

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

ENTERCOM Richmond, VA IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 3245 Basie Rd, Richmond, VA - 23228	<u>Contact Person/Title:</u> Bennett Zier SVP/Market Manager
<u>Telephone Number:</u> 804-474-0000	<u>E-Mail Address:</u> bennett.zier@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
Sales Account Executive	1-18	4
Sales Account Executive	1-19, 22	19
Sales Account Executive	1-18, 22-23	4
Traffic Manager	1-18, 20-21	4

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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	Bluefield College 300 College Ave Bluefield, Virginia 24605 Phone : 276-326-4461 Url : http://www.bluefield.edu/post-a-job/ Judy Pedneau Manual Posting	N	0
2	Christopher Newport University 1 Avenue of the Arts Newpoert News, Virginia 23606 Phone : 757-594-7636 Url : https://app.joinhandshake.com Christina Sincere Manual Posting	N	0
3	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
4	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	15
5	Hampton University 2 Frissell Ave Hampton, Virginia 23668 Phone : 757-727-5831 Url : https://app.joinhandshake.com Shannon Fields Manual Posting	N	0
6	James Madison University ssc 3210, MSC 1016 738 S. Mason St Harrisonburg, Virginia 22807 Phone : 540-568-6555 Url : https://app.joinhandshake.com Logan Zeigler Manual Posting	N	0

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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	National Society of Black Engineers 145 Duke St Alexandria, Virginia 22314 Phone : 703-549-2207x216 Email : info@nsbe.org Franko Holmes	N	0
8	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://www.nsu.edu/https://app.joinhandshake.com Email : careerservices@nsu.edu Mrs. Bazemore	N	0
9	Old Dominion University 1004 Rollins Hall Norfolk, Virginia 23529 Phone : 757-683-4388 Url : http://www.odu.edu/purple briefcase Angela Galvez Manual Posting	N	0
10	Piedmont VA Community College 501 College Dr Charlottesville, Virginia 22902 Phone : 434-961-5336 Url : http://www.pvcc.edu/collegcentral.com/pvcc GG Davis Manual Posting	N	0
11	Resource/Capital Region Workforce Partnership 1001 N Laburnum Ave Suite B Henrico, Virginia 23223 Phone : 804-652-3242 Url : http://www.henrico.us Email : angela.toombs@rescare.com Angela Toombs	N	0
12	Robert T. Robertson School of Media and Culture at VCU 901 West Main St Richmond, Virginia 23284 Phone : 804-828-1100 Url : http://www.vcu.edu/https://app.joinhandshake.com Email : mcdearmonme@vcu.edu Maggie McDearmon	N	0

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Saint Paul's College 115 College Drive Lawrenceville, Virginia 23868 Phone : 434-563-1100 Url : http://www.saintpauls.edu Email : athomas@saintpauls.edu Alta Thomas	N	0
14	US Army education Center Career resources Dept 650 Monroe Ave Suite 126023 Fort. Eustis, Virginia 23604 Phone : 757-878-4955 Email : roger.k.bullis.ctr@mail.mil Roger Bullis	N	0
15	VA Association of Broadcasters 250 Main St Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : Christina.sandridge@easterassociates.com Christina Sandridge	N	0
16	VA Employment Commission 703 E Main Street Richmond, Virginia 23218 Phone : 804-952-6105 Url : http://www.vec.com Email : dennis.woodward@vec.virginia.gov Dennis Woodward	N	0
17	VA Workforce Connection 700 E Jackson St Richmond, Virginia 23218 Phone : 804-523-5361 Url : http://www.vawc.virginia.gov Email : mon23@henrico.us Teresa Bishop	N	0
18	Williams and Mary College 200 Stadium Drive Sadler Center Williamsburg, Virginia 23187 Phone : 757-221-3232 Taylor Eljaua Manual Posting	N	0

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

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
19	Current Employee	N	1
20	Indeed.com	N	1
21	Internet Ad	N	1
22	Job Board	N	3
23	Linked In	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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	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 as an ongoing basis.	1	EEO coordinator
2	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 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 ongoing	1	EEO coordinator
3	Ongoing Event	Participation in other activities designed by the station employment unit	Entercom airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Richmond 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 Assistant Sales Manager
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	2019-2020 Internship Program-During this reporting period, the Employment Unit provided 11 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	10	Brand Manager WBTJ Marketing Director General Sales Manager Brand Manager WRVA
5	6/3/2019	Participation in events or programs sponsored by educational institutions	Shady Grove Elementary School Career Day - provided presentation on career exploration, specifically, media and marketing.	2	Marketing Manager On Air Talent WRVQ

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	7/20/2019	Participation in events sponsored by community groups	Enrichment of Richmond at Broad Rock Park brought to you by the Rock Project for food, school supplies, guest speakers	1	Brand Manager WBTJ
7	10/8/2019	Hosting of Job Fair	Entercom-Richmond hosted an Open House/Job Fair to recruit for Sales Account Executives. Sales Management provided in-depth information on the role of an Account Executive and conducted on-site interviews.	4	SVP Sales SVP Programming General Sales Manager General Sales Manager
8	12/17/2019	Participation in events or programs sponsored by educational institutions	Marketing Director spoke to Essex High School Marketing Class on careers in broadcasting.	1	Marketing Director
9	2/2/2020	Participation in events or programs sponsored by educational institutions	Brand Manager participated in Read Across America Day at Fairfield Ct. Elementary School. He spoke about the importance of reading when pursuing a career in journalism/broadcasting.	1	Brand Manager WBTJ
10	2/27/2020	Participation in events or programs sponsored by educational institutions	Brand Manager spoke at Fairfield Ct. Elementary School Career Day. Discussed the various types of careers in broadcasting.	1	Brand Manager WBTJ
11	3/2/2020	Participation in events or programs sponsored by educational institutions	Employment unit hosted two students for Stuart School Student Shadow Day. The students spent time shadowing Promotions, On-Air Talent and the Digital Brand Manager.	3	Promotions Director On air Talent On Air and Digital Brand Manager
12	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