

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM RICHMOND**

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 License LLC 3245 Basie Rd Richmond, VA 23228	Contact Person/Title: Bennett Zier SVP/Market Manager
Unit Members, Community of License: WRVA-AM WRXL-FM WTVR-FM WBTJ-FM WRNL-AM WRVQ-FM BIG98.5FM The Planet	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	Account Executive	Radio Ad	1-22
B	Producer	Employee Referral	1-22
C	Account Executive	Radio Ad	1-22
D	Traffic Manager	Former Employee	1-22



E	Business Administrator	Employee Referral	1-22
F	Receptionist	Indeed.com	1-22
G	Marketing Director	Indeed.com	1-22
H	Campaign Manager	Employee Referral	1-22
I	Account Executive	ETM Internal Recruitment Fair	1-22
J	Account Executive	Radio Ad	1-22
K	Account Executive	Radio Ad	1-22

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	N/A	Old Dominion University	employers@odu.edu	Yes	No	0
2	Kelly Gouch	Christopher Newport University	1 University Place Newport News, VA 23606 Kelly.Gouch@cnu.edu	Yes	No	0
3	Teri Stankey	VA Employment Commission	1700 College Crescent Virginia Beach, VA 23453 Teri.stankey@vec.virginia.gov	Yes	No	0
4	Pam Saunders	Norfolk State University	700 Park Ave Norfolk, VA 23504 pdsaunders@nsu.edu	Yes	No	0
5	Patricia Copeland	Norfolk State University	700 Park Ave Norfolk, VA 23504 pcopeland@nsu.edu	Yes	No	0
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	0
7	Lashel Wilson	Hampton University	114 Wigwam Bldg Hampton, VA 23668 757-727-5935 careercenter@hamptonu.edu Lashel.Wilson@hamptonu.edu	Yes	No	0



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	0
9	Chris Shoemaker	Bluefield College	cshoemaker@bluefield.edu	Yes	No	0
10	Cristen McQuillan	College of William and Mary	Career Center P.O. Box 8795 Williamsburg, VA 23187 tribecareers@csm.symplcity.com	Yes	No	0
11	Alta Thomas	St Paul's College	115 College Drive Lawrenceville, VA 23868 athomas@saintpauls.edu	Yes	No	0
12	Barbara Daniel	James Madison University	danielbj@jmu.edu MSC 7009 Harrisonburg, VA 22807	Yes	No	0
13	Andre Luck	Piedmont VA Community College	Career Services Manager 501 College Drive Charlottesville, VA 22902 aluck@pvcc.edu	Yes	No	0
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	0
15	Felicia Ainsa	Resource/Capital Region Workforce Partnership	1001 N Laburnum Avenue Suite B Henrico, VA 23223 Ain001@henrico.us	Yes	No	0
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	0
17	Dennis Woodward	Virginia Employment Commission	703 E Main Street Richmond, VA 23218 richmond@vec.virginia.gov Fax: 757-804-254-4159	Yes	No	0

18	Teresa Bishop	Virginia Workforce Connection	703 E Main Street Richmond, VA 23218 www.vawc.virginia.gov teresa.bishop@vawc.virginia.gov	Yes	No	0
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COMPANY POSTINGS AND WEBSITES						
19	Corporate Representative	Entercom Website	www.entercom.com/careers			4
20	Christine Morelli	Internal Postings (Internal/Current employees)	Christine.morelli@entercom.com 757-452-3601			7

ADVERTISING						
21	On-Air Radio Ads	WRVA, WRXL, WTVR, WRNL, WRVQ, WBTJ, Big98.5				9
22	Direct Employers Association	https://de.nlx.org/pdfs/JobAlliancesList.pdf				0

JOB FAIRS						
ETM Richmond Internal Recruitment Fair		See Initiative #3				1
Greater Norfolk Community Job Fair		See Initiative #4				0
NAB National Career Fair		See Initiative #5				0

OTHER SOURCES						
Employee Referral					12	
Indeed www.indeed.com					14	
Former Employee					3	

Total Number of Interviewees						50
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3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	Internship Program	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	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Richmond	Entercom Richmond airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Richmond area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Regional Finance Director
3	ETM Richmond Recruitment Fair	Entercom Richmond	Entercom Richmond aired advertisements inviting the public to a recruitment fair held at the Richmond stations. We had eleven applicants attend and we conducted follow up interviews with four of the candidates – eventually hiring one of them.	General Sales Managers DOS
4	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
5	Greater Norfolk Community Job Fair	Murray Center, 455 E. Brambleton Ave, Norfolk, VA 23510	Entercom Richmond attended the Greater Norfolk Community Job Fair. Entercom Richmond met with attendees, distributed job openings and discussed careers in radio at Entercom.	Business Administrator
6	EEO Breakfast	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 Administrator Regional Finance Director

