

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM NEW ORLEANS**

**This report covers full-time vacancy recruitment for the period of February 1, 2018 through January 31, 2019**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom New Orleans 400 Poydras Street, Suite 800 New Orleans, LA 70130	<b>Contact Person/Title:</b> Kevin Cassidy Sr. Vice President /GM & Market Manager
<b>Unit Members, Community of License:</b> WWL-AM, New Orleans, LA WWL-FM, Kenner, LA WEZB- FM, New Orleans, LA WLMG-FM, New Orleans, LA WKBU-FM, New Orleans, LA HOT103.7-FM, New Orleans, LA	<b>Telephone Number:</b> <b>504-526-3000</b>	<b>E-mail Address:</b> <b>Kevin.Cassidy@entercom.com</b>

**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	Digital Project Manager	Employee Referral	1-40
B	Sales Assistant	Glassdoor	1-40
C	On Air	Former Employee	1-40
D	Account Executive	LinkedIn	1-40



E	Account Executive	LinkedIn	1-40
F	Account Executive	LinkedIn	1-40
G	On-Air	Employee Referral	1-41
H	On-Air	Current Employee (PT to FT)	1-40
I	On-Air	Current Employee (PT to FT)	1-40
J	Account Executive	Employee Referral	1-40
K	Sales Assistant	Radio Ad	1-40
L	On-Air	Industry Referral	1-40
M	Digital Sales Manager	Entercom.com	1-40
N	Account Executive	Indeed	1-40
O	Chief Engineer	Former Employee	1-40
P	On-Air	Current Employee (PT to FT)	1-40

Q	Credit & Collections Manager	Indeed	1-40
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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	Vivian P. Unger	American Women in Radio and Television	<a href="mailto:veunger@swbell.net">veunger@swbell.net</a> 972-248-3394	Y	N	0
2	K. Rauser	Cameron College	2740 Canal St. New Orleans, LA 70119 504-821-5881	Y	N	0
3	Chelana Alexander	Catholic Charities Job Search	<a href="mailto:ccanohr@ccano.org">ccanohr@ccano.org</a> 504-310-6975	Y	N	0
4	D. Nelson	Delgado Community College, Career Services	<a href="mailto:dnelson@dcc.edu">dnelson@dcc.edu</a> 504-361-6389	Y	N	0
5	L. Quedry	Freeman School of Business	<a href="mailto:lquedry@tulane.edu">lquedry@tulane.edu</a> 504-865-5417	Y	N	0
6	Martin Edum	Grambling State University, Mass Communications	<a href="mailto:edum@gram.edu">edum@gram.edu</a> 318-274-2403	Y	N	0
7	S. Fowler	Grantham University Career Center (Slidell Ctr)	<a href="mailto:sfowler@grantham.edu">sfowler@grantham.edu</a> 800-955-2527, Ext. 280	Y	N	0
8	D. Oubre	Herzing College	<a href="mailto:doubre@herzing.edu">doubre@herzing.edu</a> 504-575-3065 504-733-0074	Y	N	0
9	Career Services	ITT Technical College- B.R	<a href="mailto:cs@iticcollege.edu">cs@iticcollege.edu</a> 225-754-5800	Y	N	0



10	Recruitment Office	Louisiana State University	<a href="mailto:career@lsu.edu">career@lsu.edu</a> 225-578-2162	Y	N	0
11	M. Cullar	Loyola University Communications/ Career Dev. Department	<a href="mailto:mcullar@loyno.edu">mcullar@loyno.edu</a> 504-865-3430/3860	Y	N	0
12	Amy Schwarzenbach	Loyola University of New Orleans Career Services	<a href="mailto:amys@loyno.edu">amys@loyno.edu</a> Box 910 504-861-5554	Y	N	0
13	Lo Jelks	National Association of Black College Broadcasters	<a href="mailto:lojelks@aol.com">lojelks@aol.com</a> 404-523-6136	Y	N	0
14	Charlotte Klasson	National Organization for Women	<a href="mailto:charlotte@klasson.cx">charlotte@klasson.cx</a> 504-364-4444	Y	N	0
15	Kristie Tausin	Nicholls State University Career Services	<a href="mailto:Kristie.tausin@nicholls.edu">Kristie.tausin@nicholls.edu</a> 985-448-4508	Y	N	0
16	M. Minor	Nunez Community College	<a href="mailto:mminor@nunez.edu">mminor@nunez.edu</a> 504-278-6422	Y	N	0
17	Corey Davidson	UNT Career Center	<a href="mailto:Corey.davidson@unt.edu">Corey.davidson@unt.edu</a> 940-565-2105	Y	N	0
18	J. Tubwell	Our Lady of Holy Cross College	<a href="mailto:jtubwell@olhcc.edu">jtubwell@olhcc.edu</a> 504-398-2110	Y	N	0
19	Ken Righedell	Southeastern Louisiana University Office of Career Services	<a href="mailto:careerservices@selu.edu">careerservices@selu.edu</a> 985-549-2121	Y	N	1
20	J. Marion	Southern University of New Orleans Career Services Office	<a href="mailto:jmarion@suno.edu">jmarion@suno.edu</a> 504-286-5000	Y	N	0
21	Career Services	Tulane University	<a href="mailto:csc@tulane.edu">csc@tulane.edu</a> 504-865-5107	Y	N	0
22	Kelly Fleenor	University of New Orleans, Counseling and Career Center	<a href="mailto:kgfleeno@uno.edu">kgfleeno@uno.edu</a> 504-280-6225	Y	N	0
23	Adrian Mustiful	University of New Orleans Job Location & Dev	<a href="mailto:amustiful@uno.edu">amustiful@uno.edu</a> 504-280-5057	Y	N	0
24	N. Tringal	Center for Public Service Tulane	<a href="mailto:Ntringal@tulane.edu">Ntringal@tulane.edu</a> 504-862-8060	Y	N	0
25	M. Minnard	Xavier University, Career Services	<a href="mailto:mminnard@xula.edu">mminnard@xula.edu</a> 504-520-7364	Y	N	0
26	P. Marshall	ITT Technical Institute	<a href="mailto:pmarshall@itt-tech.edu">pmarshall@itt-tech.edu</a> 504-463-0338	Y	N	0

