

WDZH, WOMC, WWJ, WXYT, WXYT-FM, WYCD
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

ENTERCOM Detroit,MI 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	1-4, 6-12, 14-15, 17-18, 29-30	18
Afternoon Drive Co Anchor	1-8, 10-12, 14-15, 17, 21-23, 25, 27	23
Sales Assistant	6, 24-25	25
Afternoon Drive Producer	1-3, 5, 7-8, 10-11, 13-14, 16, 19-20, 22, 26, 28	20
Brand Partnership Manager	5-6, 23, 25	25

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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	All Access Media Group 24955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/forum Email : careers@galaxymediacompany.com Joel Denver	N	0
2	American Federation of Radio and Television Artists 1 E Erie St #650 Chicago, Illinois 60611 Phone : 248-213-0264 Email : Jayne.bower@sagaftra.org Jayne Bower	N	0
3	Arab American and Chaldean Council 363 W. Big Beaver Rd Suite 300 Troy, Michigan 48084 Phone : 248-559-1990 Email : programadvocates@myacc.org Fax : 1-248-559-9117 Nancy Hanoosh	N	0
4	Detroit Workforce development- Michigan Works 1641 Porter St Detroit, Michigan 48216 Phone : 313-224-3280 Email : chunv@detroitmi.gov Vicki Chun	Y	0
5	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
6	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page 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	Focus Hope 1400 Oakman Blvd Detroit, Michigan 48238 Phone : 313-949-5500 Email : jo.dare@focushope.edu Carol Spann	N	0
8	Henry Ford Community College 5101 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-845-9618 Url : https://hfcc-csm.symplicity.com/employers/?signin_ Email : careers@HFCC.edu Career Services	N	0
9	Jewish Vocational Services- Employment 4250 Woodward Detroit, Michigan 48201 Phone : 248-559-5000 Url : https://www.jvshumanservices.org/business-services Email : adooling@jvshumanservices.org Amy Dooling	Y	0
10	Marygrove College- Academic Advising and Career Services Madame Cadillac Building 8425 West McNichol's Rd Room 339 Detroit, Michigan 48221 Phone : 313-927-1705 Email : rstevens7382@marygrove.edu Regina Stevens	N	0
11	Michigan Works- Oakland County Southfield Service Center 26000 Evergreen Rd PO Box 2055 Southerfield, Michigan 48037 Phone : 248-796-4580 Email : rcripe@cityofsouthfield.com Fax : 1-248-796-4555 Randall Cripe	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
12	National Black MBA Association- Detroit Detroit Chapter NBMBAA PO BOX 32960 Detroit, Michigan 48232 Phone : 404-260-5444 Email : detroit.chapter@nbmbaa.org Bryan Howard	N	0
13	Schoolcraft College 18600 Hagerty Rd Livonia, Michigan 48152 Phone : 734-462-4408 Url : https://www.collegecentral.com/schoolcraft/employee Kathy Cox Manual Posting	N	0
14	Specs Howard School of Media Arts 26700 Lasher Southerfield, Michigan 48033 Phone : 248-228-8958 Email : jpoxxon@specshoward.edu Jessica Poxson	Y	0
15	University of Detroit Mercy - Career Development 4001 West McNichol's Rd #143 Reno Hall Detroit, Michigan 48221 Phone : 313-596-0223 Email : careerlink@udmercy.edu Career Connect	N	0
16	Wayne County Community College 801 W. Fort St Detroit, Michigan 48226 Phone : 313-496-2765 Url : https://www.collegecentral.com/wcccd/employer.cfm Shashii Sharma Manual Posting	N	0
17	Women in Communications of Detroit 71 Garfield Ste 140a Detroit, Michigan 48201 Phone : 313-327-2256 Email : info@womcomdetroit.org Jennifer Foster	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
18	Agency Referral	N	1
19	Consultant Referral	N	1
20	Current Employee - Transfer/Promotion	N	1
21	Employee Referral	N	1
22	Indeed.com	N	4
23	Internal Candidate	N	6
24	Internal Posting	N	3
25	Internal Transfer/Promotion	N	3
26	Internet Ad	N	1
27	Job Board	N	1
28	Job posting on internet	N	1
29	Non-Employee Referral	N	1
30	Station Website	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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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	7/17/2019	Participation in events or programs sponsored by educational institutions	Traffic Reporter spoke at her alma mater, Henry Ford Academy, about her career in broadcasting on curriculum day.	1	Traffic Reporter
2	9/5/2019	Participation in events sponsored by community groups	Traffic Network Manager served as emcee for the 2019 Governor's Service Awards which honors the Michigan Community Service Commission.	1	TWIN Manager
3	9/21/2019	Participation in events sponsored by community groups	Traffic Network Manager served as moderator for the FOCUS 2020 Symposium at Wayne County Community College for the Urban Alliance of Michigan.	1	TWIN Manager
4	10/10/2019	Participation in events sponsored by community groups	Traffic Network Manager served as master of ceremonies for the annual Wayne County Excellence breakfast honoring Friends of Warren C Evans, Police Chief.	1	TWIN Manager
5	11/6/2019	Participation in events or programs sponsored by educational institutions	Programming Assistant spoke at her alma mater, Central Michigan University, on a panel that discussed careers in the broadcasting industry	1	Board Operator
6	2/28/2020	Co Sponsoring Job Fair	Programming Assistant represented Entercom at the Broadcast and Cinematic Arts Job Fair at Central Michigan University	1	Board Operator
7	5/1/2020	Participation in other activities designed by the station employment unit	Once a week, Entercom Detroit airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Detroit area of Entercom EOE policy and invites all organizations to be part of the recruitment process. This is done on an ongoing basis.	1	EEO Coordinator Traffic Manager
8	Ongoing Event	Participation in other activities designed by the station employment unit	The websites 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
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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	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 organization 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