

WKXJ, WLND, WRXR-FM, WUSY
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

ENTERCOM Chattanooga, TN IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-10, 12-23, 25-66, 68-69, 71, 73, 78-80	78
Promotions Assistant	10, 12-13, 17, 21, 44, 53, 71, 74-75	71
Sales Manager	10, 12-13, 17, 21, 31, 44, 53, 71-72, 77-78	72
Account Executive	1-10, 12-69, 74, 78, 81	21
Sales Assistant	1-70, 74-75, 77	70
Account Executive	1-10, 12-69, 74, 78	21
Account Executive	1-10, 12-69, 74, 78	21
Account Executive	1-10, 12-22, 24-43, 45-69, 74, 76, 78	78
Promotions Assistant	10, 12-13, 17, 21, 31, 44, 53, 72, 74	72

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A&M University 4900 Meridian St N Huntsville, Alabama 35811 Phone : 256-372-5000 Url : https://app.joinhandshake.com Monique Ryan Manual Posting	N	0
2	American Baptist College 1800 Baptist World Center Dr Nashville, Tennessee 37207 Phone : 615-256-1463 Url : https://app.joinhandshake.com Paula Farmer Manual Posting	N	0
3	Appalachian State University 287 Rivers St Boone, North Carolina 28608 Phone : 828-262-2000 Url : https://app.joinhandshake.com Michael Maldonado-Melgar Manual Posting	N	0
4	Athens State University 300 N Beaty St Athens, Alabama 35611 Phone : 256-233-8100 Url : https://app.joinhandshake.com Sandlyn Fultz Manual Posting	N	0
5	Atlanta University Center Consortium 156 Mildred St SW Atlanta, Georgia 30314 Phone : 404-523-5148 Url : https://app.joinhandshake.com Carolyn Rhodes Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Auburn University 152 S. College Street Auburn, Alabama 36849 Phone : 334-844-4000 Url : https://app.joinhandshake.com Ayshia Green-Calloway Manual Posting	N	1
7	Augusta University 1120 15th Street Augusta, Tennessee 30912 Phone : 706-721-0211 Url : https://app.joinhandshake.com Jessica Carroll Manual Posting	N	0
8	Belmont University 1900 Belmont Blvd Nashville, Tennessee 37212 Phone : 614-460-6000 Url : https://app.joinhandshake.com Office of Career & Professional Development Manual Posting	N	0
9	Birmingham-Southern College 900 Arkadelphia Rd Birmingham, Alabama 35254 Phone : 800-523-5793 Url : https://app.joinhandshake.com Katy Smith Manual Posting	N	0
10	Bryan College 721 Bryan Dr Dayton, Tennessee 37321 Phone : 423-775-7330 Email : wsmith8048@bryan.edu W. Smith	N	0
11	Carson-Newman University 1646 Russell Ave Jefferson City, Tennessee 37760 Phone : 865-471-2000 Url : https://app.joinhandshake.com Mark Workman Manual Posting	N	0

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12	Chattanooga State Tech Community College 4501 Amnicola Hwy Chattanooga, Tennessee 37406 Phone : 423-468-1140 Email : placement@chattanoogastate.edu Placement Services	N	0
13	Chattanooga Times Free Press 400 East 11th St. Chattanooga, Tennessee 37403 Phone : 423-757-6861 Email : tplemons@timesfreepress.com T. Plemons	N	0
14	Clarke Atlanta University 223 James P Brawley Dr SW Atlanta, Georgia 30314 Phone : 404-880-8000 Url : https://app.joinhandshake.com Carolyn Rhodes Manual Posting	N	0
15	Columbus State University 4225 University Ave Columbus, Georgia 31907 Phone : 706-507-8800 Url : https://app.joinhandshake.com Luz Adriana Manual Posting	N	0
16	Covenant College 14049 Scenic Hwy Lookout Mountain, Georgia 30750 Phone : 706-820-1560 Url : https://app.joinhandshake.com Hayley Barnfield Manual Posting	N	0
17	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	East Carolina University E 5th St Greenville, North Carolina 27858 Phone : 252-328-6131 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
19	East TN State University P.O. Box 70580 Johnson City, Tennessee Phone : 423-439-1000 Url : https://app.joinhandshake.com Jeffery Aston Manual Posting	N	0
20	Emory University 201 Dowman Dr Atlanta, Georgia 30322 Phone : 404-727-6123 Url : https://app.joinhandshake.com Aagam Vakil Manual Posting	N	0
21	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	10
22	Fayetteville State University 1200 Murchison Rd Fayetteville, North Carolina 28301 Phone : 910-672-1111 Url : https://app.joinhandshake.com Connie McGill Manual Posting	N	0
23	GA College & State University 231 W Hancock St Milledgeville, Georgia 31061 Phone : 478-445-5004 Url : https://app.joinhandshake.com Josey Cameron Manual Posting	N	0