27	Career Office	Tulane School of Public Health Adm. Student Affairs & Career Svcs.	<a href="mailto:sphcareers@tulane.edu">sphcareers@tulane.edu</a> 504-988-3902	Y	N	0
28	Mary Rose O'Neill	A.B. Freeman School of Business	<a href="mailto:moneill@tulane.edu">moneill@tulane.edu</a> 504-865-5417	Y	N	0
29	Jane LaRose	Delgado	<a href="mailto:jarose@dcc.edu">jarose@dcc.edu</a> 504-671-6726	Y	N	0
30	T. Jacks	Hire Tulane	<a href="mailto:tjacks4@tulane.edu">tjacks4@tulane.edu</a> 504-865-5107	Y	N	0
31	T. Johns	Delgado Job Developer	<a href="mailto:tjohns1@dcc.edu">tjohns1@dcc.edu</a> 504-671-5142	Y	N	0
32	Barry Thompson	Hire Tulane Grads.Com Office	<a href="mailto:Barry.thompson@tulane.edu">Barry.thompson@tulane.edu</a> 504-865-5107	Y	N	0
33	La Works Career Solutions Center	State of Louisiana	<a href="mailto:Metairie@lwc.la.gov">Metairie@lwc.la.gov</a> 504-838-5678	Y	N	0
34	A. McClos	Loyola University College of Business	<a href="mailto:atmccios@loyno.edu">atmccios@loyno.edu</a> 504-865-3860	Y	N	0
35	L. Munson	LA Association of Broadcasters	<a href="mailto:lmunson@broadcasters.org">lmunson@broadcasters.org</a> 225-267-4522	Y	N	0
36	Career Center	UNO College of Business Admin	<a href="mailto:bizcareers@uno.edu">bizcareers@uno.edu</a> 504-280-1407	Y	N	0
37	C. Sherman	Jewish Federation of New Orleans	<a href="mailto:carey@jewishnola.com">carey@jewishnola.com</a> 504-780-5612	Y	N	0

COMPANY POSTINGS AND WEBSITES						
38	Corporate Representative	ENTERCOM CORP WEBSITE	<a href="http://www.entercom.com/careers">www.entercom.com/careers</a>			28
39	EEO Coordinator	Current Employee/In- House Postings-email & Bulletin Board	TEAM@entercom.com			17

ADVERTISING						
40	On-Air Radio Ads	Entercom New Orleans Radio Advertisement WWL-AM, WWL-FM, WKBU-FM, WLMG-FM, WEZB-FM, HOT 103.7-FM				6
41	All Access	Allaccess.com				4
42	DirectEmployers Association	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>				0



<b>JOB FAIRS</b>		
Louisiana Association Of Broadcasters	See Supplemental Initiative 3	0
Southeastern University Career Fair 2018	See Supplemental Initiative 4	0

<b>OTHER SOURCES</b>		
Employee Referral		8
Former Employee		5
Glassdoor		2
Indeed.com		22
Industry Referral		6
LinkedIn		20
Walk-In		1
Work NOLA		1
ZipRecruiter		1



### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom New Orleans	One day per week Entercom New Orleans airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the New Orleans Metro area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Program Directors
2	Manager EEO Training	Periodically throughout the year	Entercom New Orleans	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	EEO Administrator All Hiring Managers
3	Louisiana Association of Broadcasters Job Fair	Feb 24,2018	New Orleans, LA	The Market Controller attended this Saturday career fair sponsored by the LAB Association .A Radio Panel spoke to students on how to launch & maintain a successful career in radio as well as television. The Market Controller then spoke to students about job opportunities and handed out job postings and company information.	Market Controller
4	Southeastern Career Fair	September 20,2018	Hammond, LA	The Director of Human Resources and the Market Controller attended this career fair sponsored by a local university. Several hundred students attended this event. The Entercom New Orleans representatives spoke with students about opportunities and handed out employment applications, job postings, internship information, and company information.	Director of Human Resources Market Controller
5	EEO Breakfast	January 23,2019	New Orleans, LA	Entercom New Orleans hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed opportunities available and provided an overview of their specific departments. A station tour was provided as well as information about our internship program. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Director of Human Resources Market Controller Sales and Programming Mgrs.

