

WLFP, WMC, WMC -FM, WMFS, WMFS-FM, WRVR
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

ENTERCOM Memphis, TN IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant/Graphic Design	1-18, 21	21
Traffic Manager	1-19, 21	21
Account Executive	1-21	21
Account Executive	1-21	20

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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	ATHENS STATE UNIVERSITY 300 N Beaty St Athens, Alabama 35611 Phone : 256-233-8285 Url : https://app.joinhandshake.com Laura Allen Manual Posting	N	0
2	BRIDGES (THE WORK PLACE) 477 N 5th St Memphis, Tennessee 38105 Phone : 901-260-3703 Email : mrichardson@bridgesusa.org Megan Richardson	N	0
3	CHRISTIAN BROTHERS UNIVERSITY 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3000 Url : https://cbu-csm.symplicity.com/employers/?signin_t Amy Ware Manual Posting	N	0
4	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
5	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
6	LEMOYNE-OWEN COLLEGE 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : wanda_blair-jones@loc.edu Wanda Blair-Jones	N	0

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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
7	MEMPHIS BRANCH NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : nmemph1@comcast.net Madeline Taylor	N	0
8	MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY 1054 Fitzgeralds Blvd Robinsonville, Mississippi 38664 Phone : 662-342-4002 Url : https://auth.mdes.ms.gov/auth/ui/login?realm=mdes&Job Postings Manual Posting	N	0
9	Mississippi State University 75 B.S. Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/?sign Career Center Manual Posting	N	0
10	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : https://www.collegecentral.com/ngu/ Lisa Snyder Manual Posting	N	0
11	Regent University 1000 Regent University Dr Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
12	RHODES COLLEGE 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3000 Url : https://app.joinhandshake.com Sandi George-Tracy Manual Posting	N	0

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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
13	RUST COLLEGE 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-8000 Url : https://app.joinhandshake.com Debayo Mayo Manual Posting	N	0
14	SOUTHWEST TN COMMUNITY COLLEGE 737 Union Ave Memphis, Tennessee 38103 Phone : 901-333-4000 Url : http://www.southwest.tn.edu/career-services/jobs/j Wanda Walker Manual Posting	N	0
15	THE UNIVERSITY OF MEMPHIS 3720 Alumni Ave Memphis, Tennessee 38152 Phone : 901-678-2239 Url : https://app.joinhandshake.com Jessica Webb Manual Posting	N	0
16	THE UNIVERSITY OF MISSISSIPPI P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : https://app.joinhandshake.com Christy Wright Manual Posting	N	0
17	THE UNIVERSITY OF THE SOUTH 735 University Ave Sewanee, Tennessee 37383 Phone : 931-598-1000 Url : https://app.joinhandshake.com Jasmine Coleman-Miller Manual Posting	N	0
18	TN ASSOCIATION OF BROADCASTERS 2 International Plaza Drive Ste 902 Nashville, Tennessee 37217 Phone : 615-365-1840 Email : tabtn@bellsouth.net Jill Green	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
19	Current Employee	N	2
20	Employee Referral	N	2
21	Station Website	N	15
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	Once a week, Entercom Memphis airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Memphis area of Entercom EOE policy and invite all organizations to be part of our recruitment process. This initiative is done on an ongoing basis.	3	EEO Coordinator Sales Manager Traffic Department
2	4/1/2019	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment Union include a link to the Entercom Careers page, which has information about careers in broadcasting. This initiative is done on an ongoing basis.	1	EEO Coordinator
3	4/1/2019	Participation in job banks, internet programs and other programs designed to promote outreach	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 ongoing basis.	1	EEO Coordinator
4	4/9/2019	Participation in Job Fairs	Entercom participated in a NAB career fair. The Entercom representatives discussed the different roles and tasks of Entercom employees that occur on a daily basis to ensure the station operates efficiently and which degrees are most useful within our organization. They also discussed job opportunities in radio and received resumes for potential new hires and interns.	1	Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/25/2019	Participation in events or programs sponsored by educational institutions	One of Entercom's loyal listeners and a local high school student participated in a job shadow at Entercom Memphis. They received a tour of the stations before shadowing in the programming department. They received an overview of the department responsibilities and shadowed during one of the daily sports shows. They received information on internship and future job opportunities at Entercom Memphis.	2	Programming Director On-Air Talent
6	5/20/2019	Establishment of an intern program designed to assist members of the community	Entercom awarded an internship to a Syracuse University student who is majoring in broadcast and digital journalism. The student interned on the WMFS station from May through July and was taught the production side of radio broadcasting.	3	Director of Branding On-Air Talent On-Air Talent
7	6/12/2019	Participation in events sponsored by community groups	WLFP on-air personality visited Millington Elementary School to speak to students during their Communication Week event. The employee discussed radio broadcasting and his daily tasks and how they pertain to the overall operation at Entercom Memphis. The students were given information on internships and future career opportunities at Entercom Memphis.	1	On-Air Personality
8	7/20/2019	Sponsorship of events in the community designed to increase public awareness	Entercom Memphis participated in the 22nd Annual Sportsball benefiting Big Brothers Big Sisters of the Mid-South. Two WLFP on-air personalities represented Entercom Memphis. They discussed broadcasting and future career and internship opportunities at Entercom Memphis.	2	On-Air Talent On-Air Talent
9	8/27/2019	Participation in events or programs sponsored by educational institutions	An On Air Personality spoke to high school journalism students at Southwind High School. He discussed his career in radio and how journalism relates to his daily tasks at the station. He also discussed internship and job opportunities at Entercom Memphis.	1	On-Air Personality

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	12/12/2019	Sponsorship of events in the community designed to increase public awareness	Entercom Memphis participated in the Shelby County School's Read Around the Christmas Tree event. An on-air personality read a book to students and discussed broadcasting and future career and internships opportunities that are available.	1	On-Air Personality
11	12/30/2019	Sponsorship of events in the community designed to increase public awareness	Memphis area students participated in a station tour at Entercom Memphis. The students met with on-air personalities, received an overview of the department responsibilities, and received information on internship and future job opportunities at Entercom Memphis.	1	On-Air Personality