

WLFP, WMC, WMC -FM, WMFS, WMFS-FM, WRVR
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

ENTERCOM Memphis, TN 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
General Sales Manager	1-21	21
General Sales Manager	1-21	21
Account Executive	1-16, 20, 22	20

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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	ATHENS STATE UNIVERSITY 300 N Beaty St Athens, Alabama 35611 Phone : 256-233-8285 Url : https://app.joinhandshake.com Laura Allen Manual Posting	N	0
2	CHRISTIAN BROTHERS UNIVERSITY 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3000 Url : https://cbu-csm.symplicity.com/employers/?signin_t Amy Ware Manual Posting	N	0
3	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
4	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
5	MEMPHIS BRANCH NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : nmemphi1@comcast.net Madeline Taylor	N	0
6	MISSISSIPPI DEPARTMENT OF EMPLOYMENT SECURITY 1054 Fitzgeralds Blvd Robinsonville, Mississippi 38664 Phone : 662-342-4002 Url : https://auth.mdes.ms.gov/auth/ui/login?realm=mdes& Job Postings Manual Posting	N	0

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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
7	Mississippi State University 75 B.S. Hood Road Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/?sign Career Center Manual Posting	N	0
8	North Greenville University 7801 N Tigerville Rd Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : https://www.collegecentral.com/ngu/ Lisa Snyder Manual Posting	N	0
9	Regent University 1000 Regent University Dr Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
10	RHODES COLLEGE 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3000 Url : https://app.joinhandshake.com Sandi George-Tracy Manual Posting	N	0
11	RUST COLLEGE 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-8000 Url : https://app.joinhandshake.com Debayo Mayo Manual Posting	N	0
12	SOUTHWEST TN COMMUNITY COLLEGE 737 Union Ave Memphis, Tennessee 38103 Phone : 901-333-4000 Url : http://www.southwest.tn.edu/career-services/jobs/j Wanda Walker Manual Posting	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
13	THE UNIVERSITY OF MEMPHIS 3720 Alumni Ave Memphis, Tennessee 38152 Phone : 901-678-2239 Url : https://app.joinhandshake.com Jessica Webb Manual Posting	N	0
14	THE UNIVERSITY OF MISSISSIPPI P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : https://app.joinhandshake.com Christy Wright Manual Posting	N	0
15	THE UNIVERSITY OF THE SOUTH 735 University Ave Sewanee, Tennessee 37383 Phone : 931-598-1000 Url : https://app.joinhandshake.com Jasmine Coleman-Miller Manual Posting	N	0
16	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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
17	Corporate Recruiter	N	1
18	Former Employee	N	1
19	Indeed.com	N	1
20	Job posting on internet	N	2
21	Linked In	N	3
22	Station Website	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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	8/25/2020	Listing of each upper-level category opening in a job bank or newsletter	Entercom Memphis published the Broadcast Engineer open job posting to the station social media sites to encourage potential candidates to apply.	1	Promotions Director
7	9/23/2020	Participation in events or programs sponsored by educational institutions	An Entercom Memphis employee participated in a ZOOM meeting with students at Memphis Business Academy. The employee discussed their roles at Entercom and the radio industry and business. The employee also discussed the possibility of future internships with Entercom Memphis.	1	Brand Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/25/2020	Participation in events or programs sponsored by educational institutions	An Entercom Memphis employee attended Tennessee Preparatory Academy as a guest speaker for their Media Training Event. The employee discussed their roles at Entercom and the radio industry and business. The employee also discussed the possibility of future internships with Entercom Memphis.	1	On-Air Talent
9	9/29/2020	Participation in events or programs sponsored by educational institutions	An Entercom Memphis employee participated in a ZOOM meeting with students at Delta State University. The employee discussed their roles at Entercom and the radio industry and business. The employee also discussed the possibility of future careers and internships with Entercom Memphis.	1	Brand Director
10	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
11	10/14/2020	Participation in job banks, internet programs and other programs designed to promote outreach	A member of Entercom's corporate HR team submitted the job posting for the Radio Broadcast Engineer position to SBE Jobs. Entercom is actively trying to recruit qualified candidates for this rare engineer position in the Memphis, TN market.	1	Regional HR Director

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12	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
13	3/24/2021	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Members of the Memphis market attended an EEO webinar that explains the importance of the FCC EEO report and the certain obligations of the station even through social distancing. This webinar allowed the market employees to expand their views and opportunities to reach out during the pandemic.	2	Business Administrator General Manager