

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM NEW ORLEANS**

This report covers full-time vacancy recruitment for the period of February 1, 2019 through January 31, 2020

Employment Unit: Entercom License, LLC	Address: Entercom New Orleans, LLC. 400 Poydras Street, Suite 800 New Orleans, LA 70130	Contact Person/Title: Kevin Cassidy Sr. Vice President/Market Manager
WWL-AM, New Orleans, LA WWL-FM, Kenner, LA WEZB- FM, New Orleans, LA WLMG-FM, New Orleans, LA WKBU-FM, New Orleans, LA HOT92.9-FM, New Orleans, LA	Telephone Number: 504-526-3000	E-mail Address: <u>Kevin.Cassidy@entercom.com</u>

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 2/25/2019	Employee Referral	1-40	Employee Referral - 1 Indeed.com - 1 Entercom.com - 2 Radio Ads - 2
B	Digital Sales Manager 3-1-2019	Entercom Employee	1-39, 42-43	Employee Referral - 1 Entercom.com - 1 Glassdoor.com - 1 Hawthorne Search - 3 Entercom Employee - 1
C	News Anchor 4/1/2019	Entercom.com	1-39	Industry Referral - 1 Indeed.com - 2 Entercom.com - 3
D	Account Executive 4/1/2019	Employee Referral	1-39	Employee Referral - 1 Industry Referral - 1 Entercom.com - 2 Linked In - 2



				Glassdoor.com - 1
E	Events Manager 4-22-2019	Entercom Employee	1-39	Employee Referral - 1 Indeed.com - 2 Entercom.com - 1 Linked In - 1 Entercom Employee - 5
F	Morning Show Board Operator/Producer 6-3-2019	Entercom Employee	1-39	Indeed.com - 2 Internal Posting - 1 Entercom.com - 2 Entercom Employee - 4
G	Digital Content 7/15/2019	Industry Referral	1-39	Industry Referral - 2 Indeed.com - 1 ETM Stations Facebook - 5 Entercom.com - 3 Entercom Employee - 1
H	Account Executive 7/22/2019	Employee Referral	1-39	Employee Referral - 1 Indeed.com - 3 Entercom.com - 1 Linked in - 1
I	Account Executive 9/3/2019	Former Employee	1-39	Industry Referral - 1 Indeed.com - 2 Former Employee - 1 Entercom Employee - 1
J	Digital Campaign Manager 12/16/2019	Google	1-39	Google - 1 Entercom.com - 4 Linked In - 5
K	News Producer 1-13-2020	Entercom.com	1-39 & 43	Indeed.com - 2 Entercom.com - 1 Linked In - 2 Glassdoor.com - 1 Techcareers.com - 1

Total # of New Interviewees for full-time job vacancies during the reporting period:	85
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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	Vivian P. Unger	American Women in Radio and Television	veunger@swbell.net 972-248-3394	Y	N	0
2	Chelana Alexander	Catholic Charities Job Search	ccanohr@ccano.org 504-310-6975	Y	N	0
3	D. Nelson	Delgado Community College, Career Services	dnelson@dcc.edu 504-361-6389	Y	N	0
4	L. Quedry	Freeman School of Business	lquedry@tulane.edu 504-865-5417	Y	N	0
5	Martin Edum	Grambling State University, Mass Communications	edum@gram.edu 318-274-2403	Y	N	0
6	S. Fowler	Grantham University Career Center (Slidell Ctr)	sfowler@grantham.edu 800-955-2527, Ext. 280	Y	N	0
7	D. Oubre	Herzing College	doubre@herzing.edu 504-575-3065 504-733-0074	Y	N	0
8	Career Services	ITT Technical College- B.R	cs@iticcollege.edu 225-754-5800	Y	N	0
9	Recruitment Office	Louisiana State University	career@lsu.edu 225-578-2162	Y	N	0
10	M. Cullar	Loyola University Communications/ Career Dev. Department	mcullar@loyno.edu 504-865-3430/3860	Y	N	0



