in a job shadow at Entercom Memphis. They received a tour of the stations, sat in-studio and witnessed production of the daily shows. They then met with On-Air personalities and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	General Manager Programming Directors On-Air Personalities Promotions Directors
4	Job Shadow University of Memphis	October 22, 2018	Entercom Memphis	One of WMFS's loyal listeners and University of Memphis students participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was a part of the WMFS daily shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	General Manager Programming Directors On-Air Personalities Promotion Directors
5	Tennessee Association of Broadcasters Conference	January 23-24, 2019	Nashville, TN	Entercom's General Manager attended a conference hosted by the Tennessee Association of Broadcasters. The event brought radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders, and explore creative business strategies to help radio flourish in the digital age.	General Manager



6	Job Shadow University of Memphis	March 1, 2019	Entercom Memphis	One of WMFS's loyal listeners and University of Memphis students participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was a part of the WMFS daily shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	General Manager Programming Directors On-Air Personalities Promotion Directors
7	The University of Memphis Career Fair	March 20, 2019	Memphis, TN	Entercom Memphis representatives attended the spring career fair at the University of Memphis. The Entercom representatives discussed the different roles and tasks of Entercom employees that occur on a daily basis to ensure the station operates efficiently and which degrees are most useful within our organization. They also discussed job opportunities in radio and received resumes for potential new hires and interns.	HR Manager

