

WEZB, WKBU, WLMG, WWL, WWL -FM, WWWL
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

ENTERCOM New Orleans, LA 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
Account Executive	1-2, 5-32, 34-35, 37, 41, 43, 45	43
Account Executive	1-2, 5-32, 34-35, 37, 41, 43, 45	43
Sales Manager	1, 3-9, 11-12, 17, 20-24, 26-32, 34-35, 38, 40, 42	38
Account Executive - New Orleans	3, 5, 7-9, 11-12, 17, 20-24, 27-32, 34- 35, 39, 41, 44	41
IT Manager - New Orleans	3, 5, 7-9, 11-12, 17, 20-24, 27-32, 34- 36, 39, 41	39
Senior Account Executive - New Orleans	3, 5, 7-9, 11-12, 17, 20-24, 27-32, 34- 35, 37, 39, 41-42, 45	39
Senior Account Executive - New Orleans	3, 5, 7-9, 11-12, 17, 20-24, 27-32, 34- 35, 37, 39, 41-42, 45	42
Sales Assistant	3, 5, 7-9, 11-12, 17, 20-24, 27-32, 34- 35, 37, 45	37
Director of Technical Operations	3, 5, 7-9, 11-12, 17, 20-24, 27-35, 37	37

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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	A.B. Freeman School of Business 7 McAlister Dr New Orleans, Louisiana 70118 Phone : 504-865-5417 Url : https://freeman.tulane.edu/ Email : Moneill@tulane.edu Mary Rose O Neil	N	0
2	American Women in Radio and Television 8405 Greensboro Dr Suite 800 McLean, Virginia 22102 Phone : 972-248-3394 Email : veunger@swbill.net Vivian Unger	N	0
3	Catholic Charities Job Search 1000 Howard Ave Suite 200 New Orleans, Louisiana 70113 Phone : 504-310-6945 Url : http://www.ccano.org/programs/employment/ Email : ccanohr@ccano.org Chelana Alexander	N	0
4	Center for Public Service Tulane 6823 St. Charles New Orleans, Louisiana 70118 Phone : 504-862-8060 Url : https://cps.tulane.edu/ Email : ntringal@tulane.edu N Tringal	N	0
5	Delgado 615 City Park New Orleans, Louisiana 70119 Phone : 504-671-6726 Url : http://www.dcc.edu/ Email : jlarose@dcc.edu Jane LaRose	N	0
6	Delgado Community College, Career Services 615 City Park Ave New Orleans, Louisiana 70119 Phone : 504-361-6389 Url : http://www.dcc.edu/ Email : dnelson@dcc.edu D Nelson	N	0

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7	Delgado Job Developer 615 City Park Ave New Orleans, Louisiana 70119 Phone : 504-671-5142 Url : http://www.dcc.edu/ Email : tjohns1@dcc.edu T Johns	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	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	2
10	Freeman School of Business 7 McAlister Dr New Orleans, Louisiana 70118 Phone : 504-865-5417 Url : https://freeman.tulane.edu/ Email : lquendry@tulane.edu L Quedry	N	0
11	Grambling State University, Mass Communications 403 Main Street Grambling, Louisiana 71245 Phone : 318-274-2403 Url : https://app.joinhandshake.com Altha Madison Manual Posting	N	0
12	Grantham University Career Center (Slidell Ctr) 16025 W 113th St Lenexa, Kansas 66219 Phone : 800-955-2527 Email : veteranservices@grantham.edu Job Postings	N	0