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24	George Mason University 4400 University Dr Fairfax, Virginia 22030 Phone : 703-993-1000 Url : https://app.joinhandshake.com Christie Michals Manual Posting	N	0
25	Georgia State University P.O. Box 3965 Atlanta, Georgia Phone : 404-413-2000 Url : https://app.joinhandshake.com Marielle Thomas Manual Posting	N	0
26	Hampden-Sydney College 80 College Rd Hampden Sydney, Virginia 23943 Phone : 434-223-6000 Url : https://app.joinhandshake.com Stephanie Joynes Manual Posting	N	0
27	Hollins University 7916 Williamson Rd Roanoke, Virginia 24019 Phone : 800-456-9595 Url : https://app.joinhandshake.com Emliy L Manual Posting	N	0
28	James Madison University 800 S Main St Harrisonburg, Virginia 22807 Phone : 540-568-6211 Url : https://app.joinhandshake.com JMU Career Services Staff Manual Posting	N	0

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29	Johnson C. Smith University 100 Beatties Ford Rd Charlotte, North Carolina 28216 Phone : 704-378-1000 Url : https://app.joinhandshake.com Shanika Washington Manual Posting	N	0
30	Kennesaw State University 3391 Town Point Drive Suite 1000 Kennesaw, Georgia 30144 Phone : 470-578-6000 Url : https://app.joinhandshake.com Lori Trahan Manual Posting	N	0
31	Lee University 1120 N Ocoee Street Cleveland, Tennessee 37311 Phone : 423-614-8000 Email : ccc@leeuniversity.edu Career Services	N	0
32	Lenoir-Rhyne University 625 7th Ave NE Hickory, North Carolina 28601 Phone : 828-328-1741 Url : https://app.joinhandshake.com Brad Blackburn Manual Posting	N	0
33	Livingstone College 701 W Monroe St Salisbury, North Carolina 28144 Phone : 800-835-3435 Url : https://app.joinhandshake.com Sereyna Wallace Manual Posting	N	0
34	Longwood University 201 High St Farmville, Virginia 23909 Phone : 434-395-2000 Url : https://app.joinhandshake.com Graduate Assistant Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Mary Baldwin University 101 E Frederick St Staunton, Virginia 24401 Phone : 540-887-7019 Url : https://app.joinhandshake.com Nell Desmond Manual Posting	N	0
36	Maryville College 502 E Lamar Alexander Pkwy Maryville, Tennessee 37804 Phone : 800-597-2687 Url : https://app.joinhandshake.com Josh Cartagena Manual Posting	N	0
37	Mercer University 1501 Mercer University Drive Macon, Georgia 31207 Phone : 800-637-2378 Url : https://app.joinhandshake.com Stefanie Swanger Manual Posting	N	0
38	Middle Georgia State University 100 University Pkwy Macon, Georgia 31206 Phone : 478-471-2700 Url : https://app.joinhandshake.com Heather McIntosh Manual Posting	N	0
39	Montreat College 310 Gaither Cir Montreat, North Carolina 28757 Phone : 828-669-8012 Url : https://app.joinhandshake.com Michelle Pupoh Manual Posting	N	0

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40	Morehouse University 830 Westview Dr SW Atlanta, Georgia 30314 Phone : 470-639-0999 Url : https://app.joinhandshake.com Bridget Baggett Manual Posting	N	0
41	Rhodes College 2000 North Pkwy Memphis, Tennessee 38112 Phone : 901-843-3000 Url : https://app.joinhandshake.com Dalia Roth Manual Posting	N	0
42	Rollins School of Public Health at Emory University 1518 Clifton Rd Atlanta, Georgia 30322 Phone : 404-727-3656 Url : https://app.joinhandshake.com RSPH Career Development Manual Posting	N	0
43	Savannah State University 3219 College St Savannah, Georgia 31404 Phone : 912-358-4778 Url : https://app.joinhandshake.com Shaunce Riley Manual Posting	N	0
44	Southern Adventist University 4881 Taylor Cir Collegedale, Tennessee 37315 Phone : 423-236-1782 Email : drolson@southern.edu D. Rolson	N	0
45	Spelman College 350 Spelman Ln SW Atlanta, Georgia 30314 Phone : 404-681-3643 Url : https://app.joinhandshake.com Jacquelyn Jones Manual Posting	N	0

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46	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-5000 Url : https://app.joinhandshake.com Regina Hill Manual Posting	N	0
47	Tennessee Technological University 1 William L Jones Dr Cookeville, Tennessee 38505 Phone : 931-372-3101 Url : https://app.joinhandshake.com Sharon Stevenson Manual Posting	N	0
48	The University of Alabama in Huntsville 301 Sparkman Dr NW Huntsville, Alabama 35899 Phone : 256-824-1000 Url : https://app.joinhandshake.com Christopher Smith Manual Posting	N	0
49	The University of North Carolina at Pembroke 1 University Drive Pembroke, North Carolina 28372 Phone : 910-521-6000 Url : https://app.joinhandshake.com Brenda Bullard Manual Posting	N	0
50	The University of Tennessee at Chattanooga 615 McCallie Ave Chattanooga, Tennessee 37403 Phone : 423-425-4111 Url : https://app.joinhandshake.com Rob Liddell Manual Posting	N	0

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51	The University of Tennessee-Knoxville 320 Student Services Building Knoxville, Tennessee Phone : 865-974-1000 Url : https://app.joinhandshake.com Lacey Wood Manual Posting	N	0
52	The University of Tennessee-Martin 554 University St Martin, Tennessee 38237 Phone : 731-881-7000 Url : https://app.joinhandshake.com Renard Miles Manual Posting	N	0
53	TN Association of Broadcasters 2 International Plaza #902 Nashville, Tennessee 37217 Phone : 615-365-1840 Email : brenda@tabtn.org Career Services	N	0
54	Trevecca Nazarene University 333 Murfreesboro Pike Nashville, Tennessee 37210 Phone : 615-248-1200 Url : https://app.joinhandshake.com Ashley Tidwell Manual Posting	N	0
55	Troy University 600 University Ave Troy, Alabama 36082 Phone : 800-551-9716 Url : https://app.joinhandshake.com Lauren Cole Manual Posting	N	0
56	Tuskegee University 1200 W Montgomery Rd Tuskegee, Alabama 36088 Phone : 334-727-8011 Url : https://app.joinhandshake.com Rasheeda Tucker Manual Posting	N	0

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57	UNC Greensboro 1400 Spring Garden St Greensboro, North Carolina 27412 Phone : 336-334-5000 Url : https://app.joinhandshake.com Destinee Wormack Manual Posting	N	0
58	University of Georgia 101 Herty Drive Athens, Georgia Phone : 706-542-3000 Url : https://app.joinhandshake.com Scott Williams Manual Posting	N	0
59	University of Mary Washington 1301 College Ave Fredericksburg, Virginia 22401 Phone : 540-654-1000 Url : https://app.joinhandshake.com Rose Maddox Manual Posting	N	0
60	University of North Carolina - Chapel Hill Jackson Hall Campus Box 2200 Chapel Hill, North Carolina Phone : 919-962-2211 Url : https://app.joinhandshake.com Julie Pendergraph Manual Posting	N	0
61	University of North Carolina Wilmington 601 S College Rd Wilmington, North Carolina 28403 Phone : 910-962-3000 Url : https://app.joinhandshake.com Casey McAnarney Manual Posting	N	0

