

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM DETROIT**

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

Employment Unit: Entercom License, LLC	Address: Entercom Michigan, LLC 26455 American Drive Southfield, MI 48034	Contact Person/Title: Debbie Kenyon SVP/Market Manager
Unit Members, Community of License: WDZH(FM), Detroit, MI WOMC(FM), Detroit, MI WWJ(AM), Detroit, MI WXYT(AM), Detroit, MI WXYT(FM), Detroit, MI WYCD(FM), Detroit, MI	Telephone Number: 248.327.2900	E-mail Address: Debbie.Kenyon@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	On-Air Talent	Entercom.com	1-34, 37
B	Operations Manager	Referral-Employee	1-34, 37
C	Account Executive	LinkedIn	1-36
D	Producer	Entercom.com	1-34
E	On-Air Talent	Entercom.com	1-34



F	Account Executive	Entercom.com	1-34
G	Producer	Internal Candidate	1-33, 37
H	Editor	Entercom.com	1-34



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	Joel Denver	All Access	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616	Yes	No	0
2	Kary L. Moss	American Civil Liberties Union of Michigan	60 West Hancock Detroit, MI 48201 313-578-6800	Yes	No	0
3	Lorain Alexander, Broadcast/Kim Melnychenko Free	American Federation of Radio and Television Artists, Detroit	27777 Franklin Road Suite 300 Detroit, MI 48034 248-213-0264	Yes	No	0
4	Shadiya Bataya	Arab American And Chaldean Council	20300 Civic Center Drive Suite 318 Southfield, MI 48076 248-354-8460	Yes	No	0
5	Da-zong Wang	Chinese Association of Greater Detroit	CAGD PO Box 1343 Troy, MI 48099 313-845-3101	Yes	No	0
6	N/A	College- Saint Mary's College	3535 Indian Trail Orchard Lake, MI 48324 248.982.1885	Yes	No	0
7	Kathy Cox	College-Schoolcraft College	18600 Hagerty Road Livonia, MI 48152 734-462-4421	Yes	No	0
8	Jay Korinck	College-Henry Ford Community College	5101 Evergreen Rd. Dearborn, MI 48128 313.845.9676	Yes	No	0



9	Harry McLaughlin	College-Marygrove College-Academic Advising and Career Services	Madame Cadillac Building-Room 339 8425 West McNichol's Road Detroit, MI 48221 313-927-1479	Yes	No	0
10	Lori Linden	College-Oakland Community College	739 South Washington Building C Royal Oak, MI 48067 248-233-2819	Yes	No	0
11	Juan Taylor	College-Schoolcraft College	18600 Haggerty Rd. Livonia, MI 48152 734-462-4400	Yes	No	0
12	Laurie Siebert	College-Walsh College	3838 Livernois Road PO Box 7006 Troy, MI 48007 248-823-1625	Yes	No	0
13	Shashii Sharma	College-Wayne County Community College District, Career Planning and Placement	8551 Greenfield Detroit, MI 48228 313-943-4071	Yes	No	0
14	Henchie Greenfield	Communal Jobs	24777 Greenfield Road Southfield, MI 48075 248-569-4482	Yes	Yes	0
15	N/A	Detroit Area Film & Television	P.O. Box 1443 Royal Oak, MI 48068 248.547.0847	Yes	No	0
16	Raymond Xu	Detroit Chinese Business Association	Ford Motor Company PO Box 2769 Dearborn, MI 48123 313-323-8631	Yes	No	0
17	Shirley Manus	Detroit Workforce Development-Michigan Works	1641 Porter Street Detroit, MI 48216 313-628-2264	Yes	Yes	0
18	Eleanor Josaitis	Focus Hope	Human Resources 1355 Oakman Boulevard Detroit, MI 48238 (313) 494-4775	Yes	No	0
19	Gene McKay	Inside Radio	365 Union Street Littleton, NH 03561 603-444-5720	Yes	No	0



