

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM CHARLOTTE**

This report covers full-time vacancy recruitment for the period of November 17, 2017 through July 31, 2018

Employment Unit: Entercom License, LLC	Address: Entercom North Carolina, LLC 1 Julian Price Place Charlotte, NC 28208	Contact Person/Title: Matthew R. Hanlon Senior Vice President / Market Manager
Unit Members, Community of License: WBT-AM, Charlotte, NC WBT-FM, Chester, SC WFNZ-AM/FM, Charlotte, NC WLNK-FM, Charlotte, NC	Telephone Number: 704-374-3954	E-mail Address: Matt.Hanlon@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	SRD Campaign Manager	Employee Referral	1-53
B	Promotions Coordinator	Current Employee (PT to FT)	1-53
C	Director of Digital Programming	Entercom.com	1-53



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D	Programming Director	Employee Referral	1-53
E	Account Executive	Indeed.com	1-53
F	Digital Content Coordinator	LinkedIn	1-53
G	Account Executive	Entercom.com	1-53
H	Promotions Director	Employee Referral	1-53



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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	Joel Denver	All Access Job Board	jdenver@allaccess.com	Yes	No	0
2	Deanna Smith Geraldyn Mitchell	Appalachian State	smith2dr@appstate.edu mitchellgb@appstate.edu recruiting@appstate.edu	Yes	Yes	0
3	Alexandra Bruell	Advertising Age	abruell@adage.com	Yes	No	0
4	Steve Loeper	Associated Press	sloeper@ap.org	Yes	No	0
5	Web Posting	CareerBuilder	www.careerbuilder.com	Yes	No	0
6	Alyson Young	Carolina School of Broadcasting	alyson.young@csbradiotv.edu	Yes	Yes	0
7	Demone Frink	CharlotteWorks NC	ww.charlotteworNC.com	Yes	Yes	0
8	John Perez	Connecticut School of Broadcasting	Jperez@gocsb.com	Yes	Yes	0
9	Susan Kauffman	Duke University	susan.kauffman@duke.edu	Yes	No	0



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10	Angela Mercer	Goodwill Industries	angela.mercer@goodwillsp.org	Yes	Yes	0
11	Dan McClellan	Gaston College	Maier.robert@gaston.edu Mcclellan.dan@gaston.edu	Yes	No	0
12	Brandy Morrow	Goodwill GoodworNC	Brandy.morrow@goodworNCstaffing.com	Yes	No	0
13	Brenda Meadows	Greater Providence Baptist Church	gpbc@carolina.rr.com	Yes	No	0
14	Indeed.com	Web Posting	www.indeed.com	Yes	No	3
15	Frank Saxe	Inside Radio	news@insideradio.com	Yes	No	0
16	T. Stowe	Johnson C. Smith University	tstowe@jcsu.edu	Yes	No	0
17	L. Dexheimer	Latin America Coalition	ldexheimer@latinamericancoalition.org	Yes	No	0
18	Linkedin.com	Web Posting	www.linkedin.com	Yes	No	4
19	Dorothy Alexander	Mecklenburg County Work Force	Dorthyl.alexander@mecklenburgcountync.gov	Yes	Yes	0
20	Pauline Cross	Mecklenburg County Work First	Pauline.cross@mecklenburgcountync.gov	Yes	Yes	0
21	Michelle McConnell	American Broadcast School	michelle@radioschool.com	Yes	No	0
22	Melik Demir	National Association of Broadcasters	mdemir@nab.org	Yes	No	0
23	Lisa Reynolds	NC Association of Broadcasters	lreynolds@ncbroadcast.com info@ncbroadcast.com	Yes	No	0
24	Mary Harrison Ranson	NC Dept. of Commerce Employment Services	George.anton@nccommerce.com	Yes	No	0



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25	Queens university	Web Posting	fatherlys@queens.edu	Yes	No	0
26	Valerie Gellar	Radio Info	valerie@gellermedia.com	Yes	No	0
27	Ed Ryan	Radio Ink	edryan@radioink.com	Yes	No	0
28	George Anton	NC Department of Employment	George.anton@nccommerce.com	Yes	No	0
29	Karen Hunter	Society of Broadcast Engineers	kjones@sbe.org	Yes	No	0
30	Michael Harrison	Talkers	info@talkers.com	Yes	No	0
31	Jennifer Armour	University of North Carolina Charlotte	Jennifer.Armour@uncc.edu	Yes	Yes	0
32	Tami Rich	University of North Carolina Greensboro	tsrich@uncg.edu	Yes	Yes	0
33	Vicki Hamby	University of South Carolina	vmhamby@mailbox.sc.edu	Yes	Yes	0
34	James Wolf	University of South Carolina Alumni Club	James_wolf@ml.com	Yes	Yes	0
35	Wake Forest	Website Posting	careers@wfu.edu	Yes	No	0
36	Becky Smith	WBTV Raycom Media	bsmith@raycomsports.com	Yes	Yes	0
37	Sharon Robinson	Wingate University	s.robinson@wingate.edu	Yes	No	0
38	Winston Salem State University	Website Posting	careersvcs@wssu.edu	Yes	No	0
39	Dr. Howell Haney Dr. Marilyn Sarow	Winthrop University	howellh@winthrop.edu sarawm@winthrop.edu	Yes	No	0
40	Bud Scoppa	Hits Magazine	bud.scoppa@hitsmagazine.com	Yes	No	0
41	Larry Shannon	Radio Daily News	larryshannon@radiodailynews.com	Yes	No	0



