

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM GREENSBORO

This report covers full-time vacancy recruitment for the period of August 1, 2018 through July 31, 2019

Employment Unit: Entercom License, LLC	<u>Address:</u> Entercom Greensboro 7819 National Service Rd, Suite 401 Greensboro, NC 27409	<u>Contact Person/Title:</u> Brent Millar SVP/General Manager
Unit Members, Community of License: WEAL-AM, Greensboro, NC WPET-AM, Greensboro, NC WSMW-FM, Greensboro, NC WJMH-FM, Reidsville, NC WPAW-FM, Winston Salem, NC WQMG-FM, Greensboro, NC	<u>Telephone Number:</u> 336-605-5200	<u>E-mail Address:</u> Brent.Millar@entercom.com

1. Full-Time Job Vacancies Filled by the Employment Unit:

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	On Air Personality	Entercom.com	1-25
B	Digital Sales Manager	Entercom.com	1-25
C	Business Office Assistant	Client Referral	1-25
D	Account Executive	Entercom.com	1-25

E	On Air Personality	Entercom.com	1-25
F	Promotions Director	Current Employee	1-25
G	Account Executive	Entercom.com	1-25
H	On Air Personality	Entercom.com	1-25
I	On Air Personality	Entercom.com	1-25

2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?	Total Number of Interviewees Referred
1	Deanna Smith	Appalachian State University (App State)	287 Rivers Street Boone NC 28608 https://app.joinhandshake.com smith2dr@appstate.edu Assistant Director, Employer Development Relations 828-262-2833	Yes	No	0
2	Darryl Johnson	Bennett College for Women	900 E Washington St Greensboro NC 27404 http://www.bennett.edu/student-affairs/campus-services/career-services/ djohnson@bennett.edu Director of Career Services 336-517-2358	Yes	No	0
3	Charles Mayer	Davidson County Community College	297 Davidson Community College Rd Thomasville NC 27360 https://www.davidsonccc.edu/student-life/student-resources/career-development/ charles_mayer@davidsonccc.edu Director of Career Development 336-249-8186(ext.6206)	Yes	No	0
4	Charles Diggs	Employment Security Commission, Greensboro	2301 W Meadowview Rd Greensboro NC 27406 https://des.nc.gov/des charles.diggs@ncmail.net Assistant Center Manager 336-297-9444	Yes	No	0
5	Lisa Lamb	Employment Security Commission, Winston Salem	460 W Hanes Mill Rd Winston Salem NC 27105 https://des.nc.gov/des lisa.lamb@nccommerce.com Assistant Center Manager 336-464-0520 (ext. 1324)	Yes	No	0

6	Lindsey Scott	High Point University	127268 N University Pkwy High Point NC 27268 careerservices@highpoint.edu http://www.highpoint.edu/careerinternships/ Employer Relations Specialist 336-841-9677	Yes	No	0
7	Carol Dudley	Howard University	2400 Sixth St NW Washington D.C. 20059 https://careerservices.howard.edu/careerservices@howard.edu Employer Relations Specialist 202-806-5806	Yes	No	0
8	David Franks	Living Arts College	3000 Wakefield Crossing Dr, Raleigh NC 27614 https://www.living-arts-college.edu/dfranks@living-arts-college.edu Professional Services Director 800-800-2835 (ext 218)	Yes	No	0
9	Araceli Velasco	National Hispanic Media Coalition	65 S Grand Ave Suite 200 Pasadena CA 90150 info@nhmc.org http://www.nhmc.org/jobs Executive Assistant and Office Manager 626-792-6462	Yes	No	0
10	Elliot Ayers	National Lesbian and Gay Journalist Association	2120 L St NW Washington D.C. 20037 info@nlgja.org https://members.nlgja.org/networking/?_ga=2.71342291.1397964796.1558103936-914468101.1558103936 Career Services Assistant 202-588-9888	Yes	No	0
11	Christy Dunston	North Carolina Central University	1801 Fayetteville Street Durham NC 27707 cdunston9@ncsu.edu https://app.joinhandshake.com Employer Relations Manager 919-530-6878	Yes	No	0
12	Bridget Hartsfield	North Carolina State University	121 Peele Hall Campus Box 7103 Raleigh NC 27695 bridget_hartsfield@ncsu.edu https://careers.dasa.ncsu.edu/ Recruiting Manager 919-515-2396	Yes	No	0

13	Cheryl Duncan-Hill	Providence Baptist Church	1106 Tuscaloosa St Greensboro NC 27406 prbaptist@bellsouth.net https://www.pbcgso.org/ Business Manager 336-273-7552	Yes	No	0
14	Carolyn Sutphin	Radford University	801 E Main St Radford VA 24142 csc@radford.edu https://www.radford.edu/content/career-services/home/about.html Employer Relations 540-831-6528	Yes	No	0
15	Joe Deshcler	Radio 1 Broadcast School	1040 W Center St Adams WI 53910 director@radio1school.com https://www.radio1school.com/careers/ Director 800-889-221	Yes	No	0
16	Monica Boyd	Salem College	601 S Church St Winston Salem NC 27101 monica.boyd@salem.edu https://www.salem.edu/cpd/resources Director of Student Professional Development 336-917-5579	Yes	No	0
17	Catherine Goetz	UNC Greensboro	1400 Spring Garden Street Greensboro NC 27402 cgggoetz@uncg.edu https://app.joinhandshake.com Associate Director, Employer Relations 336-334-5454	Yes	No	0
18	Brenda Bullard	University of North Carolina at Pembroke	1 University Drive Pembroke NC 28372 brenda.bullard@uncp.edu https://app.joinhandshake.com Administrative Support Specialist 910-521-6270	Yes	No	0

