

WBT, WBT-FM, WFNZ, WLNK
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

ENTERCOM Charlotte-Gastonia-Rock Hill,NC-SC 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 Administration Manager - Charlotte	1-50, 56, 58	56
Sales Assistant - Charlotte	1-50, 53	3
Sales Assistant - Charlotte	1-50, 53	11
Traffic Manager - CLT	1-50, 52	52
News Anchor - Charlotte	1-50, 52, 56	52
WBT PM Drive On-Air Host - Charlotte	1-50, 52-53, 55-56	53
WFNZ Brand Manager - Charlotte	1-54, 57	52

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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	Advertising Age 685 Third Ave New York, New York Phone : 1-877-320-1721 Alexandra Bruell Manual Posting	N	0
2	All Access Music Group 24955 Pacific Coast HWY, C303 Malibu, California 90265 Phone : 310-457-6616 Job Listings Manual Posting	N	1
3	App State 287 Rivers Street Boone, North Carolina 28608 Phone : 828-262-2000 Deanna Smith Manual Posting	N	1
4	Associated Press 200 Liberty Street New York, New York 10281 Phone : 212-621-1500 Steve Loeper Manual Posting	N	0
5	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Alyson Young Manual Posting	N	0
6	Communications Daily 2115 Ward Court NW District of Columbia 20037 Phone : 800-771-9202 Job Listings 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
7	Connecticut School of Broadcasting - Charlotte 5600 77 Center Dr Suite 305 Charlotte, North Carolina 28217 Phone : 704-529-8146 John Perez Manual Posting	N	0
8	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
9	Duke University 2138 Campus Drive Durham, North Carolina 27708 Phone : 919-684-3214 Susan Kauffman Manual Posting	N	0
10	Edison Research 6 W Cliff Street Somerville, New Jersey 8876 Phone : 908-707-4707 Job Listings Manual Posting	N	0
11	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	12
12	Forbes 499 Washington BLVD. Jersey City, New Jersey 7310 Phone : 800-295-0893 Job Listings 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
13	Geller Media 666 West End Ave Suite 11M New York, New York 10025 Phone : 212-580-3385 Job Listings Manual Posting	N	0
14	Goodwill Industries - Charlotte 6607 South Blvd. Charlotte, North Carolina 28205 Phone : 704-552-2878 Angela Mercer Manual Posting	N	0
15	Greater Providence Baptist Church 2000 Milton Road Charlotte, North Carolina 28215 Phone : 704-532-6228 Brenda Meadows Manual Posting	N	0
16	Hits Magazine 220 Lankershim Blvd 3rd Floor California 91602 Phone : 818-592-2000 Job Listings Manual Posting	N	0
17	Inside Radio PO Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Frank Saxe Manual Posting	N	0
18	Johnson C. Smith University 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-378-1000 T Stowe Manual Posting	N	0

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19	Latin American Coalition 4938 Central Ave Suite 101 Charlotte, North Carolina 28205 Phone : 704-531-3848 L Dexheimer Manual Posting	N	0
20	Mecklenburg County Work First Program 301 Billingsley Road Charlotte, North Carolina 28211 Phone : 704-336-3000 Pauline Cross Manual Posting	N	0
21	NC Association of Broadcasters 150 Fayetteville Street Suite 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Lisa Reynolds Manual Posting	N	0
22	NC Department of Employment 1909 Lee Ave North Carolina 27330 Phone : 919-775-2241 George Anton Manual Posting	N	0
23	NCAB 150 Fayetteville Street Suite 1270 North Carolina 27601 Phone : 919-821-7300 Gail Summerville Manual Posting	N	0
24	New York Times (BizDay) 620 Eighth ave New York, New York 10018 Phone : 800-698-4637 Job Listings 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
25	New York Times (Natl) 620 Eighth ave New York, New York 10018 Phone : 800-698-4637 Job Listings Manual Posting	N	0
26	New York Times (News Desk) 620 Eighth ave New York, New York 10018 Phone : 800-698-4637 Job Listings Manual Posting	N	0
27	New York Times (News Tips) 620 Eighth ave New York, New York 10018 Phone : 800-698-4637 Job Listings Manual Posting	N	0
28	NewsDay 235 Pinelawn Road Melville, New York 11747 Phone : 800-639-7329 Eli Reyes Manual Posting	N	0
29	NewsWeek 7 Hanover Square 5th Floor New York, New York 10004 Phone : 800-631-1040 Job Listings Manual Posting	N	0
30	Radio and Music Pros 24307 Magic Mountain PKWY. #65 California 91355 Phone : 661-294-9408 Job Listings Manual Posting	N	0
31	Radio Daily News South Carolina Job Listings Manual Posting	N	0

