

**WFBC-FM, WORD, WROQ, WSPA-FM, WTPT, WYRD, WYRD-FM
EEO PUBLIC FILE REPORT**

August 1, 2019 - July 31, 2020

ENTERCOM Greenville-Spartanburg,SC IS AN EQUAL OPPORTUNITY EMPLOYER.

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<p><u>Telephone Number:</u> 864-271-9200</p>	<p><u>E-Mail Address:</u> steve.sinicropi@entercom.com</p>

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
ESPN Upstate Talk Host	1-2, 4-22, 24-28, 30-36, 39, 41, 46	14
Senior Account Executive - Greenville	1-32, 34, 36-37, 39-40, 42-43, 45	40
Senior Account Executive - Greenville	1-32, 34, 36-37, 39-40, 42-43, 45	45
Senior Account Executive - Greenville	1-32, 34, 36-37, 39-40, 42-43, 45	39
Senior Account Executive - Greenville	1-32, 34, 36-37, 39-40, 42-43, 45	43
Greenville News Reporter - WYRDFM	1-2, 4-22, 24-28, 30-36, 38, 44	38

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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	American Association of University Women 1310 L St. NW Suite 1000 Washington, District of Columbia 20005 Phone : 202-785-7700 Url : https://www.aauw.org Email : Aauwjobs@aauw.org Job Listing	N	0
2	Asheville Buncombe Tech 340 Victoria Rd Asheville, North Carolina 28801 Phone : 828-398-7209 Email : pbulla@abtech.edu Career Services	N	0
3	Association for Women in Communications (South Florida) 7050 Palmetto Park Rd. 15-285 Boca Raton, Florida 33433 Phone : 561-806-0756 Url : https://awc.careerwebsite.com/ Email : kandice@clubmanagementservices.com Kandice Matteson	N	0
4	Benedict College 1600 Harden St Columbia, South Carolina 29204 Phone : 803-253-5000 Email : johnsons@benedict.edu Job Listing	N	0
5	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Email : careerdevelopment@bju.edu Job Listing	N	0
6	Camden Military Academy 520 US-1 Camden, South Carolina 29020 Phone : 800-948-6291 Email : admissions@camdenmilitary.com Job Listing	N	0

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7	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Alyson Young	N	0
8	Clafin College 400 Magnolia St Orangeburg, South Carolina 29115 Phone : 800-922-1276 Url : https://app.joinhandshake.com Douglas Barnes Manual Posting	N	0
9	Coastal Carolina University 100 Chanticleer Dr E Conway, South Carolina 29528 Phone : 843-349-2559 Url : https://app.joinhandshake.com Karen Arnie Manual Posting	N	0
10	College of Charleston 66 George St Charleston, South Carolina 29424 Phone : 843-953-5692 Url : https://app.joinhandshake.com Erin O'Dea-Halford Manual Posting	N	0
11	Converse College 580 E Main St Spartanburg, South Carolina 29302 Phone : 864-596-9000 Url : https://app.joinhandshake.com Cathy Gowan Manual Posting	N	0
12	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
13	ECPI College of Technology 4800 Airport Center Pkwy #100 Charlotte, North Carolina 28208 Phone : 704-751-4558 Email : careerservices@ecpi.edu Career Services	N	0
14	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	14
15	Erskine College 2 Washington St Due West, South Carolina 29639 Phone : 864-379-2131 Email : payne@erskine.edu Trent Payne	N	0
16	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : sandersb@gab.org Job Listings	N	0
17	Goodwill Industries - Charlotte 6607 South Blvd. Charlotte, North Carolina 28205 Phone : 704-552-2878 Email : angela.mercer@goodwillsp.org Angela Mercer	N	0
18	Greenville County Workforce Development 225 S Pleasantburg Dr E-1 Greenville, South Carolina 29607 Phone : 864-467-8080 Url : http://www.onetcenter.org/toolkit.html Email : employerinfo@greenvillecounty.org Employer Services	N	0

