

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM ATLANTA**

This report covers full-time vacancy recruitment for the period of December 1, 2018 through November 30, 2019

Employment Unit: Entercom License, LLC	Address: Entercom Atlanta 1201 Peachtree Street, Suite 800 Atlanta, GA 30294	Contact Person/Title: Frederick Caffey Senior Vice President/Market Manager
Unit Members, Community of License: WVEE-FM, Atlanta, GA WZGC-FM, Atlanta, GA WSTR-FM, Atlanta, GA WAOK-AM, Atlanta, GA	Telephone Number: 404-898-8900	E-mail Address: Rick.Caffey@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)	Referral Source of Interviewees
A	Sales Assistant	Indeed.com	1-22	Indeed – 2 Employee Referral -2 Entercom Careers -1
B	HR/Payroll Manager	Indeed.com	1-22	Indeed -2
C	Sales Assistant	Indeed.com	1-22	Indeed – 2 Employee Referral -2 Entercom Careers -1
D	Producer	Indeed.com	1-22	LinkedIn 2 Employee referrals - 3 Indeed – 2 Entercom Careers – 2 BSM Website - 1



E	Program Director	Current Employee	1-22	Indeed - 2 Current Employee - 2
F	FT On-Air Talent	Employee Referral	1-22	Same interview pool as hire Indeed - 2 LinkedIn - 2 Entercom Careers -3 Employee Referral - 1
G	FT On-Air Talent	Employee Referral	1-22	Same interview pool as hire Indeed - 2 LinkedIn - 2 Entercom Careers -3 Employee Referral - 1
H	General Sales Manager	Indeed	1-22	LinkedIn - 1 Employee Referral - 4 Indeed – 2 Entercom Careers - 3
I	Sales Assistant	Employee Referral	1-22	Same interview pool as hire Employee Referral – 3 Indeed – 2 Entercom Careers – 1
J	Sales Assistant	Employee Referral	1-22	Same interview pool as hire Employee Referral – 3 Indeed – 2 Entercom Careers – 1
K	Program Director	Entercom.com/careers	1-22	Inside Radio -3 All access -3 Employee Referral – 1 Entercom Careers – 1 Current Employee - 1
L	Digital Program Director	LinkedIn	1-22	Indeed -1 Linked In – 1 Employee Referral – 4 Entercom.com - 1
Total # of New Interviewees for full-time job vacancies during the reporting period:				66



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	Santiago Marquez	Latin America Association	2665 Buford Highway Atlanta, GA 30324-3262 404-638-1860	Y	N	0
2	Chris Fragale	Atlanta Institute Of Music	5985 Financial Drive Suite 200 Norcross, GA 30071 770-242-7717	Y	N	0
3	Park Sims	Atlanta Urban League	Employment Service 100 Edgewood Avenue, N.E. Suite 600 Atlanta, GA 30303 (404) 659-1150	Y	N	0
4	Ernita Hemmitt	Clarke Atlanta University	Job Placement Office James P. Brawley Dr. @ Fair St., SW Atlanta, GA 30314 404-880-6791	Y	N	0
5	Paul Bredderman	Emory University	Career Planning & Placement 200 Dowman Dr, Suite 200, B Jones Center Mailstop:1130-001-1AG Atlanta, GA 30322 404-727-6211	Y	N	0
6	Debra Twitty	Florida A&M University (FAMU)	Placement Office Tallahassee, FL 32307 850-599-3611	Y	N	0
7	Romelda Simmons	Fort Valley State University	Job Placement Office 1005 State College Drive Fort Valley, GA 30130 478-825-6350	Y	N	0
8	Susan Sawyer	Georgia Department of Labor	Atlanta Job Service 148 International Blvd, NE Atlanta, GA 30303 404-679-5200	Y	N	0