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32	Radio Ink 331 SE Mizner Blvd. Boca Raton, Florida 33432 Phone : 561-655-8778 Job Listings Manual Posting	N	0
33	Radio Online 3500 Tripp Ave Amarillo, Texas 79121 Phone : 806-352-3677 Lisa Chase Manual Posting	N	0
34	Radio World 5285 Shawnee Road Suite 100 Alexandria, Virginia 22312 Phone : 703-852-4600 Job Listings Manual Posting	N	0
35	Raycom Sports 1900 W. Moehead St Charlotte, North Carolina 28208 Phone : 704-378-4400 Job Listings Manual Posting	N	0
36	RBR 331 SE Mizner Blvd. Boca Raton, Florida 33432 Phone : 703-670-2860 Job Listings Manual Posting	N	0
37	Reuters 4401 Masthead NE Suite 100 Albuquerque South Carolina Phone : 505-353-4001 Steve Gorman 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
38	Society of Broadcast Engineers 9102 N. Meridian St Suite 150 Indiana 46260 Phone : 317-846-9000 Karen Hunter? Manual Posting	N	0
39	Talkers 785 Williams Street PMB 429 Massachusetts 1106 Phone : 216-831-3761 Michael Harrison Manual Posting	N	0
40	Talkers Magazine 785 Williams Street #429 Longmeadow, Massachusetts 1106 Phone : 413-565-5413 Michael Harrison Manual Posting	N	0
41	UNCG 1400 Spring Garden Street Greensboro, North Carolina 27402 Phone : 336-334-5000 Job Listings Manual Posting	N	0
42	University of South Carolina 945 Bull Street Columbia, South Carolina 29208 Phone : 803-777-7000 Job Listings Manual Posting	N	0
43	Wake Forest University 1834 Wake Forest Road North Carolina 27106 Phone : 336-758-5000 Job/Listings Job/Listings 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
44	Wall Street Journal 1211 Avenue of the Americas New York, New York 10036 Phone : 800-568-7625 Job Listings Manual Posting	N	0
45	Washington Post (Newsdesk Editor) 1150 15th Street NW District of Columbia 20017 Phone : 800-477-4679 Job Listings Manual Posting	N	0
46	Washington Post (Business) 1150 15th Street NW District of Columbia 20017 Phone : 800-477-4679 Job Listings Manual Posting	N	0
47	Washington Post (National) 1150 15th Street NW District of Columbia 20017 Phone : 800-477-4679 Job Listings Manual Posting	N	0
48	Wingate University 220 North Camden Road North Carolina 28174 Phone : 704-233-8000 Sharon Robinson Manual Posting	N	0
49	Winston-Salem State University 601 Martin Luther King Dr North Carolina 27110 Phone : 336-750-2000 Job Listings 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
50	Winthrop University 701 Oakland Ave Rock Hill, South Carolina 29733 Phone : 803-323-2211 Howell Haney Manual Posting	N	0
51	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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b. Exemptions or 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
52	Employee Referral	N	5
53	Indeed.com	N	6
54	Internal Candidate	N	1
55	Interoffice Job Posting	N	1
56	Linked In	N	6
57	Non-Employee Referral	N	1
58	None indicated (Source Unknown)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	10/24/2019	Participation in events or programs sponsored by educational institutions	Digital Sales Manager went to Eastern Carolina University to talk to Marketing students about the different assets and processes of dealing with SEM, SEO, Display, and Social.	1	Digital Sales Manager
2	10/29/2019	Participation in events or programs sponsored by educational institutions	Studio tour and Q&A for students of Hope Academy for their education module on using their voices for social change in the medium of broadcasting and podcasting. Provided history and information on stations and broadcasting in general as well as focusing on the logistics and techniques of Digital Media and Podcasting.	4	Business Administrator Program Director Digital Content Manager Digital Campaign Manager/Sales Assistant
3	5/13/2020	Provision of training to management	The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	5	Market Hiring Managers
4	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	6	Business Administrator
5	Ongoing Event	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 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.	1	EEO Coordinator
6	Ongoing Event	Participation in other activities designed by the station employment unit	The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting.	1	EEO Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
8	Ongoing Event	Establishment of an intern program designed to assist members of the community	Interns earning credit for their respective institutions and also learning and contributing to the content and operations of the market cluster.	8	Business Administrator Program Director Regional Engineer Promotions Director