11	Amy Schwarzenbach	Loyola University of New Orleans Career Services	amys@loyno.edu Box 910 504-861-5554	Y	N	0
12	Lo Jelks	National Association of Black College Broadcasters	lojelks@aol.com 404-523-6136	Y	N	0
13	Charlotte Klasson	National Organization for Women	charlotte@klasson.cx 504-364-4444	Y	N	0
14	Kristie Tauzin	Nicholls State University Career Services	mminor@nunez.edu 504-278-6422	Y	N	0
15	M. Minor	Nunez Community College	mminor@nunez.edu 504-278-6422	Y	N	0
16	Corey Davidson	UNT Career Center	Corey.davidson@unt.edu 940-565-2105	Y	N	0
17	J. Tubwell	Our Lady of Holy Cross College	jtubwell@olhcc.edu 504-398-2110	Y	N	0
18	Ken Rigidell	Southeastern Louisiana University Office of Career Services	careerservices@selu.edu 985-549-2121	Y	N	0
19	J. Marion	Southern University of New Orleans Career Services Office	jmarion@suno.edu 504-286-5000	Y	N	0
20	Career Services	Tulane University	csc@tulane.edu 504-865-5107	Y	N	0
21	Kelly Fleenor	University of New Orleans, Counseling and Career Center	kgfleenor@uno.edu 504-280-6225	Y	N	0
22	Adrian Mustiful	University of New Orleans Job Location & Dev	amustiful@uno.edu 504-280-5057	Y	N	0
23	N. Tringal	Center for Public Service Tulane	Ntringal@tulane.edu 504-862-8060	Y	N	0
24	M. Minnard	Xavier University, Career Services	mminnard@xula.edu 504-520-7364	Y	N	0
25	P. Marshall	ITT Technical Institute	pmarshall@itt-tech.edu 504-463-0338	Y	N	0
26	Career Office	Tulane School of Public Health Adm. Student Affairs & Career Svcs	sphcareers@tulane.edu 504-988-3902	Y	N	0
27	Mary Rose O'Neill	A.B. Freeman School of Business	moneill@tulane.edu 504-865-5417	Y	N	0

28	Jane LaRose	Delgado	jlarose@dcc.edu 504-671-6726	Y	N	0
29	T. Jacks	Hire Tulane	tjacks4@tulane.edu 504-865-5107	Y	N	0
30	T. Johns	Delgado Job Developer	tjohns1@dcc.edu 504-671-5142	Y	N	0
31	Barry Thompson	Hire Tulane Grads.Com Office	Barry.thompson@tulane.edu 504-865-5107	Y	N	0
32	La Works Career Solutions Center	State of Louisiana	Metairie@lwc.la.gov 504-838-5678	Y	N	0
33	A. McClos	Loyola University College of Business	atmccios@loyno.edu 504-865-3860	Y	N	0
34	L. Munson	LA Association of Broadcasters	lmunson@broadcasters.org 225-267-4522	Y	N	0
35	Career Center	UNO College of Business Admin	bizcareers@uno.edu 504-280-1407	Y	N	0
36	C. Sherman	Jewish Federation of New Orleans	carey@jewishnola.com 504-780-5612	Y	N	0

COMPANY POSTINGS AND WEBSITES

37	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	20
38	Steve Mohammed June Magri-smith	Current and Former Employee/In-House Postings-email	Steve.Mohammed@entercom.com june.magri-smith@entercom.com	14

ADVERTISING

39	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf	
40	On-Air Radio Ads	Entercom New Orleans Radio Advertisement WWL-AM, WWL-FM, WKBU-FM, WLMG-FM, WEZB-FM, HOT 92.9-FM	2
41	All Access	Allaccess.com	0
42	Glassdoor	Glassdoor.com	3
43	Hawthorne Search	Hawthornesearch.com	3
44	Tech Careers	Techcareers.com	1



JOB FAIRS		
NAB National Job Fair	Supplemental Recruitment Initiative #3	0
Louisiana Association Of Broadcasters	See Supplemental Initiative 5	0
Southeastern University Career Fair 2019	See Supplemental Initiative 6	0

OTHER SOURCES	
Employee Referral	5
Industry Referral	5
Indeed.com	15
Google	1
ETM Stations Facebook	5
Linked In	11
Total # of New Interviewees Referred	85

3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom New Orleans	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
2	DirectEmployers Association		Entercom New Orleans	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the DirectEmployers 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
3	Periodically throughout the year	Periodically throughout the year	New Entercom Orleans	One day per week Entercom New Orleans airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the New Orleans Metro area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Program Director



3	On-Air EEO Policy and Invitation to Receive Job Openings	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
4	International Radio & Television Society Career Workshop	12/5/19	New York, NY	Entercom attended the IRTS Multicultural Career Workshop, met with attendees, distributed job openings and discussed careers in radio at Entercom.	Talent Acquisition Manager
5	Louisiana Association of Broadcasters Job Fair	March 16,2019	New Orleans, LA	The Market Controller attended this Saturday career fair sponsored by the LAB Association .A Radio Panel and TV Panel spoke to students on how to launch & maintain a successful career in Radio as well as Television. The Market Controller then spoke to students at the job fair section about opportunities and handed out job postings and company information.	Market Controller
6	Southeastern University Career Fair	September 19, 2019	Hammond, LA	The Market Controller attended this career fair sponsored by a local university. Several hundred students attended this event. The Entercom New Orleans representatives spoke with students about opportunities and handed out employment applications, job postings, internship information, and company information.	Market Controller
7	EEO Breakfast	January 15,2019	New Orleans, LA	Entercom New Orleans hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed opportunities available and provided an overview of their specific departments. A station tour was provided as well as information about our internship program. Recruitment Sources were strongly encouraged to refer candidates for our open positions	Business Administrator, Sales and Programming Mgrs.