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19	Hispanic Communications Network 529 14th St Nw Suite 287 Washington, District of Columbia 20045 Phone : 202-360-4105 Email : patricia.sainz@hcnmedia.com Patricia Sainz	N	0
20	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : 864-388-8971 Url : https://app.joinhandshake.com/schools/567 Amanda Morgan Manual Posting	N	0
21	Limestone College 1115 College Dr Gaffney, South Carolina 29340 Phone : 864-488-4370 Email : ileaks@limestone.edu Career Development	N	0
22	Minority Media and Telecommunications 1919 Pennsylvania Av NW Suite 725 Washington, District of Columbia 20006 Phone : 202-332-0500 Email : info@mmtconline.org Job Listing	N	0
23	Newbury College 129 Fisher Ave Brookline, Massachusetts 2445 Phone : 617-730-7000 Email : Travis.ballenger@newberry.edu Travis Ballenger	N	0
24	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Email : lisa.snyder@ngu.edu Lisa Snyder	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	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-352-4926 Url : http://www.regent.edu Email : mackerman@regent.edu M Ackerman	N	0
26	SC Employment Security Comm. 29 E Calhoun St Sumter, South Carolina 29150 Phone : 803-737-2400 Url : https://dew.sc.gov/ Email : bparks@dew.sc.gov Job Listing	N	0
27	Southern Wesleyan University 907 Wesleyan Drive Central, South Carolina 29630 Phone : 877-644-5556 Email : yduckett@swu.edu Career Services	N	0
28	Spelman College 350 Spelman Ln SW Atlanta, Georgia 30314 Phone : 404-270-5278 Url : https://app.joinhandshake.com Harold Bell Manual Posting	N	0
29	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
30	UNC School of Journalism CB 3365 Carroll Hall Chapel Hill, South Carolina 27514 Phone : 919-962-4518 Email : jeubank@email.unc.edu Jay Eubank	N	0

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31	University of South Carolina 1322 Greene St Columbia, South Carolina 29208 Phone : 803-777-7280 Url : https://app.joinhandshake.com Latasha Saunders Manual Posting	N	0
32	Urban League of the Upstate 15 Regency Hill Dr Greenville, South Carolina 29607 Phone : 864-244-3862 Email : urbanleagueups@gmail.com Job Listing	N	0
33	USC- Upstate 800 University Way Spartanburg, South Carolina 29303 Phone : 864-503-5000 Email : smcadams@uscupstate.edu Job Listing	N	0
34	Western Carolina Univeristy 150 Reid Cullowhee, North Carolina 28723 Phone : 828-227-7133 Email : careerservices@wcu.edu Career Development	N	0
35	Winthrop University 701 Oakland Ave Rock Hill, South Carolina 29733 Phone : 803-323-2211 Email : howellh@winthrop.edu Howell Haney	N	0
36	Wofford College 429 N Church St Spartanburg, South Carolina 29303 Phone : 864-597-4794 Url : https://app.joinhandshake.com Tasha Smith-Tyus 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
37	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
38	Current Employee/Internal Promotion	N	1
39	Employee Referral	N	3
40	Indeed.com	N	2
41	Internal Candidate	N	1
42	Linked In	N	4
43	Non-Employee Referral	N	1
44	On Air Recruitment Ad	N	1
45	Other Source	N	1
46	Self Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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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	1/31/2020	Participation in events or programs sponsored by educational institutions	The Promotions Department at Entercom participated in the Mauldin Middle School 6th Grade Career Fair. They discussed careers in radio as well as future internship opportunities. An overview of each department was discussed with the students.	1	Promotions Manager
2	2/11/2020	Participation in events or programs sponsored by educational institutions	The Promotions Department at Entercom participated in the Greenville County 7th Grade Career Expo. They discussed careers in radio as well as future internship opportunities. An overview of each department was discussed with the students.	1	Promotions Manager
3	2/12/2020	Participation in events or programs sponsored by educational institutions	The Promotions Department at Entercom participated in the Greenville County 7th Grade Career Expo. They discussed careers in radio as well as future internship opportunities. An overview of each department was discussed with the students.	1	Promotions Manager
4	2/26/2020	Participation in Job Fairs	Entercom representatives participated in a job fair at Tri-County Tech. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom.	1	Promotions Manager
5	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
6	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

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7	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
8	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
9	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
10	7/9/2020	Establishment of an intern program designed to assist members of the community	Entercom Greenville offers 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. One intern participated in this program.	1	Operations Manager