

**WDOK, WKRK-FM, WNCX, WQAL**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

ENTERCOM Cleveland, OH 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
Account Executive	1-6, 10, 13	10
Producer	1-6, 8-9, 11	9
Sales Assistant	4, 9, 11	9
Sales Assistant	1-6, 12-13	4
Traffic Reporter	3-4, 7, 9, 11-12	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : mbenedik@bryantstratton.edu MJ Benedik	N	0
2	Cuyahoga Community College 2900 Community College Room MSS 207 Cleveland, Ohio 44115 Phone : 216-987-4913 Url : <a href="https://www.collegecentral.com/tri-c/">https://www.collegecentral.com/tri-c/</a> Email : Maria.Brathwaite@tri-c.edu Maria Brathwaite	N	0
3	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
4	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	19
5	NABJ Sports Task Force 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 626-792-3846 Email : eric@nabjcareers.org Eric Wee	N	0
6	Vocational Guidance Services 2235-2239 East 55th Street Cleveland , Ohio 44103 Phone : 2164317800 Url : <a href="https://mypulse.entercom.com/,DanaInfo=vgsjob.org">https://mypulse.entercom.com/,DanaInfo=vgsjob.org</a> , Email : JenniferLondo@vgsjob.org Jennifer Londo	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**b. Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Current Employee	N	5
9	Current Employee/Internal Promotion	N	3
10	Employee Referral	N	1
11	Indeed.com	N	5
12	Internal Candidate	N	2
13	Linked In	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>37</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment Union include a link to the Entercom Careers page, which has information about careers in broadcasting.  This initiative is done on an ongoing basis	1	EEO Coordinator
2	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Entercom airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Cleveland area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.  This Initiative is done on an ongoing basis.	3	EEO Coordinator Traffic Manager Market Manager
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 organizations whose membership includes 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.  This initiative is done on an ongoing basis.	1	EEO Coordinator
4	10/11/2019	Participation in events sponsored by community groups	The Morning Show Host for WQAL-FM spoke to students about his personal radio experience in Cleveland and his career path. He spoke for an hour and answered questions about careers in the broadcast industry. He also taught the class about how to engage listeners by playing the game "Name that Hit"	1	On-Air Host

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5	11/12/2019	Participation in other activities designed by the station employment unit	Entercom Cleveland spoke to an international group that was visiting the U.S. on a special initiative focused on "Women's Empowerment through Sports Journalism." The group consisted of 10 leading sports reporters and broadcasters representing ten countries around the world. The goal was to explore the role of sports, and sports reporting in the lives of women and girls and support for women in journalism and athletics.	3	Program Director Program Director Market Manager
6	11/19/2019	Participation in events or programs sponsored by educational institutions	John Carroll Broadcasting Speaking Event.  Market Manager of Entercom spoke at John Carroll University. The class consisted of students in media sales. The Market manager spoke about what it's like to get involved with the radio business and to work in broadcast sales in general.	1	Market manager
7	1/28/2020	Participation in events sponsored by community groups	The host of Star102 Cleveland spoke to Brook Park Memorial School students. The host spoke to multiple kindergarten through 4th grade classes as they kicked off their Kindness Week. They led a discussion about what they do in their broadcast profession, what it means to be kind and what people can do for their co-workers, parents and/or fellow classmates. The host answered questions and also helped make Kindness signs.	1	On-Air Host
8	2/28/2020	Participation in events sponsored by community groups	The Morning Show Host for WQAL-FM spoke to students about his personal radio experience in Cleveland and his career path. He spoke for an hour and answered questions about careers in the broadcast industry. He also taught the class about how to engage listeners by demonstrating different games used with listeners of the station.	1	On-Air Host
9	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