

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM NORFOLK

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

Employment Unit: Entercom License, LLC	Address: Entercom Norfolk, LLC 236 Clearfield Avenue Suite 206 Virginia Beach, VA 23462	Contact Person/Title: Bennett Zier - SVP/Market Manager
Unit Members, Community of License: WWDE – FM Hampton, VA WNVZ – FM Norfolk, VA WPTE – FM Virginia Beach, VA WVKL – FM Norfolk, VA	Telephone Number: 757-497-2000	E-mail Address: Bennett.Zier@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	Account Executive	Entercom.com	1-33
B	Account Executive	Entercom.com	1-33
C	Account Executive	Employee Referral	1-33
D	Sales Administration Manager	Entercom.com	1-33
E	Account Executive	Entercom.com	1-33

F	Account Executive	Entercom.com	1-33
G	Account Executive	Employee Referral	1-33
H	National Sales Assistant	Entercom.com	1-33
I	Promotion Director	Current Employee	1-33
J	General Sales Manager	Employee Referral	1-33



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	C Brooks	Old Dominion University	employers@odu.edu 757-683-4388	Yes	No	0
2	Pat Mirani	ECPI	pmirani@ecpi.edu cjohnson@ecpi.edu rkensy@ecpi.edu 757-838-9191	Yes	No	0
3	Christina Sincere	Christopher Newport University	1University Place Newport News VA 23606 757-594-7047 Christina.sincere@cnu.edu	Yes	No	0
4	Teri Stankey	Virginia Employment Commission	5145 East Virginia Beach Blvd. Norfolk, VA 23502 757-431-4978 Teri.stankey@vec.virginia.gov	Yes	No	0
5	Pam Saunders	Norfolk State University	pdsaunders@nsu.edu 757-823-2406	Yes	No	0
6	Marci Malinowski	VA Association of Broadcasters	Marci.millionowski@easterassociates.com 434-977-3716	Yes	No	0
7	Lashel Wilson	Hampton University	Lashel.wilson@hampton.edu 757-727-5331	Yes	No	0
8	Georgia Allen	NAACP	909 B Marshall Ave Norfolk, VA 23504 757-490-7799 vabnaacp@netzero.net	Yes	No	0
9	Aisha Bingham	Career Resources Dept. U.S. Army Ft Eustis	1500 Madison Ave Fort Eustis, VA 23604 757-878-3638 Aishay.bingham-day.ctgr@mail.mil	Yes	No	0
10	Dr. David Hurtado	Regent University	davihur@regent.edu	Yes	No	0

11	Anthony Lorusso	Dept. Of Veterans Affairs	Anthony.lorusso@va.gov	Yes	No	0
12	Michelle Bryant	Southeastern Tidewater Opportunity Project (STOP)	mbrant@stopinc.org 757-858-1360	Yes	No	0
13	Shawn Avery	Opportunity INC	500 E Plume Street, Suite 700 Norfolk, VA 23501 757-314-2370 learl@oihr.org	Yes	No	0
14	Brutus Jackson	Elizabeth City State University Office Of Career Services	bnjackson@mail.ecsu.edu 252-335-3318	Yes	No	0
15	Dr. Alan Harris	Paul D Camp Community College	P.O. Box 500 Suffolk, VA 23434 757-569-6700	Yes	No	0
16	Chris Shoemaker	Bluefield College	schoemaker@bluefield.edu	Yes	No	0
17	Krista Shanafelt	City of VA Beach	kshanafe@vbgov.com	Yes	No	0
18	Stephen LaRosee	Local Veterans Employment Representative	Stephen.larosee@vec.virginia.gov	Yes	No	0
19	Jackie Rondeau	OppInc One Stop Workforce Enter	jrondeau@hamptonroadsworks.org 757-221-3329	Yes	No	0
20	Cristen McQuillan	College of William and Mary	Career Center P.O. Box 8795 Williamsburg, VA 23187 757-221-3329 tribecareers@csm.symplicity.com	Yes	No	0
21	James Tallmadge	South University	301 Bendix Road, Suite 100 Virginia Beach, VA 23462 757-498-6900 jtallmadge@southuniversity.edu	Yes	No	0
22	Karen Grant	City of VA Beach	297 Independence Blvd. Virginia Beach, VA 23462 757-385-0620 kmgrant@vbgov.com	Yes	No	0
23	Katherine Lamica	City of VA Beach	klamica@vbgov.com 757-385-0623	Yes	No	0
24	Eric Harrell	Bryant & Stratton	301 Centre Pointe Drive Virginia Beach, VA 23462 757-499-7900	Yes	No	0
25	Alta Thomas	St Paul's College	115 College Drive Lawrenceville, VA 23868 434-848-1805 athomas@saintpauls.edu	Yes	No	0

26	Kevin McCarthy	Tidewater Community College Chesapeake	1428 Cedar Road Chesapeake, VA 23322 757-822-7228 kmcarthy@tcc.edu	Yes	No	0
27	Maggie McDearmonme	VA Commonwealth University	mcdearmonme@vcu.edu	Yes	No	0
28	Andre Luck	Piedmont VA Community College	aluck@pvcc.edu 434-977-3900	Yes	No	0
29	Melissa Edmonds	Commonwealth of VA Rehabilitative Services	3248 Academy Ave Portsmouth, VA 23703 757-686-5004 Melissa.edmonds@dars.virginia.gov	Yes	No	0

COMPANY POSTINGS AND WEBSITES					
30	Corporate Representative	Entercom Website	www.entercom.com/careers		25
31	Cindy Cole	Internal Postings (Internal/Current Employees)	Cindy.cole@entercom.com 757-518-8364		3

ADVERTISING			
32	On-Air Radio Ads	WWDE, WNVZ, WPTE, WVKL	0
33	Direct Employers Association	https://de.nlx.org/pdfs/JobAlliancesList.pdf	0

JOB FAIRS		
ECPI Fall Job Fair	See Supplemental Initiative #4	0
NAB National Job Fair	See Supplemental Initiative #5	0
The Greater Norfolk Community Job Fair	See Supplemental Initiative #6	0

OTHER SOURCES	
Employee Referral	3
Total # of New Interviewees Referred	31



3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	Internship Program	Entercom Norfolk	Entercom Norfolk offers internships at the radio stations in our Promotions and Programming department. 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.	Director of Programming Promotions Coordinator Imaging Director Production Director
2	Reading and Succeeding	Entercom Norfolk	Norfolk's On Air Personality goes to schools, day care centers, Head Start programs etc. and reads books to the children. They share and discuss the excitement of an on air radio career.	On Air Personality
3	On Air EEO Policy and Invitation to Receive Job Openings	Entercom Norfolk	Entercom Norfolk airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Hampton Roads area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Business Manager
4	ECPI Job Fair	Virginia Beach, VA	Entercom Norfolk attended the ECPI Fall Career Fair. Entercom Norfolk employees met with attendees, distributed job openings and discussed careers in radio at Entercom.	Promotions Director
5	NAB National Job Fair	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
6	Greater Norfolk Community Job Fair	Norfolk, VA	Entercom Norfolk attended the Greater Norfolk Community Job Fair. Entercom Norfolk employees met with attendees, distributed job openings and discussed careers in radio at Entercom.	Business Manager Promotions Director
7	EEO Breakfast	Entercom Norfolk	Entercom Norfolk hosted a breakfast for our Recruitment Source contacts. Managers discussed the opportunities available and provided an overview on their specific departments. A station tour was provided. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Business Manager Regional Finance Director Director of Sales