

WMYX-FM, WSSP, WXSS
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

ENTERCOM Milwaukee-Racine, WI 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
Receptionist	1-32	32

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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	Alverno College 3400 S. 43rd St. Milwaukee, Wisconsin 53234 Phone : 414-382-6010 Url : https://app.joinhandshake.com Sue Leister Manual Posting	N	0
2	Broadcast Employment Services 310 W. Wisconsin Ave Suite 500 East Milwaukee, Wisconsin 53203 Phone : 414-276-7239 Email : jobs@tvjobs.com Nancy Patterson	N	0
3	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
4	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
5	MATC – Milwaukee 2 700 W. State St. #203 Milwaukee, Wisconsin 53233 Phone : 414-297-6302 Url : https://www.wisconsintechconnect.com/employers Jenny McGilligan Manual Posting	N	0
6	Milwaukee Institute of Art & Design 273 E. Erie St. Milwaukee, Wisconsin 53202 Phone : 414-847-3274 Url : https://app.joinhandshake.com/schools/789 Duane Seidensticker 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	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-227-4517 Url : https://app.joinhandshake.com Jennifer Abing Manual Posting	N	0
8	National Association Of Broadcasters 1771 N. St. NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Job Listings	N	0
9	National Lesbian & Gay Journalists Association 1420 K St. Suite 910 NW Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nlgja.org Job Listings	N	0
10	UW Green Bay 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : https://app.joinhandshake.com Linda Peacock-Landrum Manual Posting	N	0
11	UW Green Bay, Assoc. Prof. of Business 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-456-2000 Email : zehmsk@uwgb.edu Karl Zehms	N	0
12	UW Madison School of Journalism & Mass Communication 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Email : pgarcia@wisc.edu Pamela Garcia-Rivera	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
13	UW Milwaukee Career Planning & Resource Center PO Box 413 Milwaukee, Wisconsin 53202 Phone : 414-229-4486 Url : https://app.joinhandshake.com Kamara Jackson Manual Posting	N	0
14	UW Milwaukee Prof. of Journalism 2200 E Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-1122 Email : jsmith@uwm.edu Jeffery Smith	N	0
15	UW Milwaukee School of Business 2200 E Kenwood Blvd Milwaukee, Wisconsin 53211 Phone : 414-229-1122 Email : gregkr@uwm.edu Greg Krejci	N	0
16	UW OshKosh, Business & Marketing 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : lilly@uwosh.edu Bryan Lilly	N	0
17	UW OshKosh, Journalism 800 Algoma Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-1234 Email : cowling@uwosh.edu Mike Cowling	N	0
18	UW Parkside, Dean of Bus. & Economics 900 Wood Rd. Kenosha, Wisconsin 53141 Phone : 262-595-2345 Email : Dirk.baldwin@uwp.edu Dirk Baldwin	N	0

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19	UW River Falls 410 S. 3rd St River Falls, Wisconsin 54022 Phone : 715-425-3572 Url : https://app.joinhandshake.com Career Center Manual Posting	N	0
20	UW Stevens Point, Business & Economics 2100 Main St Stevens Point, Wisconsin 54481 Phone : 715-346-0123 Email : gmullins@uwsp.edu Gary Mullins	N	0
21	UW Stevens Point, Communications 2100 Main St Stevens Point, Wisconsin 54481 Phone : 715-346-0123 Email : jhaney@uwsp.edu Jim Haney	N	0
22	UW Stout 103 Administration Building Menomonee, Wisconsin 54751 Phone : 715-232-1122 Email : placementcoop@uwstout.edu Career Website	N	0
23	UW Washington County, Student Services 400 University Dr West Bend, Wisconsin 53095 Phone : 262-335-5212 Email : Chris.roland@uwc.edu Chris Roland	N	0
24	Waukesha Co Tech College 1 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7842 Url : https://www.wisconsintechconnect.com/ Tim Alft 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	Waukesha Co Tech College 2 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7842 Url : https://www.wisconsintechconnect.com/ Career Website Manual Posting	N	0
26	Waukesha Co Tech College, Co-Op / Internship Assist. 892 Main St. Pewaukee, Wisconsin 53072 Phone : 262-691-5566 Kim Houk Manual Posting	N	0
27	WI Lutheran College 8800 W. Bluemound Rd. Milwaukee, Wisconsin 53226 Phone : 414-443-8800 Url : https://app.joinhandshake.com Thad Jahns Manual Posting	N	0
28	Wisconsin TechConnect PO Box 518 Rhineland, Wisconsin 54501 Phone : 715-365-4448 Url : https://www.wisconsintechconnect.com/ Lori Vance Manual Posting	N	0
29	Wisconsin Women's Network 122 State St. #201B Madison, Wisconsin 53703 Phone : 608-255-9809 Email : info@wiwomensnetwork.org Career Website	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
30	Career Fair	N	4
31	Employee Referral	N	1
32	Indeed.com - Not Directly Contacted by SEU	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Email blast to mailing list, that included advertisers - highlighting these job categories: Accounting, Driving/Transportation, Electrical, HVAC, Manufacturing, Plumbing, Remodeling, Sales & Marketing, Staffing, Telecommunications and Warehouse.	3	Director of Integrated Sales Director of Sales Sales Assistant
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	Entercom Milwaukee 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 and Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	2	Assistant Program Director Events Manager
3	Ongoing Event	Co Sponsoring Job Fair	An Entercom representative met with Milwaukee's major employers with thousands of qualified diversity professionals with the aim to recruit, promote, and reaffirm their commitment to diversity in the workplace. The representative also met with professional organizations comprised of diverse and multi-ethnic Milwaukee residents. The Business Administrator was able to speak with over 50 potential candidates and hand out open positions to them.	1	Business Administrator
4	1/7/2020	Participation in events or programs sponsored by educational institutions	An Entercom employee visited Thomas More High School to discuss her career in the Communications industry. She spoke about the required education and recommended internships and conducted a Q&A with the students and staff.	1	On Air Personality
5	2/20/2020	Participation in events or programs sponsored by educational institutions	An Entercom employee spoke to a communication's class at Carthage College about a career in radio broadcasting. He spoke about the importance of station brands, an in depth look at his role as a producer, and the impact of social media in radio broadcasting.	1	Producer

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6	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
7	Ongoing Event	Participation in events or programs sponsored by educational institutions	Entercom Milwaukee's Event Manager and On-Air Personalities conducted several station tours throughout the reporting period for the follow organizations: Girls Scouts, Cub, Tiger and Boy Scouts as well as their leaders and parents. Participants were taken through the radio stations and show the different departments. The functions of each department and job descriptions within the departments were described on the tours. Tour participants had the opportunity to ask questions and were told about the exciting internships and career opportunities available in radio.	4	Events Manager On Air Personality On Air Personality On Air Personality
8	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
9	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
10	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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11	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