

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM GREENVILLE**

This report covers full-time vacancy recruitment for the period of August 1, 2015 through July 31, 2016

Employment Unit: Entercom Greenville, LLC	Address: Entercom Greenville, LLC 25 Garlington Road Greenville, SC 29615	Contact Person/Title: Steve Sinicropi, VP Market Manager
Unit Members, Community of License WFBC-FM, Greenville, SC WSPA-FM, Spartanburg, SC WORD-AM, Spartanburg, SC WYRD-AM, Greenville, SC WROQ-FM, Anderson, SC WTPT-FM, Forest City, NC WYRD-FM, Simpsonville, SC	Telephone Number: 864-271-9200	E-mail Address: ssinicropi@entercom.com

1. Full-Time Job Vacancies Filled by the Employment Unit:

	Title	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	Account Executive	August Wynn Group	1-112
B	Account Executive	Entercom.com	1-112
C	Continuity	Employee Referral	1-112
D	Sales Assistant	Internal Candidate	1-112
E	Production Assistant	Employee Referral	1-112
F	Account Executive	LinkedIn.com	1-112
G	Account Executive	Employee Referral	1-112
H	Marketing Consultant	Employee Referral	1-112
I	Marketing Consultant	CareerBuilder.com	1-112
J	Engineer	ZipRecruiter.com	1-112
K	Sales Admin Manager	Internal Candidate	1-112
L	Receptionist	Internal Candidate	1-112



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name/Title	Organization	Contact Information	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?	Total Number of Interviewees Referred
1	Career Services	American Assoc. of University Women	Aauwjobs@aauw.org	Yes	No	0
2	Carol Karnes	Anderson College	ckarnes@ac.edu	Yes	No	0
3	P. Bulla or Rodney Embler	Asheville Buncombe Tech	pbulla@abtech.edu Rodney.embler@buncombcountry.org	Yes	No	0
4	Sonja Johnson	Benedict College	johnsons@benedict.edu	Yes	No	0
5	Aaron Goldsmith	Bob Jones University	careerdevelopment@bju.edu	Yes	No	0
6	Hayden Bracknell	Brown Mackie College	hbracknell@brownmackie.edu	Yes	No	0
7	Col. Schrader	Camden Military Academy	admissions@camdenmilitaru.com	Yes	No	0
8	Alyson Young	Carolina School of Broadcasting	Alyson@nakatv.com	Yes	No	0
9	Shirley Nichols	Claffin College	shnichols@claffin.edu	Yes	No	0
10	Yvonne Lasane	Coastal Carolina University	Yvonne@coastal.edu	Yes	No	0
11	Career Center Linda Robinson	College Of Charleston	robinsonl@cofc.edu	Yes	No	0
12	Cathy Gowan and Witney Fisher	Converse College	Cathy.gowan@converse.edu Witney.fisher@converse.edu	Yes	No	0
13	Robert Decker & Susan Schaefer	ECPI College of Technology	rdecker@ecpi.edu sschaefer@ecpi.edu	Yes	No	0
14	Dusty New	Erskine College	new@erskine.edu	Yes	No	0



15	William Sanders	GA Association of Broadcasters	sandersb@gab.org	Yes	No	0
16	Josh Kelly	Goodwill Industries	jkelly@goodwillsc.org	Yes	No	0
17	Rachel Angel	Greenville County Workforce Development	rangel@greenvillecounty.org	Yes	No	0
18	Patricia Sainz	Hispanic Communications Network	patricia.sainz@hcnmedia.com	Yes	No	0
19	Amy Rusiloski	ITT Technical Institute	arusiloski@itt-tech.edu	Yes	No	0
20	Jennifer Pierce	Lander University	jpierce@lander.edu	Yes	No	0
21	Ileka Leaks	Limestone College	ileaks@limestone.edu	Yes	No	0
22	Career Center	Minority Media and Telecommunications	info@mmtconline.org	Yes	No	0
23	Career Services	Morehead College-Career SVCS.	jobs@morehouse.edu	Yes	No	0
24	Margaret Bailey	Morris College	mbailey@morris.edu	Yes	No	0
25	Ann McKeighan	Native American Public Telecomm. Broadcasting Cons.	native@unl.eeu	Yes	No	0
26	Travis Ballenger	Newberry College	Travis.ballenger@newberry.edu	Yes	No	0
27	Dr. Linwood Hagin	North Greenville University	lahagin@ngu.edu	Yes	No	0
28	Gary James	Ohio Center for Broadcasting	gary@beonair.com	Yes	No	0
29	Kita Graham	Regent University	Kgraham@regent.edu	Yes	No	0
30	Grey Parks	SC Employment Security Comm.	bparks@dew.sc.gov	Yes	No	0



31	Anna Haigler	SC State University	ahaigler@scsu.edu humanresources@scsu.edu	Yes	No	0
32	James Hallum	Sears Shelter Community Center	jhallums@greenvillesc.gov	Yes	No	0
33	Yvonne Duckett	Southern Wesleyan University	yduckett@swu.edu	Yes	No	0
34	Harold Bell	Spelman College-Career Planning	hbelle@spelman.edu	Yes	No	0
35	Jay Eubanks	UNC School of Journalism	jeubank@email.unc.edu	Yes	No	0
36	Carol Martin	Urban League of the Upstate	cmartin@ulus1.org	Yes	No	0
37	Sherry McAdams	USC-Upstate	smcadams@uscupstate.edu	Yes	No	0
38	Johnny Smith	Western Carolina University	jsmith@isothermal.edu	Yes	No	0
39	Shirley LeGette	Women in Communications	president@awcgreenville.org	Yes	No	0
40	Career Dev. Center	Winthrop University	alforda@winthrop.edu	Yes	No	0
41	Lisa Ware	Wofford College	warelm@wofford.edu	Yes	No	0

COMPANY WEBSITES AND POSTINGS						
42	Yuri Bong	Entercom.com	www.entercom.com/careers		610-660-5645	18
43	Danielle Burns-Lewallen	Current Employees/Interns (Internal postings on Company Bulletin Boards/Email to All Greenville Users)	greenvilleusers@entercom.com		864-241-4215	6



ADVERTISING: ZipRecruiter								
Website Posting		Number Interviewed	Website Posting		Number Interviewed	Website Posting		Number Interviewed
44	www.monster.com	1	67	www.careervitals.com	0	90	www.JobApplicationSearch.com	0
45	www.ziprecruiter.com	7	68	www.jobs2careers.com	0	91	www.neuwoo.com	0
46	www.ebayclassifieds.com	0	69	www.mynewjobsearch.com	0	92	www.dieseljobs.com	0
47	www.job.com	0	70	www.jobinventory.com	0	93	www.myjobmatcher.com	0
48	www.indeed.com	14	71	www.tiptopjob.com	0	94	www.skilledjobsdirect.com	0
49	www.topusajobs.com	0	72	www.jobhat.com	0	95	www.skipta.com	0
50	www.geebo.com	0	73	www.flexjob.com	0	96	www.jobkoreausa.com	0
51	www.yakaz.com	0	74	www.jooble.com	0	97	www.jobtonic.com	0
52	www.jobrapido.com	0	75	www.employmentcrossing.com	0	98	www.jobsite.com	0
53	www.jobsradar.com	0	76	www.ladders.com	1	99	www.mitula.com	0
54	www.startwire.com	0	77	www.augustwynngroup.com	3	100	www.techfetch.com	0
55	www.glassdoor.com	1	78	www.jobvertise.com	0	101	www.workersweb.com	0
56	www.trovit.com	0	79	www.betterjobs.com	0	102	www.tjobjig.com	0
57	www.jobdiagnosis.com	0	80	www.careerigniter.com	0	103	www.jobarrive.com	0
58	www.oodlemarketplace.com	0	81	www.targetedcareer.com	0	104	www.moonlighting.com	0
59	www.justjobs.com	0	82	www.rolepen.com	0	105	www.workhoppers.com	0
60	www.careerbliss.com	0	83	www.jobsler.com	0	106	www.worklooker.com	0
61	www.resume.com	0	84	www.recruit.net	0	107	www.jaazle.com	0
62	www.thejobnetwork.com	0	85	www.purejobs.com	0	108	www.jobfusion.com	0
63	www.thebusinessmarketplace.com	0	86	www.nsphere.com	0	109	www.jobdash.com	0
64	www.jobr.com	0	87	www.directemployers.com	0	110	www.startjobs.com	0
65	www.careerjet.com	0	88	www.JobUnlocker.com	0	111	www.topix.com	0
66	www.adzuna.com	0	89	www.cognius.com	0	112	www.careerbuilder.com	1



JOB FAIRS		
Rainbow Lake Middle School Career Fair	See Supplemental Initiative #7	0
Spartanburg Community College 2015 Career Fair	See Supplemental Initiative #9	0
USC Upstate General Career Expo	See Supplemental Initiative #10	0
Hollis Academy Career Fair	See Supplemental Initiative #12	0
USC Upstate Summer Career Fair	See Supplemental Initiative #13	0
Chesnee Middle School Career Fair	See Supplemental Initiative #14	0
Boiling Springs 9 th Grade Career Fair	See Supplemental Initiative #15	0
Taylor's Elementary Career Fair	See Supplemental Initiative #16	0
Greenville County Schools Career Fair	See Supplemental Initiative #17	0