COMPANY POSTINGS AND WEBSITES				
19	EEO Coordinator	Entercom Careers Website	www.entercom.com/careers	42
20	EEO Coordinator	Internal Postings/Current Employees	GreensboroTeam@entercom.com	5
ADVERTISING				
21	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0
22	All Access	www.allaccess.com		0
23	Radio Online	www.radio-online.com		0
24	Entertainment Careers	www.entertainmentcareers.net		0
25	Radio Ads (on-Air)	WEAL-AM. WPET-AM, WSMW-FM, WJMH-FM, WPAW-FM. WQMH-FM		0
JOB FAIRS				
Bluford STEM Career Fair 2018		Supplemental Recruitment Initiative #6		0
High Point University School of Communication Focus Fair		Supplemental Recruitment Initiative #10		0
NAB National Job Fair		Supplemental Recruitment Initiative #13		0
WSSU Community Expo		Supplemental Recruitment Initiative #14		0
OTHER SOURCES				
Client Referral				1
Total # of New Interviewees Referred				48



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	Greensboro, NC	Entercom Greensboro 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. Thirty Eight (38) students participated in this program.	Promotions Director Production Director On-Air Talent Music Director
2	Station Tours	Periodically throughout the year	Greensboro, NC	Promotions Directors and On-Air Talent facilitated station tours for community groups as well as schools. During the tours, they provided an overview of all departments within a radio broadcasting company. The tours were followed by a Q&A session.	EEO Administrator Department Heads
3	Manager EEO Avature Training	Periodically throughout the year	Greensboro, NC	Hiring managers are trained regarding the Avature program and its guidelines regarding EEO compliance rule. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	EEO Administrator Hiring Managers
4	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Greensboro, NC	Once a month, Entercom Greensboro airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Triad area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Business Operations Manager Production Director
5	NC A&T Homecoming/Comedy Show	Oct 2018	Greensboro, NC	Entercom Representatives emceed for A&T's Comedy Show and promoted careers in Radio Broadcasting, Disc Jockeying, production and engineering. They spoke to students about internship opportunities.	Promotions On-Air Talent Promotions Assistant



6	Bluford STEM Career Fair 2018	Nov 2018	Greensboro, NC	Entercom representatives attended a STEM Career Fair where they discussed their careers in radio and the different steps they had to take to get there. Internship opportunities were also discussed.	Promotions On-Air Talent Promotions Assistant
7	Easton Multicultural Holiday Read-In	Dec 2018	Winston-Salem, NC	Entercom Representatives attended the event at Easton Elementary School in Winston-Salem where they were able to participate in several activities. The interacted with students, read to the class, and spoke with them about their radio career and how it relates to reading.	Promotions Director Promotions Assistant
8	Page High School Arts and Literature Festival	Feb 2019	Greensboro, NC	Entercom representative's participated in the Page Arts and Literature Festival. They highlighted performers from Greensboro area and the DJ's interacted with students and the community and spoke to the students about their careers in radio and how important supporting the Arts in schools is to the Radio Industry.	Promotions On-Air Talent Promotions Assistant
9	Dalton L McMichael High School Pep Rally	Feb 2019	Mayodan, NC	Entercom representative's participated in a pep rally at Dalton L McMichael High School. They took time to speak to the students about their careers in radio engineering or disc jockeying. Internship opportunities were also discussed.	Promotions On-Air Talent Promotions Assistant
10	High Point University School of Communication Focus Fair	Feb 2019	High Point, NC	Entercom representatives participated in a campus event that highlighted the School of Communication career opportunities to students and discussed careers in radio broadcasting.	Promotions On-Air Talent Promotions Assistant
11	Sedgefield Career Day	Mar 2019	Greensboro, NC	Entercom Radio Representatives attended the event at Sedgefield Elementary School. They interacted with students and spoke with them about their radio careers, radio broadcasting, and engineering.	Promotions On-Air Talent Promotions Assistant

12	Rankin Reads/ Career Day	April 2019	Greensboro, NC	WQMG Promotions team attended the event at Rankin Elementary School in Greensboro where they were able to participate in several activities. They interacted with students, read to the class, and spoke with them their radio career and how it relates to reading.	Promotions On-Air Talent Promotions Assistant
13	NAB National Job Fair	April 2019	Las Vegas, NV	Entercom attended the national industry wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed careers in radio at Entercom.	HR Administrator
14	WSSU Community Expo	April 2019	Winston Salem, NC	Entercom Representatives participated in a Community Expo on campus and promoted careers in Radio and Broadcasting. The representatives were able to discuss their radio career with several students and promote Internships.	Promotions On-Air Talent Promotions Assistant
15	Start Black Presents Juneteenth Soulebration Hartley YMCA	June 2019	High Point, NC	Entercom Representatives participated in a Community Festival and the representatives spoke to the local community about their careers in radio and the importance of cultural diversity in Radio broadcasting and media.	Promotions On-Air Talent Promotions Assistant