

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM**EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021**

ENTERCOM Philadelphia,PA IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 2400 Market Street, 4th Floor, Philadelphia, PA - 19103	<u>Contact Person/Title:</u> David Yadgaroff SVP/Market Manager
<u>Telephone Number:</u> 215-238-1060	<u>E-Mail Address:</u> david.yadgaroff@entercom.com

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
KYW-AM FULL TIME NEWS ANCHOR	1-4, 9	3
KYW-AM FULL TIME NEWS ANCHOR	1-4, 9	3
Entercom Philadelphia Account Executive	1-5, 7	7
Entercom Philadelphia Account Executive	1-5, 7	3
Entercom Philadelphia Account Executive	1-5, 7	3
Entercom Philadelphia Account Executive	1-5, 7	3
Entercom Philadelphia Account Executive	1-5, 7	7
Entercom Philadelphia Account Executive	1-5, 7	7
Philadelphia Market Sales Assistant	1-3, 6-7	6
Brand Manager- Iconic Radio Stations WBEB- FM/WOGL-FM	1-5, 8	3

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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	Bancroft Capital - Careers for Vets 501 Office Center Drive Suite 130 Fort Washington, Pennsylvania 19034 Email : jnolen@bancroft4vets.com Jimmy Nolen	Y	0
2	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
3	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	38
4	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

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
5	Current Employee	N	2
6	Indeed.com	N	1
7	Linked In	N	7
8	Non-Employee Referral	N	2
9	Unknown Referral Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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	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

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/24/2020	Participation in other activities designed by the station employment unit	Since 1968, KYW Newsradio has given high school students the opportunity to learn about a major market radio station with the Newstudies student reporter program. Due to the COVID-19 pandemic students will remotely learn news writing, reporting, ethics and interviewing skills from station managers, editors, reporters, anchors and guest speakers. Then they research, write and record news stories about their school and community. The students' reports will air on KYW Newsradio. Online sessions will be held from 9:00AM to Noon during four Saturdays beginning October 24th. Program ran from October 24-December 5, 2021	19	SVP/Market Manager Brand Manager News Director Brand Manager
8	Ongoing Event	Participation in other activities designed by the station employment unit	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. Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager

KYW, WBEB, WIP-FM, WOGL, WPHI-FM, WPHT, WTDY-FM

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	2/16/2021	Participation in Job Fairs	The Business Unit participated in the Philadelphia Academies Annual Career Day. The Brand Manager of WIP and The News Director of KYW spoke to the students about careers in broadcasting.	2	Brand Manager News Director
10	2/18/2021	Participation in events or programs sponsored by educational institutions	The Brand Manager of KYW, Alex Silverman, participated as a guest lecturer about careers in media at a Radio News Writing & Reporting class at Syracuse University	1	Brand Manager
11	3/10/2021	Participation in Job Fairs	TEMPLE UNIVERSITY KLEIN COLLEGE VITUAL Internship and Career Fair. The Business Administrator participated in the this virtual career fair and interviewed and advised students and job seekers about career opportunities in Entercom.	1	Business Administrator
12	3/12/2021	Participation in Job Fairs	The business unit participated in the Temple University Lew Klein College of Media and Communications Career Fair and spoke to students about career opportunities.	1	Business Administrator