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13	Herzing College 2400 Veterans Blvd Suite 400 Kenner, Louisiana 70062 Phone : 504-575-3065 Url : https://herzing.edu Email : doubre@herzing.edu D Oubre	N	0
14	Hire Tulane Grads.Com Office 6823 St Charles Mussafer Hall New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : https://tulane.edu/ Email : Barry.thompson@tulane.edu Barry Thompson	N	0
15	Jewish Federation of New Orleans 3749 W Esplanade Ave Metairie, Louisiana 70002 Phone : 504-780-5612 Url : https://www.jewishnola.com/ Email : carey@jewishnola.com C Sherman	N	0
16	LA Association of Broadcasters 660 Florida St Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : https://www.broadcasters.org/ Email : jmunson@broadcasters.org L Munson	N	0
17	Louisiana State University 1146 Pleasant Hall Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : https://app.joinhandshake.com Courtney Edwards 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
18	Loyola University College of Business 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3860 Url : http://www.loyno.edu Email : atmccios@loyno.edu A McClos	N	0
19	Loyola University Communications/ Career Dev. Department 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3430 Url : http://www.loyno.edu Email : mcullar@loyno.edu M Cullar	N	0
20	Loyola University of New Orleans Career Services 6363 St Charles Ave New Orleans, Louisiana 70118 Phone : 504-861-5554 Url : https://app.joinhandshake.com Jill Boatright Manual Posting	N	0
21	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Url : https://www.nafeonation.org/ Email : lojelks@aol.com Lo Jelks	N	0
22	National Organization for Women 1100 H Street NW Suite 300 Washiington, District of Columbia 20005 Phone : 504-364-4444 Url : https://now.org/ Email : charlotte@klasson.cx Charlotte Klasson	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
23	Nicholls State University 906 E. 1st St. Thibodaux, Louisiana 70301 Phone : 985-448-4508 Url : https://app.joinhandshake.com Kristie Tauzin Manual Posting	N	0
24	Nunez Community College 9710 Paris Rd. Chalmette, Louisiana 70043 Phone : 504-278-6422 Url : https://www.nunez.edu/ Email : mminor@nunez.edu M Minor	N	0
25	Our Lady of Holy Cross College 4123 Woodland Dr. New Orleans, Louisiana 70131 Phone : 504-398-2110 Url : https://www.uhcno.edu/ Email : jtubwell@olhcc.edu J Tubwell	N	0
26	Southeastern Louisiana University Office of Career Services SLU 10492 Room 2102 Hammond, Louisiana 70402 Phone : 985-549-2121 Url : https://www.southeastern.edu/admin/career_srv/ Email : careerservices@selu.edu Ken Rigidell	N	0
27	Southern University of New Orleans Career Services Office 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5000 Url : http://www.suno.edu/page/career-counsel-veteran-af Email : jmarion@suno.edu J Marion	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
28	State of Louisiana (La Works) 1900 Lafayette St Gretna, Louisiana 70053 Phone : 504-227-1283 Url : http://www.laworks.net/ Email : metairie@lwc.la.gov Job Listing	N	0
29	Tulane School of Public Health Adm. Student Affairs & Career Svcs. 1440 Canal St. Tidewater Bldg. 24th floor #8329 New Orleans, Louisiana 70112 Phone : 504-988-7111 Url : https://sph.tulane.edu/career-services-0 Email : cartwright@tulane.edu Margie Cartwright, Esq.	N	0
30	Tulane University 6823 St Charles New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : https://app.joinhandshake.com Lesley Hollon Manual Posting	N	0
31	UNO College of Business Admin 2000 Lakeshore Drive New Orleans, Louisiana 70148 Phone : 888-514-4275 Url : http://new.uno.edu/ Email : bizcareers@uno.edu Job Listing	N	0
32	UNT Career Center 2811 Internet Blvd. Chestnut Hall, Suite 103 Frisco, Texas 75034 Phone : 940-565-2105 Url : https://studentaffairs.unt.edu/career-center Email : corey.davidson@unt.edu Cory Davidson	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
33	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
34	Xavier University, Career Services 1 Drexel Dr. New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : https://app.joinhandshake.com Marian Minnard Manual Posting	N	0
35	Xavier University, Career Services 1 Drexel Dr. New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : http://www2.xula.edu/career-services/index.html Email : mminnard@xula.edu M Minnard	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
36	Did not indicate (Source Unknown)	N	1
37	Employee Referral	N	7
38	Former Employee	N	1
39	Indeed.com	N	6
40	Job Board	N	1
41	Linked In	N	10
42	Non-Employee Referral	N	2
43	On-Air Announcement (One or More SEU Stations)	N	5
44	Station On-Air Advertisement	N	1
45	Station Website Posting (One or More SEU Stations)	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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	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
2	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
3	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
4	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
5	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
6	7/9/2020	Provision of training to management	Hiring Manager from Entercom Louisiana LLC participated in the Louisiana Association of Broadcasters "Courageous Conversation" Webinar on Diversity, Inclusion, and Leadership Development in the workplace on Thursday, July 9 2020. The Webinar was a two hour Zoom webinar including an interactive question and answers sessions.	1	Business Administrator

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7	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
8	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager