

**WDCH-FM, WIAD, WJFK, WJFK-FM, WLZL, WPGC-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

ENTERCOM Washington,DC 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
94.7 The Drive On-Air Talent (DC)	2-9, 11, 13, 16, 21, 25, 30	4
Account Executive (DC)	2-9, 13, 16, 18-19, 27	18
Account Executive (DC)	2-9, 13, 16, 18-19, 27	4
Government Partnerships Manager (Washington, D.C.)	2, 4, 23	4
Front Desk/Administrative Assistant	2-6, 8, 16, 21, 24	24
Sales Assistant	2-9, 16, 18, 23-24, 27	24
Traffic Manager (DC)	2-8, 16, 18-20, 26, 28	20
95.5 WPGC Program Director	2-9, 13, 16, 18, 21	4
Business Administrator	3-6, 8-9, 13, 16, 18, 20, 29	29
Assistant Promotions Manager (WIAD/WJFK)	2-7, 9, 18, 20-21	21
Sale Administration Manager (DC)	2-9, 13, 16, 20, 25	25
106.7 The Fan Producer	2-6, 9, 22	22
Project Manager (D.C.)	2-9, 13, 16, 18, 20-21	18
Sales Assistant (DC)	2-9, 13, 16, 18, 21	4
Senior Accountant (DC)	1-8, 10-12, 14-18, 27	18
Digital Project Manager (DC)	2-17, 20, 25	9
94.7 The Drive Program Director	1-8, 10-12, 14-18, 21, 30	21

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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	American University 4400 Massachusetts Avenue NW Washington, District of Columbia 20016 Phone : 202-885-1804 Email : esalisb@american.edu Elaine Salisbury	N	0
2	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
3	Emma L. Bowen Foundation 30 Rockefeller Plaza New York, New York 10112 Phone : 212-664-3486 Email : Sandra.rice@nbcuni.com Sandra Rice	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	42
5	Forty Plus of Greater Washington 1718 P Street Washington, District of Columbia 20036 Phone : 202-387-1582 Email : jobpostings@40plusdc.org Career Services	N	0
6	George Washington University School of Media and Public Affairs 805 21st Street NW Washington, District of Columbia 20052 Phone : 202-994-1868 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Tina Gaddy 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
7	Georgetown 37th And O Street NW Washington, District of Columbia 20057 Phone : 202-687-3576 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Jodi Schneiderman Manual Posting	N	0
8	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Carol Dudley Manual Posting	N	0
9	Internal Communication 1015 Half Street SE Suite 200 Washington, District of Columbia 20003 Phone : 4079191088 Email : <a href="mailto:paul.diaz@entercom.com">paul.diaz@entercom.com</a> Paul Diaz	N	3
10	Maryland DC Delaware Broadcasters Association (MDCD) 804 east Edenton St. Raleigh, North Carolina 27601 Phone : 410-653-4122 Email : <a href="mailto:info@mdcdbroadcasters.org">info@mdcdbroadcasters.org</a> Gail Summerville	N	0
11	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-204-4447 Email : <a href="mailto:kstewart@nabj.org">kstewart@nabj.org</a> Kanya Stewart	N	0
12	National Association of Black Owned Broadcasters 1201 Connecticut Ave NW Ste 200 Washington, District of Columbia 20036 Phone : 202-436-8970 Email : <a href="mailto:knickens@nabob.org">knickens@nabob.org</a> Kathy Nickens	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
13	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.com Career Services	N	0
14	National Lesbian and Gay Journalists Association 1420 K Street NW Ste 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : info@nljja.org Sachelle Brookes	N	0
15	Organization of Chinese Women 4641 Montgomery Ave Ste 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Email : Maryland@ocawwomen.org Christina Wong Poy	N	0
16	University of the District of Columbia 4200 Connecticut Ave NW Washington, District of Columbia 20008 Phone : 202-274-5000 Email : Mamei.williebonglo@udc.edu Mamei Williebonglo	N	0
17	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. 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>
18	Employee Referral	N	18
19	Former Employee Referral	N	2
20	Indeed.com	N	11
21	Internal Candidate	N	15
22	Internal Hire	N	1
23	Internal Posting	N	2
24	Internal Transfer/Promotion	N	2
25	Job Board	N	4
26	Job posting on internet	N	1
27	Linked In	N	3
28	Non-Employee Referral	N	1
29	Recruiter	N	1
30	Trade Website	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>108</b>

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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	Participation in other activities designed by the station employment unit	Once a week, Entercom DC airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the DC area of Entercom EOE policy and invite all organizations to be part of our recruitment process.  This initiative is done on an ongoing basis.	3	EEO Coordinator Sales Manager Traffic Director
2	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 careers in broadcasting.  This initiative is done on an ongoing basis.	1	EEO Coordinator
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.	1	EEO Coordinator
4	8/28/2019	Participation in Job Fairs	The employment unit's representative participated in a Career Fair at the Dewberry Hall, Johnson Center, Fairfax Campus. The representative collected resumes, distributed lists of open positions, and spoke to job applicants.	4	Promotions Coordinator
5	12/16/2019	Participation in Job Fairs	The employment unit's representative participated in a Career Fair at the Holiday Inn National Airport/Crystal City. The representative collected resumes, distributed lists of open positions, and spoke to job applicants.	4	Local Sales Manager Promotions Assistant Promotions Assistant

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	<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>
6	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