9	Ralph Mobley	Georgia Institute of Technology	Alumni Placement Office Atlanta, GA 30332 404-894-2550	Y	N	0
10	Karen Andrews	Kennesaw State University	1000 Chastain Rd #0118 Kennesaw, GA 30144-5591 770-423-6555	Y	N	0
11	Division of Communications	Miles College	Division of Communications P.O. Box 3800 Birmingham, AL 35208 205-929-1609	Y	N	0
12	Bridget Baggett	Morehouse University	Career Planning and Placement for Non-Business Majors Mays Hall Suite 200 470-639-0723	Y	N	0
13	Dr. Gloria Anderson	Morris Brown College	Career Planning & Placement 643 Martin Luther King Dr Atlanta, GA 30314 404-739-1000	Y	N	0
14	Alex Hitz-Sanchez	National Association Of Broadcasters	1771 N Street, NW Washington, DC 20036 202-429-5300	Y	N	0
15	Cindia Cameron	Nine To Five Atlanta Working Women	1430 Peachtree Street NW Atlanta, GA 30309 404-876-8134	Y	N	0
16	Amy Clemente	Ogelthorpe University	(404) 261-1441	Y	N	0
17	Gary James	Ohio Center for Broadcasting Columbus	National Director of Placement ENT 900 Sweet valley Dr Valley View, OH 44125 216-447-9117	Y	N	0
18	Corporate Representatives	Entercom Communications Corp Company Website	401 E. City Avenue, Suite 809 Bala Cynwyd, PA 19004 www.entercom.com/careers	Y	N	0
19	Francis Purcell	UGA / Grady College of Journalism	Career Center Clark Howell Hall Athens, GA 30602-3018 706-542-3375	Y	N	0

COMPANY POSTINGS AND WEBSITES

20	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	13
21	Ameena Phelps	In-house postings/current employees	Ameena.phelps@entercom.com	3



ADVERTISING			
22	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf	0
23	Indeed	www.indeed.com	17
24	LinkedIn	www.linkedin.com	6

JOB FAIRS			
NAB National Job Fair		Supplemental Initiative #6	0
US Department of Labor Education and Outreach Event		Supplemental Initiative #10	0
New Birth Citywide Career Expo		Supplemental Initiative #8	0
Marietta Business Association Career Day		Supplemental Initiative #5	0

OTHER SOURCES		
Employee Referral		17
Current Employees		3
BSM Website (Barret Sports Media)		1
All Access		3
Inside Radio		3
Total # of New Interviewees Referred		66

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 Atlanta	Once a month, Entercom Atlanta airs recruitment advertisements on all stations, seeking applicants across the departments. Advertisements inform the Atlanta area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Traffic Manager EEO Coordinator
2	Entercom Careers Page	Periodically throughout the year	Entercom Atlanta	The websites for each of the stations in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting.	EEO Coordinator
3	Direct Employers Association	Periodically throughout the year	Entercom Atlanta	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	EEO Coordinator
4	Internship Program	June – August 2019	Atlanta, GA	Entercom Atlanta offers paid 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.	Program Directors Promotions Director Producers
5	Marietta Business Association Career Day	03/26/2019	Marietta, GA	The event provided a career fair for students to provide them information and opportunities to learn about the radio industry.	On-air Talent Promotions
6	NAB National Job Fair	4/9/19	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	GAB Radio Talent Institute	5/15/19 5/17/19	Athens, GA	The GAB Radio Talent Institute is a talent incubator in Grady College, University of Georgia, in Athens and is one of the inaugural institute members of the National Radio Talent System. The Institute brings in broadcast professionals from around the state and country to be the Guest Professional Faculty and to teach all the sessions during this intensive 10-day summer program.	Market Manager On Air Talent Program Director
8	New Birth Citywide Career Expo	5/17/19	Atlanta, GA	New Birth presents the Citywide Career Expo in collaboration with WorkSource DeKalb. The Career Expo is for employers seeking to fill positions and job seekers looking for employment and business networking opportunities. Advancing your career success!	Program Director Promotions
9	Media Sales Institute at the AUC	6/12/2019	Atlanta, GA	The Media Sales institute (MSI) is an intense, ten-day sales training program for recent college graduates who are passionately interested in pursuing a career in media sales. The curriculum is designed to prepare talented individuals with diverse backgrounds for positions in radio, television, cable, print, digital and interactive sales. Industry recruiters will observe candidates present real-world sales presentations and interview candidates for entry level sales positions with major corporations.	General Sales Manager Digital Sales Director
10	US Dept. of Labor Education and Outreach Event	06/26/2019	Atlanta, GA	The event serves as an opportunity for qualified veterans, veterans with disabilities, and military spouses to connect with federal contractors offering employment. The event will also assist federal contractors in meeting goals for hiring individuals with disabilities and veterans, and connect these companies with community-based organizations that provide training and rehabilitation services to veterans with disabilities.	Program Director