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62	University of North Georgia 82 College Cir Dahlonega, Georgia 30597 Phone : 706-864-1400 Url : https://app.joinhandshake.com Diane Farrell Manual Posting	N	0
63	University of South Alabama 307 N University Blvd Mobile, Alabama 36688 Phone : 251-460-6101 Url : https://app.joinhandshake.com Debbie Tolle Manual Posting	N	0
64	University of Virginia P.O. Box 400134, Bryant Hall 2nd floor Charlottesville, Virginia Phone : 434-924-0311 Url : https://app.joinhandshake.com Benjamin Klotz Manual Posting	N	0
65	Virginia Commonwealth University 907 Floyd Ave Richmond, Virginia 23284 Phone : 804-828-0100 Url : https://app.joinhandshake.com Hire VCURams Manual Posting	N	0
66	Virginia Tech 250 Student Services Building 800 Washington St. SW Blacksburg, Virginia 24061 Phone : 540-231-6000 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
67	Virginia Union University 1500 N Lombardy St Richmond, Virginia 23220 Phone : 804-257-5600 Url : https://app.joinhandshake.com Maurice Campbell Manual Posting	N	0
68	Wake Forest University 1834 Wake Forest Road Winston Salem, North Carolina 27106 Phone : 336-758-4389 Url : https://app.joinhandshake.com Ashley Graham-Phipps Manual Posting	N	0
69	Washington and Lee University 204 W Washington St Lexington, Virginia 24450 Phone : 540-458-8400 Url : https://app.joinhandshake.com Randy Karlson Manual Posting	N	0

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b. Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
70	Employee Promotion	N	1
71	Employee Referral	N	3
72	Former Employee	N	2
73	Former Employee Referral	N	1
74	Indeed.com	N	14
75	Internal Candidate	N	3
76	Job Board	N	1
77	Job posting on internet	N	2
78	Linked In	N	16
79	None indicated (Source Unknown)	N	1
80	Radio Recruitment Ad	N	1
81	Station On-Air Advertisement	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2019	Participation in other activities designed by the station employment unit	Periodically throughout the year, Entercom Chattanooga airs recruitment advertisements on all stations seeking applicants across the departments. Advertisements inform the Chattanooga Area of Entercom's EEO Policy and invite organizations to be a part of our recruitment process. This initiative is done on an on-going basis.	2	Traffic Manager EEO Coordinator
2	4/1/2019	Participation in other activities designed by the station employment unit	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. This initiative is done on an on-going basis.	1	EEO Coordinator
3	4/1/2019	Participation in other activities designed by the station employment unit	The Website for each of the stations in the employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting. This initiative is done on an on-going basis.	1	EEO Coordinator
4	9/10/2019	Participation in other activities designed by the station employment unit	High School student from Silverdale Baptist Academy shadowed an On-Air Personality.	1	On Air Personality
5	9/18/2019	Participation in other activities designed by the station employment unit	High school student shadowed the Business Admin for career day through Gordon Lee High School	1	Business Admin
6	10/1/2019	Participation in Job Fairs	UTC Job Fair on 10/01/19 12p-6p Business Admin, Sales Manager and AE attended	3	Business Admin Sales Manager AE

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7	11/13/2019	Participation in events or programs sponsored by educational institutions	On Air Personality and The Business Admin went to Dalton State to talk to students majoring in Communications about working in Radio. We gave a description of our job and then answered questions from the student body.	2	Business Admin On Air Personality
8	2/4/2020	Participation in Job Fairs	UTK 2p-6p Sales Manager, Promotions assistant and AE attended	3	Sales Manager Promotions Assistant AE
9	2/6/2020	Participation in Job Fairs	Job Fair at UTC from 12p - 2p. Market Manager and AE attended	2	SVP/GM AE
10	3/6/2020	Participation in other activities designed by the station employment unit	Scholarship for a young talent to attend the TAB Radio Talent Institute for 2020	5	SVP/Market Manager Sales Manager
11	3/9/2020	Participation in other activities designed by the station employment unit	Cub Scout Pack 3177's Tiger Den 1&2 cam to do a tour of the station and learn about radio.	1	Brand Manager