

WJZ, WJZ-FM, WLIF, WWMX
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

ENTERCOM Baltimore,MD IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 1423 Clarkview Road, Suite 100, Baltimore, MD - 21209	<u>Contact Person/Title:</u> Tracy Brandys SVP/Market Manager
<u>Telephone Number:</u> 410-825-1000	<u>E-Mail Address:</u> tracy.brandys@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
HR/Business Administrator-Baltimore	2, 4-5, 9, 12, 16, 18-19, 21, 23, 26-29, 35	35
Traffic Reporter/Entercom Baltimore	1-2, 4-5, 9, 11-12, 16-19, 21, 23, 26, 28, 30, 32, 34	32
Sales Administration Manager - Baltimore	1-12, 15-18, 20-21, 23, 26, 28-30, 32- 33, 36	36
WLIF Baltimore-Midday Air Talent	1-2, 4-5, 7-12, 16-20, 23-24, 26, 28-30, 32, 34-35, 38	35
Sales Assistant	2, 4-12, 16-21, 23, 26, 28-29, 32	32
Administrative Assistant - Entercom Baltimore	2-5, 7-14, 16-23, 25-26, 28-29	5
Digital Content Designer	1-14, 16-23, 25-26, 28-29, 33	33
Producer/Engineer-105.7 The Fan/Orioles	4-5, 12-14, 17-20, 22, 25-26, 31-34	5
Account Executive-Baltimore	1, 3-5, 12, 17, 19, 21, 26, 30, 32-33, 36- 37, 39	39
Account Executive-Baltimore	1, 3-5, 12, 17, 19, 21, 26, 30, 32-33, 36- 37, 39	36
Account Executive-Baltimore	1, 3-5, 12, 17, 19, 21, 26, 30, 32-33, 36- 37, 39	5

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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	AllAccess.com 24955 Pacific Coast Highway Malibu, California allaccess.com allaccess.com Manual Posting	N	7
2	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-457-6616 Url : http://app.joinhandshake.com Dorothy Wigglesworth Manual Posting	N	0
3	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://collegecentral.com/coppin Job/ Listings Manual Posting	N	0
4	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
5	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	25
6	Facebook Listings facebook.com Baltimore, Maryland Ana Hall-Defoor Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania Handshake Handshake Manual Posting	N	0
8	Frostburg State University 101 Braddock Road Frostburg, Maryland Handshake Handshake Manual Posting	N	0
9	George Washington University 1918 E Street Washington, District of Columbia Handshake Handshake Manual Posting	N	0
10	Georgetown University 37th & O Streets Washington, District of Columbia Handshake Handshake Manual Posting	N	0
11	Howard University 2400 Sixth Street NW Washington, District of Columbia Handshake Handshake Manual Posting	N	0
12	Internal Job Postings 1423 Clarkview Road Baltimore, Maryland Ann Peters Manual Posting	N	0
13	Jewish Vocational Services Baltimore 5750 Park Heights Avenue Baltimore, Maryland 21215 Phone : 410-466-9200 Email : info@jcsbaltimore.org Toya Jaffe	N	0
14	Johns Hopkins Baltimore, Maryland 21218 Email : recruit@jhu.edu Job Listings	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
15	LinkedIn 2029 Stierlin Court Mountainview, California LinkedIn LinkedIn Manual Posting	N	1
16	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2692 Url : http://app.joinhandshake.com Mary DeManss Manual Posting	N	0
17	Maryland DC Delaware Broadcasters Association 804 E Edenton Street Raleigh, North Carolina 27601 Phone : 410-653-4122 Chip Weinman Manual Posting	N	0
18	Maryland Workforce Exchange 312 Marshall Avenue #504 Laurel, Maryland 20707 Phone : 301-362-9708 Url : http://mwejobs.maryland.gov Job/ Listings Manual Posting	N	0
19	Maryland Works Inc. 10270 Old Columbia Road #100 Columbia, Maryland 21046 Phone : 410-381-8660 Email : jays@mdworks.com Jay Stewart	N	0
20	McDaniel College 2 College Hill Westminster, Maryland 21157 Email : jambrose@mcdaniel.edu Josh Ambrose	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : http://morgan-csm.symplicity.com Job Listings Manual Posting	N	0
22	NAACP of Baltimore 300 Lennox Avenue Baltimore, Maryland 21214 Phone : 410-321-1243 Email : naacp@naacp-bcountymd.org Job Listings	N	0
23	Notre Dame of Maryland University 4701 N. Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://app.joinhandshake.com Alan Jones Manual Posting	N	0
24	ramp247.com 24307 Magic Mountain Pkwy. Valencia, California Kevin Carter Manual Posting	N	0
25	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0
26	Sheffield Institute for Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Phone : 410-628-7260 Email : josh@sheffieldav.com Josh Scarff	N	0
27	SHRM.org SHRM.org Alexandria, Virginia SHRM.org SHRM.org Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Stevenson University 10945 Boulevard Circle Owings Mills, Maryland 21117 Phone : 443-352-5314 Url : http://app.joinhandshake.com Matt Seiler Manual Posting	N	0
29	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Url : http://app.joinhandshake.com Job Listings Manual Posting	N	0
30	University of Maryland College Park, Maryland 20742 Url : http://umd-csm.symplicity.com Job Listings Manual Posting	N	0
31	WorkInSports.com 7010 E Chauncey Lane Phoenix, Arizona workinsports.com workinsports.com Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

b. 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
32	Employee Referral	N	7
33	Indeed.com	N	12
34	Internal Candidate	N	6
35	Internal Transfer/Promotion	N	2
36	Linked In	N	7
37	Non-Employee Referral	N	2
38	Other Source	N	2
39	Self Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	Entercom Baltimore offers internships at the radio stations in Promotions, Programming, Sales and Business Departments. Interns must be college students and receive college credit for the internship. The Department Managers oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	5	Production Manager GSM Brand Manager Promotions Director
2	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Entercom Baltimore airs recruitment advertisements on all stations seeking applicants across all departments. Advertisements inform the Baltimore area of Entercom's EOE policy and invites all organizations to be part of our recruitment process.	5	EEO Coordinator Market Manager Traffic Department GSM's
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	7/16/2019	Participation in events or programs sponsored by educational institutions	Production Manager spoke at Confer Radio Talent Institute on July 16, 2019 during the session "Basics of Great Voice Work and Production." The Production Manager explained the basics of radio production and then worked with the students individually to record a spec commercial, giving instructions and critiques so they have a better understanding of the requirements of radio production jobs.	1	Production Manager

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5	2/20/2020	Sponsorship of events in the community designed to increase public awareness	Market Manager participated in Sharp Heels Career Summit on 2/20/20. SharpHeels Career Summit is a multi-city event designed to educate professionals with a passion for advancing their careers, targeted to female professionals. Market Manager discussed her career in broadcasting, from radio sales to market management and the job opportunities available.	1	Market Manager
6	Ongoing Event	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment unit include a link to the Entercom Careers page which has information about all available careers in broadcasting	2	EEO Coordinator Digital Department
7	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