20	Teresa Schwartz	Jewish Vocational Services & Community Workshop	29699 Southfield Road Southfield, MI 48076 248-559-5000	Yes	No	0
21	Kathy Sirois	Jewish Vocational Services-Employment	4250 Woodward Detroit, MI 48201 313-233-8100	Yes	Yes	0
22	Randall Cripe	Michigan Works-Oakland County-Southfield Service Center	26000 Evergreen Road PO Box 2055 Southfield, MI 48037 248-796-4577	Yes	No	0
23	Stacie Mottley	National Academy of Television Arts and Sciences-Job Bank	24903 Lois Lane Drive Southfield, MI 48075 888-430-3669	Yes	No	0
24	Valencia Parker	National Black MBA Association-Detroit	180 North Michigan Avenue Suite 1400 Detroit, MI 48202 313-972-4832	Yes	No	0
25	Nancy Shiner	Specs Howard School of Media Arts	19900 West Nine Mile Road Southfield, MI 48075 248-358-9000	Yes	Yes	0
26	Tracey Knowles	University of Detroit Mercy-Career Development	143 Reno Hall 4001 West McNichol's Road Detroit, MI 48221 313-993-1017	Yes	No	0
27	Mai Qazzaz	University of Michigan Dearborn-Career Services	2149 University Center Dearborn, MI 48128 313-593-5020	Yes	No	0
28	Heather Fowler or Svetlana Maksimchux	University-Davenport University Livonia Campus	19499 Victor Parkway Livonia, MI 48152 734-943-2800	Yes	No	0
29	Jing Sellers	University-Lawrence Technological University	21000 West Ten Mile Rd Southfield, MI 48075 248-204-3140	Yes	No	0
30	Arlinda Pringle	University-Wayne State University	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202 313-577-3390	Yes	No	0
31	Cassasandra Nelson-Pruitt	Urban League-Detroit Urban League	208 Mack Avenue Detroit, MI 48201 313-832-4600	Yes	No	0



32	Rose Ann Nicolai	Women in Communications of Detroit	2744 Ellwood Berkley, MI 48072 248-582-8465	Yes	No	0
33	Nageep Ismial	Yemeni American Association	10415 Dix Dearborn, MI 48120 313-842-8402	Yes	No	0

COMPANY POSTINGS AND WEBSITES						
34	Entercom	Entercom.com	Kristen.Adams@entercom.com / lauren.lewis@entercom.com (effective 10/2018)	248.327.2900		24

ADVERTISING						
35	Indeed.com	Indeed.com				2
36	LinkedIn	LinkedIn.com				1
37	Internal Candidate/Transfer	Internal Candidate/Transfer				9

JOB FAIRS						
	Specs Howard School of Media Arts Career Fair		Supplemental Recruitment Initiative #1			0
	Military & Veteran Career Fair (Detroit Pistons)		Supplemental Recruitment Initiative #3			0
	MSU and The MAB Career Fair		Supplemental Recruitment Initiative #4			0
	MABF Media Career Fair		Supplemental Recruitment Initiative #5			0
	NAB National Job Fair		Supplemental Recruitment Initiative #6			0

OTHER SOURCES						
	Referral-Employee					4
	Referral-Industry					1

Total # of New Interviewees Referred						41
---	--	--	--	--	--	-----------



3. Supplemental Recruitment Initiatives.

Initiatives		Location	Description	Titles of Employees Involved
1	Specs Howard School of Media Arts Career Fair	Southfield, MI	The Employment Unit attended Specs Howard School of Media Arts Career Fair held in Southfield, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.entercom.com .	HR Manager
2	Plymouth Salem High School	Plymouth, MI	The Program Director visited Plymouth Salem High School and spoke with the Radio News Writing Class. The PD and class members discussed what makes a "great" story and how to write a story.	Program Director
3	Military & Veteran Career Fair	Detroit, MI	The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Detroit, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.entercom.com	HR Manager
4	MSU & The MAB Career Fair	Lansing, MI	The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Lansing, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.entercom.com	HR Manager
5	MABF Media Career Fair	Detroit, MI	The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Detroit, Michigan. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.entercom.com	HR Manager
6	NAB National Job Fair	Las Vegas, NV	Entercom attended the national industry wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed careers in radio at Entercom.	HR Administrator
7	Lone Pine Elementary School Tour of Entercom Detroit	Southfield, MI	Lone Pine Elementary school raised \$2106 for the Winter Survival Radiothon on 2/8/19. As a thank you, WWJ provided 30 students with a tour of Entercom Detroit. The students were excited to meet their favorite radio personalities and see how the radio stations operate. The tour was provided by the Promotions Director & Manager. This is an ongoing initiative.	Promotions Director Promotions Manager

