

**WOCL, WOMX-FM, WQMP  
EEO PUBLIC FILE REPORT  
October 1, 2019 - September 30, 2020**

ENTERCOM Orlando,FL 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
Promotions Coordinator	1, 3-15, 17, 20-22, 24	22
Promotions Manager (Orlando)	1-5, 7-10, 13-14, 16, 18-19, 21-23	22

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Chamber of Commerce 3201 E. Colonial Dr. Suite A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : <a href="http://www.blackcommerce.org/">http://www.blackcommerce.org/</a> Email : <a href="mailto:info@blackcommerce.org">info@blackcommerce.org</a> Sabrina Jerome	N	0
2	Barry University 11300 NE 2nd Ave, Landon Student Union Suite 205 Miami, Florida 33161 Phone : 305-899-4842 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> John Moriarty Manual Posting	N	0
3	Bethune-Cookman University 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32115 Phone : 386-481-2143 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Davita Bonner Manual Posting	N	0
4	Central Florida Urban League 2804 Belco Dr. Orlando, Florida 32808 Phone : 407-841-7654 Url : <a href="https://www.cful.org/">https://www.cful.org/</a> Email : <a href="mailto:dmatos@cful.org">dmatos@cful.org</a> Diane Matos	N	0
5	City College 1401 West Cypress Rd. Ft. Lauderdale, Florida 33309 Phone : 954-492-5353 Url : <a href="https://www.citycollege.edu/">https://www.citycollege.edu/</a> Email : <a href="mailto:cpersichilli@citycollege.edu">cpersichilli@citycollege.edu</a> Claire Persichilli	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
6	Connecticut School of Broadcasting 3901 Coconut Palm Dr. Tampa, Florida 33619 Phone : 813-443-5307 Url : <a href="https://gocsb.com/">https://gocsb.com/</a> Email : <a href="mailto:sking@gocsb.com">sking@gocsb.com</a> Shana King	N	0
7	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
8	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	0
9	Florida A&M University (FAMU) 1610 South Martin Luther King Junior Boulevard The Commons 104 Tallahassee, Florida 32307 Phone : 850-599-8514 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Shereada Harrell Manual Posting	N	0
10	Florida Association of Broadcasters 201 South Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : <a href="http://fab.org/">http://fab.org/</a> Email : <a href="mailto:lvarn@fab.org">lvarn@fab.org</a> Lindsay Varn	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	Florida State College at Jacksonville 4501 Capper Rd. Jacksonville, Florida 32218 Phone : 904-766-6690 Url : <a href="https://www.fscj.edu/">https://www.fscj.edu/</a> Email : <a href="mailto:l.l.ertel@fscj.edu">l.l.ertel@fscj.edu</a> Leslie Ertel	N	0
12	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-757-5105 Url : <a href="https://www.fullsail.edu/">https://www.fullsail.edu/</a> Email : <a href="mailto:wdavis@fullsail.com">wdavis@fullsail.com</a> Wynn Davis	N	0
13	Rollins College 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407-646-2335 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jacqueline Brito Manual Posting	N	0
14	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Tiffanie Hidle Manual Posting	N	0
15	University of Central FL Career Services PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Brian Creel Manual Posting	N	0

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**a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	University of Florida 2081 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-3261 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Job Postings Manual Posting	N	0
17	Valencia Community College - East Campus 701 N Econlockhatchee Trl Orlando, Florida 32825 Phone : 407-582-3428 Url : <a href="https://valencia-csm.symplicity.com/employers/">https://valencia-csm.symplicity.com/employers/</a> Email : <a href="mailto:kcharles36@valenciacollege.edu">kcharles36@valenciacollege.edu</a> Kamla Charles	N	0
18	Women in Film & Television Florida 3830 Palm Ave. Mims, Florida 32754 Phone : 386-690-2237 Email : <a href="mailto:nancy@reelkasting.com">nancy@reelkasting.com</a> Nancy McBride	Y	0
19	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

**b. Exemptions or Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
20	Employee Referral	N	1
21	Indeed.com	N	7
22	Internal Candidate	N	9
23	Linked In	N	1
24	Station Website	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/16/2019	Participation in Job Fairs	Participation in University of Florida 2019 Careers n Communication Fair. A Sales Administration Manager for Entercom spoke with students from University of Florida with interests in working with Entercom for future employment as well as paid internship in our markets.	1	Sales Administrator Manager
2	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
3	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
4	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
5	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
6	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

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7	6/17/2020	Participation in Job Fairs	Participation in Florida Careers Center Virtual Career Fair on 6/17/20. Job seekers from the Florida Career Centers Member Institutions, which included 10 Florida Universities	3	Director of Marketing Business Administrator Office Manager
8	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director
9	9/30/2020	Participation in Job Fairs	Participation in Flagler College 2020 Virtual Job Fair. General Sales Managers will speak with students from Flagler College with interest in working with Entercom for future employment.	3	General Sales Manager General Sales Manager Business Administrator