

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM GREENVILLE**

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

| | | |
|--|--|---|
| Employment Unit: Entercom License, LLC | Address: Entercom Greenville 25 Garlington Road Greenville, SC 29615 | Contact Person/Title: Steve Sinicropi SVP Market Manager |
| Unit Members, Community of License: WFBC-FM, Greenville, SC WSPA-FM, Spartanburg, SC WORD-AM, Spartanburg, SC WYRD-AM, Greenville, SC WROQ-FM, Anderson, SC WTPT-FM, Forest City, NC WYRD-FM, Simpsonville, SC | Telephone Number: 864-271-9200 | E-mail Address: ssinicropi@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 Operations Assistant | Entercom.com | 1-47 |
| B | Digital Content Manager | Employee Referral | 1-47 |
| C | On Air Personality | Entercom.com | 1-47 |
| D | Account Executive | Entercom.com | 1-47 |



| | | | |
|---|-------------------------|-------------------|------|
| E | Account Executive | Employee Referral | 1-47 |
| F | Digital Project Manager | Employee Referral | 1-47 |



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 | Career Services | American Assoc. of University Women | Aauwjobs@aauw.org | Yes | No | 0 |
| 2 | Carol Karnes | Anderson College | ckarnes@ac.edu | Yes | No | 0 |
| 3 | P. Bulla or Rodney Embler | Asheville Buncombe Tech | pbulla@abtech.edu Rodney.embler@buncombcountry.org | Yes | No | 0 |
| 4 | Sonja Johnson | Benedict College | johnsons@benedict.edu | Yes | No | 0 |
| 5 | Aaron Goldsmith | Bob Jones University | careerdevelopment@bju.edu | Yes | No | 0 |
| 6 | Hayden Bracknell | Brown Mackie College | hbracknell@brownmackie.edu | Yes | No | 0 |
| 7 | Col. Schrader | Camden Military Academy | admissions@camdenmilitaru.com | Yes | No | 0 |
| 8 | Alyson Young | Carolina School of Broadcasting | Alyson@nakatv.com | Yes | No | 0 |
| 9 | Shirley Nichols | Clafin College | shnichols@clafin.edu | Yes | No | 0 |
| 10 | Yvonne Lasane | Coastal Carolina University | Yvonne@coastal.edu | Yes | No | 0 |
| 11 | Career Center Linda Robinson | College Of Charleston | robinsonl@cofc.edu | Yes | No | 0 |



| | | | | | | |
|----|-----------------------------------|--|--|-----|----|---|
| 12 | Cathy Gowan and Witney Fisher | Converse College | Cathy.gowan@converse.edu Witney.fisher@converse.edu | Yes | No | 0 |
| 13 | Robert Decker & Susan Schaefer | ECPI College of Technology | rdecker@ecpi.edu sschaefer@ecpi.edu | Yes | No | 0 |
| 14 | Dusty New | Erskine College | new@erskine.edu | Yes | No | 0 |
| 15 | William Sanders | GA Association of Broadcasters | sandersb@gab.org | Yes | No | 0 |
| 16 | Josh Kelly | Goodwill Industries | jkelly@goodwillsc.org | Yes | No | 0 |
| 17 | Rachel Angel | Greenville County Workforce Development | rangel@greenvillecounty.org | Yes | No | 0 |
| 18 | Patricia Sainz | Hispanic Communications Network | patricia.sainz@hcnmedia.com | Yes | No | 0 |
| 19 | Amy Rusiloski | ITT Technical Institute | arusiloski@itt-tech.edu | Yes | No | 0 |
| 20 | Jennifer Pierce | Lander University | jpierce@lander.edu | Yes | No | 0 |
| 21 | Ileka Leaks | Limestone College | ileaks@limestone.edu | Yes | No | 0 |
| 22 | Career Center | Minority Media and Telecommunications | info@mmtconline.org | Yes | No | 0 |
| 23 | Career Services | Morehead College-Career SVCS. | jobs@morehouse.edu | Yes | No | 0 |
| 24 | Margaret Bailey | Morris College | mbailey@morris.edu | Yes | No | 0 |
| 25 | Ann McKeighan | Native American Public Telecomm. Broadcasting Cons. | native@unl.eeu | Yes | No | 0 |
| 26 | Travis Ballenger | Newberry College | Travis.ballenger@newberry.edu | Yes | No | 0 |
| 27 | Dr. Linwood Hagin | North Greenville University | lahagin@ngu.edu | Yes | No | 0 |
| 28 | Gary James | Ohio Center for Broadcasting | gary@beonair.com | Yes | No | 0 |
| 29 | Kita Graham | Regent University | Kgraham@regent.edu | Yes | No | 0 |

