

WAOK,WSTR,WVEE,WZGC
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

ENTERCOM Atlanta,GA IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>817 W Peachtree Street NW, Suite 800, Atlanta, GA - 30361</p>	<p><u>Contact Person/Title:</u></p> <p>Rick Caffey SVP/Market Manager</p>
<p><u>Telephone Number:</u></p> <p>404-898-8900</p>	<p><u>E-Mail Address:</u></p> <p>rick.caffey@entercom.com</p>

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 Assistant - Atlanta	1-22, 24-31, 35-36	35
Accounts Receivable Specialist (Atlanta)	1-34	34
92.9 The Game Producer/Board Operator (WZGC)	1-3, 5-11, 13-15, 17-22, 25-29, 31-32	11

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 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	100 Black Men, Atlanta Group 101 Jackson St NE Atlanta, Georgia 30312 Phone : 404-525-6220 Email : decarlos.wardlaw@gmail.com Decarlos Wardlaw	N	0
2	Assistance League of Atlanta 3534 Broad St Chamblee, Georgia 30341 Phone : 770-458-2038 Email : info@assistanceleagueATL.org Job Listings	N	0
3	Atlanta Business League of Atlanta 931 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-584-8126 Email : qwhite@atlantabusinessleague.org Job Listings	N	0
4	Atlanta Gay and Lesbian Chamber of Commerce 1530 Dekalb Ave Suite A Atlanta, Georgia 30307 Phone : 000-000-000 Email : admin@atlantagaychamber.org Job Listings	N	0
5	Atlanta Institute Of Music 2875 Breckinridge Blvd #700 Duluth, Georgia 30096 Phone : 800-886-6874 Email : chrisfragale@aimm.edu Chris Fragale	N	0
6	Chattahoochee Technical College 980 South Cobb Drive Marietta, Georgia 30060 Phone : 770-528-4545 Url : https://chattahoocheetech-csm.symplicity.com/ Annette Davis Manual Posting	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 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	Clark Atlanta University 223 James P Brawley Dr SW Atlanta, Georgia 30314 Phone : 404-929-0522 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
8	Complete Game Broadcasting 1935 Cliff Valley Way NE #215 Atlanta, Georgia 30329 Phone : 678-205-2210 Email : jeff@completegame.tv Job Listings	N	0
9	Connecticut School of Broadcasting (Orlando) 9050 Pines Boulevard Pembroke Pines, Florida 33024 Phone : 813-443-5307 Email : rthomas@gocsb.com Job Listings	N	0
10	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
11	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	4
12	First Step Staffing 236 Auburn Ave NE Suite 203 Atlanta, Georgia 30303 Phone : 404-577-3395 Email : barbara@first-step.us Job Listings	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 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
13	Florida A&M University (FAMU) 1601 S Martin Luther King Jr Blvd Tallahassee, Florida 32307 Phone : 850-599-3000 Url : https://app.joinhandshake.com Christopher Anderson Manual Posting	N	0
14	Fort Valley State University 1005 State University Dr Fort Valley, Georgia 31030 Phone : 478-827-3878 Url : https://fvsu-csm.symplicity.com/employers/?signin_ Job Listings Manual Posting	N	0
15	Georgia Association of Broadcasters 6 W Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : lstory@gab.org Job Listings	N	0
16	Georgia Hispanic Chamber of Commerce 270 West Peachtree Street Atlanta, Georgia 30303 Phone : 404-929-9998 Email : jrivera@ghcc.org Job Listings	N	0
17	Georgia Institute of Technology North Avenue Atlanta, Georgia 30332 Phone : 404-894-1353 Email : sonia.anderson@gatech.edu James Barricelli	N	0
18	Georgia Perimeter College 3251 Panthersville Road Decatur, Georgia 30034 Phone : 404-297-9522 Email : Adelaide.richardson@gpc.edu Adelaide Richardson	N	0

WAOK, WSTR, WVEE, WZGC**EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 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
19	Georgia Piedmont Tech College 495 N Indian Creek Dr Clarkston, Georgia 30021 Phone : 404 297 9522 Email : careers@gptc.edu Job Listings	N	0
20	Gwinnett Technical College 5150 Sugarloaf Pkwy Lawrenceville, Georgia 30043 Phone : 770-962-7580 Url : https://gwinnettech-csm.symplicity.com/employers/ Job Listings Manual Posting	N	0
21	Hire Heroes 1360 Union Hill Rd Alpharetta, Georgia 30004 Phone : 844-634-1520 Email : neils@heroesforhirellc.com Job Listings	N	0
22	Latin America Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone : 404-638-1800 Email : evelez@thelaa.org Job Listings	N	0
23	Lucas Group - Military Div 950 East Paces Ferry Rd Atlanta, Georgia 30326 Phone : 800-466-4489 Email : JMencow@lucasgroup.com Job Listings	N	0
24	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205-929-1000 Email : rnull@miles.edu Job Listings	N	0

**WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT**

December 1, 2019 - November 30, 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
25	Morehouse University 830 Westview Dr SW Atlanta, Georgia 30314 Phone : 470-639-0999 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
26	Morris Brown College 643 M.L.K. Jr Dr SW Atlanta, Georgia 30314 Phone : 404-458-6085 Email : Joann.googer@morrisbrown.edu Job Listings	N	0
27	National Association Of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202 429 5395 Email : nab@nab.org Job Listings	N	0
28	Nine To Five Atlanta Working Women 501 Pulliam Street SW Atlanta, Georgia 30312 Phone : 404-222-0001 Email : 9to5atlanta@9to5.org Job Listings	N	0
29	Ogelthorpe University 4484 Peachtree Rd NE Atlanta, Georgia 30319 Phone : 404-261-1441 Email : alumni@oglethorpe.edu Job Listings	N	0
30	Roswell Methodist Church 814 Mimosa Blvd Roswell, Georgia 30075 Phone : 770-993-6218 Email : kgriggs@rumc.com Job Listings	N	0

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 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
31	UGA / Grady College of Journalism 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-1704 Url : https://app.joinhandshake.com Job Listings Manual Posting	N	0
32	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

WAOK, WSTR, WVEE, WZGC
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

b. Exemptions or 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
33	Bulletin Board	N	4
34	Current Employee - Transfer/Promotion	N	1
35	Employee Referral	N	4
36	Indeed.com	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

WAOK, WSTR, WVEE, WZGC**EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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
2	Ongoing Event	Participation in other activities designed by the station employment unit	Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number.	6	Business Administrator
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	Ongoing Event	Participation in other activities designed by the station employment unit	The website 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
5	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process.	2	EEO Coordinator Traffic Manager
6	9/30/2020	Co Sponsoring Job Fair	Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide.	4	Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director

WAOK, WSTR, WVEE, WZGC**EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p>	48	Chief Executive Officer SVP/Market Manager Talent Acquisition Manager