OTHER SOURCES	
Employee Referral	15
Client Referral	1
LinkedIn.com	5



3. Supplemental Recruitment Initiatives.

Initiatives		Location	Description	Titles of Employees Involved
1	Internship Program	Entercom Greenville	Entercom Greenville offers internships at the radio stations in our Promotions and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 11 interns participated in this program.	Program Directors Promotions Director
2	RAMP 3.0 Sales Training Program	Entercom Greenville	Entercom Greenville participates in Entercom RAMP Training. Six Account Executives graduated from this program during the annual reporting period.	Sales Managers Account Executives
3	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Greenville	Periodically throughout the year, Entercom Greenville airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Greenville area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	EEO Coordinator
4	Scene on 7	Greenville, SC	An Account Executive from Entercom Greenville participates on a local news show, WSPA Channel 7, each month. As a guest, he is there to represent himself in the radio broadcasting industry by discussing his job as an Account Executive. He also represents our News Radio Station WORD 106.3.	Account Executive
5	Station Tours	Entercom Greenville	Periodically throughout the year, our Promotions Department provides station tours to local organizations such as Boy Scout and Girl Scout troops. The tours provide an overview of each department within a radio broadcasting company, and the various jobs that are available at Entercom. 2 station tours were provided throughout the year.	Promotions Directors
6	Preventing Discrimination, Harassment and Retaliation Management Training Seminar	Entercom Greenville	Entercom's HR/Benefits Manager facilitated a seminar for our managers and supervisors that covers Entercom's EEO policy, Entercom's FCC/EEO program requirements and managers' responsibilities, and Federal and State Employment Laws. The seminar also includes a review of Protected Classifications, managers' responsibilities in preventing discrimination, harassment and retaliation with applicants and employees, and Entercom's policy and procedures for employee complaints and responding to complaints.	All Managers
7	Rainbow Lake Middle School Career Fair	Greenville, SC	Entercom's On Air Personality attended a career fair at Rainbow Lake Middle School. He discussed careers in radio as well as future internship opportunities. An overview of each department was discussed with the students.	On Air Personality
8	Job Shadows	Entercom Greenville	Entercom's Morning Show Hosts participated in several student job shadow programs from October to May 2016. The On Air Personalities provided the students with first-hand knowledge and experience in the radio broadcasting industry. In addition to learning about jobs in programming, the students received an overview of all jobs and departments within Entercom. 8 students participated in the Job Shadow experience.	On Air Personalities
9	Spartanburg Community College 2015 Career Fair	Boiling Springs, SC	Entercom's Promotions Team attended a career fair at Boiling Springs Middle School. They discussed careers in radio as well as future internship opportunities. An overview of each department was discussed with the students.	Promotions Team
10	USC Upstate General Career Expo	Spartanburg, SC	The Promotions Department at Entercom participated in the USC Upstate Career and Internship Fair. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom.	Promotions Team Sales Manager Account Executive



11	EEO Policy and Compliance Training	Conference Call	Entercom's Vice President of Human Resources facilitated our annual EEO Policy and Compliance Training. She reviewed the FCC's EEO guidelines as well as our internal practices and procedures to ensure a successful EEO Program. The training was facilitated for all EEO Coordinators and shared with management.	VP/Human Resources EEO Coordinators
12	Hollis Academy Career Fair	Greenville, SC	The Promotions Department participated in a career fair at Hollis Academy. An overview of each department was discussed and prizes were provided to the students.	Promotions Team
13	USC Upstate Summer Job Fair	Spartanburg, SC	Entercom representatives participated in a job fair at USC Upstate. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom.	Promotions Team
14	Chesnee Middle School Career Fair	Chesnee, SC	Entercom's On Air Personality attended a career fair at Chesnee Middle School. He discussed careers in radio as well as future internship opportunities. An overview of each department was discussed with the students.	On Air Personality
15	Boiling Springs 9 th Grade Career Fair	Boiling Springs, SC	The Promotions Department participated in a career fair at Boiling Springs Career Fair. An overview of each department was discussed and prizes were provided to the students.	Promotions Team
16	Taylor's Elementary Career Fair	Taylor's, SC	An Account Executive participated in a career fair at Taylor's Elementary Career Fair. An overview of the sales department was discussed along with the background of Entercom as a company.	Account Executive
17	Greenville County Schools Career Fair	Greenville, SC	The Promotions Department at Entercom participated in the Greenville County Schools Career Fair. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom.	Promotions Team