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42	Lisa Chase	Radio Online	ljchase@radioonline.com	Yes	No	0
43	Emily Smith	New York Post	esmith@nypost.com	Yes	No	0
44	Web Post	NY Times	thearts@nytimes.com	Yes	No	0
45	Eli Reyes	Newsday	eli.reyes@newsday.com	Yes	No	0
46	Karen Hunter	Society of Broadcast Engineers	kjones@sbe.org	Yes	No	0
47	Steve Gorman	Rueters	steve.gorman@thomsonreuters.com	Yes	No	0
48	Shira Ovide	Wall Street Journal	shira.ovide@wsj.com	Yes	No	0
49	Web Post	Washington Post,	business@washpost.com	Yes	No	0
50	Gail Summerville	NCAB	info@ncbroadcast.com	Yes	No	0

COMPANY POSTINGS AND WEBSITES						
51	Corporate Representative	Entercom Corp. Website	www.entercom.com/careers			22
52	Catrina Wiles	Internal Postings	Catrina.wiles@entercom.com			6

ADVERTISING							
53	On Air Radio Ads	<i>WBT-AM, WBT-FM, WLNK – FM, WFNZ- FM</i>					0

JOB FAIRS						



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OTHER SOURCES	
Employee Referral	6
Monster.com	1
CBS Referral	1
Total # of New Interviewees Referred	43



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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Manager EEO Training	Periodically throughout the year	Entercom Charlotte	Managers are trained regarding EEO compliance rules, and are given forms and policy memos All department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	Business Operations Manager
2	On –Air EEO Policy and invitation to receive job openings	Periodically throughout the year	Entercom Charlotte	Once a month Entercom Charlotte airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Charlotte Metro Area of Entercom’s EEO policy and invite all organizations to be a part of our recruitment process.	Business Operations Manager
3	School Visit	02/09/18	Entercom Charlotte	About 24 students and staff visited from Appalachian State University. They got a tour of the station and then had several of our staff talk about their jobs here and what it would take to work here.	General Manager, Business Manager, Program Directors, On Air Talent, promotions, Sales Manager, Salesman, Traffic Manager, Digital Manager
4	Preventing Discrimination ,Harassment and Retaliation Management Training	05/18	Entercom Charlotte	Entercom’s BOM facilitates a seminar for our managers and supervisors that covers Entercom’s EEO policy, Entercom’s FCC EEO program requirements and managers responsibilities, and Federal and State Employment laws. He seminar also includes a review of Protected Classifications, managers responsibilities in preventing discrimination, harassment and retaliation with applicants and employees, and Entercom’s policy and procedures for employee complaints and responding to complaints.	All Station Managers and Supervisors
5	Internship Program	06/04/18-08-03/18	Entercom charlotte	Entercom Charlotte offers an internship program at our stations. Interns must be college students and receive college credit for the internship. The Business Operations Manager and the Business Operations Assistant oversee the internship to evaluate the interns and ensure they are receiving everything they need for a successful program.	Business Operations Manager Business Operations Assistant Program Directors Promotion Manager On Air Talent Digital Department
6	Entercom EEO Policy and Compliance Training	06/28/18	Entercom Charlotte	Regional HR Manager went over policies and procedures for EEO Compliance	Regional HR Manager Business Operations Manager, Business Operations Assistant



6	Job Shadow	07/09/18	Entercom Charlotte	A South Piedmont Community College student spent the day job shadowing with producer Travis Hancock. The student learned the basics of production and had some studio time.	Producer
7	EEO Breakfast	07/19/18	Entercom Charlotte	Entercom Hosted a breakfast for our EEO Recruitment resource contacts. Managers discussed opportunities available and provided an overview of their specific departments. A station tour was provided.	Program Directors Traffic Manager Sales Manager Business Operations Manager



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