| | | | | | | |
|----|--------------------|---------------------------------|--|-----|----|---|
| 30 | Grey Parks | SC Employment Security Comm. | bparks@dew.sc.gov | Yes | No | 0 |
| 31 | Anna Haigler | SC State University | ahaigler@scsu.edu humanresources@scsu.edu | Yes | No | 0 |
| 32 | James Hallum | Sears Shelter Community Center | jhallums@greenvillesc.gov | Yes | No | 0 |
| 33 | Yvonne Duckett | Southern Wesleyan University | yduckett@swu.edu | Yes | No | 0 |
| 34 | Harold Bell | Spelman College-Career Planning | hbell@spelman.edu | Yes | No | 0 |
| 35 | Jay Eubanks | UNC School of Journalism | jeubank@email.unc.edu | Yes | No | 0 |
| 36 | Carol Martin | Urban League of the Upstate | cmartin@ulus1.org | Yes | No | 0 |
| 37 | Sherry McAdams | USC-Upstate | smcadams@uscupstate.edu | Yes | No | 0 |
| 38 | Johnny Smith | Western Carolina University | jsmith@isothermal.edu | Yes | No | 0 |
| 39 | Shirley LeGette | Women in Communications | president@awcgreenville.org | Yes | No | 0 |
| 40 | Career Dev. Center | Winthrop University | alforda@winthrop.edu | Yes | No | 0 |
| 41 | Lisa Ware | Wofford College | warelm@wofford.edu | Yes | No | 0 |

| COMPANY POSTINGS AND WEBSITES | | | | |
|--------------------------------------|--------------------------|--|--|---|
| 42 | Corporate Representative | Entercom Corporate Website | www.entercom.com/careers | 5 |
| 43 | EEO Coordinator | Current Employees/Interns (Internal postings on Company Bulletin Boards and/or Email to All Greenville Users) | greenvillteam@entercom.com Mailroom/Downstairs Bulletin Board | 4 |

| ADVERTISING | | | | |
|--------------------|------------------|---|--|----|
| 44 | Direct Employers | https://de.nlx.org/pdfs/JobAlliancesList.pdf | | 0 |
| 45 | Monster | www.monster.com | | 1 |
| 46 | Indeed | www.indeed.com | | 12 |
| 47 | GlassDoor | www.glassdoor.com | | 1 |

| JOB FAIRS | | | | |
|---|--|--|--|---|
| USC Upstate Greenville Premier Fair | | Supplemental Recruitment Initiative #2 | | 0 |
| USC Upstate Fall Internship Fair | | Supplemental Recruitment Initiative #3 | | 0 |
| Tri-County Technical College Annual Career Fair | | Supplemental Recruitment Initiative #4 | | 0 |
| Fountain Inn Elementary School Career Fair | | Supplemental Recruitment Initiative #5 | | 0 |
| NAB National Job Fair | | Supplemental Recruitment Initiative #6 | | 0 |

| OTHER SOURCES | | | | |
|---|--|--|--|-----------|
| Employee Referral | | | | 5 |
| LinkedIn.com | | | | 4 |
| Total # of New Interviewees Referred | | | | 32 |



3. Supplemental Recruitment Initiatives.

| Initiatives | | Date | Location | Description | Titles of Employees Involved |
|-------------|---|----------------------------------|---------------------|---|--|
| 1 | Internship Program | Periodically throughout the year | Entercom Greenville | Entercom Greenville 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. Two (2) interns participated in this program. | Program Directors Promotions Director |
| 2 | USC Upstate Greenville Premier Fair | 8/28/2018 | Greenville, SC | Entercom representatives participated in a job fair at USC Upstate. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom. | Promotions Team |
| 3 | USC Upstate Fall Internship Fair | 9/18/2018 | Spartanburg, SC | Entercom representatives participated in an internship job fair at USC Upstate. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom. | Promotions Team |
| 4 | Manager EEO Training | 2/5/2019 | Entercom Greenville | Managers were trained regarding EEO compliance rules. All department heads are expected to adhere to the EEO rules and complete all necessary paperwork for each new hire. | Business Manager |
| 5 | Tri-County Technical College Annual Career Fair | 2/20/2019 | Pendleton, SC | Entercom representatives participated in a job fair at Tri-County Tech. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom. | Promotions Team |
| 6 | Fountain Inn Elementary School Career Fair | 4/5/2019 | Fountain Inn, SC | The Promotions Department at Entercom participated in the Fountain Inn Elementary School Career Fair. They discussed careers in radio as well as future internship opportunities. An overview of each department was discussed with the students. | Promotions Team |
| 7 | NAB National Job Fair | 4/9/2019 | 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 |

