

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM MEMPHIS**

**This report covers full-time vacancy recruitment for the period of April 1, 2016 through March 31, 2017**

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<b>Unit Members, Community of License</b> WLFM-FM, Germantown, TN WRVR-FM, Memphis, TN WMC-AM, Memphis, TN WMC-FM, Memphis, TN WMFS-FM, Bartlett, TN WMFS-AM, Memphis, TN	<b>Telephone Number:</b> 901-384-5900	<b>E-mail Address:</b> dbarron@entercom.com

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

	<b>Title</b>	<b>Recruitment Source Referring Hiree</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)</b>
A	Account Executive	Employee Referral	1-38
B	On-Air Personality	Entercom.com	1-38
C	Producer	Entercom.com	1-38
D	Campaign Manager	Indeed	1-38, 41
E	Account Executive	Entercom.com	1-38
F	Sales Assistant	Entercom.com	1-38, 41
G	Receptionist	Current Employee	1-38, 40
H	Production Assistant	Allaccess.com	1-39



## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Name/Title	Organization	Contact Information	Total Number Interviewees Referred	Source Entitled to Vacancy Notification (Yes/No)?
1	Shannon Roberts or Career Services	Athens State University	<a href="mailto:studentjobs@athens.edu">studentjobs@athens.edu</a> 256-233-8285	0	NO
2	Career Services or Stefan Melikian	Belhaven College	<a href="mailto:smelikian@belhaven.edu">smelikian@belhaven.edu</a> 901-767-8977	0	NO
3	Placement Director or Marilyn Jackson	Booker T. Washington High School	<a href="mailto:jacksonmarilynJ@mcsk12.net">jacksonmarilynJ@mcsk12.net</a> 901-416-7240	0	NO
4	Megan Richardson	Bridges (The Work Place)	<a href="mailto:info@bridgesusa.org">info@bridgesusa.org</a> <a href="mailto:mrichardson@bridgesusa.org">mrichardson@bridgesusa.org</a> 901-260-3703	0	NO
5	Amy Ware	Christian Brothers University	<a href="mailto:Aware1@cbu.edu">Aware1@cbu.edu</a> 901-321-3000	0	NO
6	Courtney Pierce	College of Arts & Sciences	<a href="mailto:cywashngt@memphis.edu">cywashngt@memphis.edu</a> <a href="mailto:Cpierce2@memphis.edu">Cpierce2@memphis.edu</a> 901-678-3067	0	NO
7	Peggy Stinson	Dickson County Career Center	<a href="mailto:pstinson@workforceessentials.com">pstinson@workforceessentials.com</a> 615-446-0229	0	NO
8	David Barch	Eastern Arkansas LWIA	<a href="mailto:david.barch@arkansas.gov">david.barch@arkansas.gov</a> 870-735-6730	0	NO
9	Kristi Santos	ITT Technical Institute	<a href="mailto:ksantos@itt-tech.edu">ksantos@itt-tech.edu</a> 870-735-6730	0	NO
10	Placement Office or Rachel Coleman	Lane College	<a href="mailto:rcoleman@lanecollege.edu">rcoleman@lanecollege.edu</a> 901-426-7500	0	NO
11	Wanda Blair-Jones	LeMoyné-Owen College	<a href="mailto:wanda_blair-jones@loc.edu">wanda_blair-jones@loc.edu</a> 901-435-1729	0	NO
12	Erica Cunningham	Memphis Black Media Coalition Monumental Baptist Church	<a href="mailto:monumntl@bellsouth.net">monumntl@bellsouth.net</a> 901-946-5272	0	NO
13	Madeline Taylor	Memphis Branch NAACP	<a href="mailto:Nmemphi1@comcast.net">Nmemphi1@comcast.net</a> 901-521-1343	0	NO
14	Gloria Taylor	Memphis City Schools	<a href="mailto:taylorg@mcsk12.net">taylorg@mcsk12.net</a> 901-416-4857	0	NO
15	Job Postings	Memphis Urban League/Skill Bank	<a href="mailto:jobpostings@memphisul.org">jobpostings@memphisul.org</a> 901-272-2491	0	NO
16	Job Postings	Mississippi Department of Employment Security	<a href="mailto:joborder@mdes.ms.gov">joborder@mdes.ms.gov</a> 662-342-4002	0	NO
17	Career Center	Mississippi State University	<a href="mailto:career@career.msstate.edu">career@career.msstate.edu</a> 662-325-3344	0	NO
18	Linwood Hagin, PhD or Lisa Synder	North Greenville College	<a href="mailto:lahagin@ngc.edu">lahagin@ngc.edu</a> <a href="mailto:Lisa.synder@nгу.edu">Lisa.synder@nгу.edu</a> 864-977-7137	0	NO
19	Teresa Broome	Northeast Tennessee Career Center	<a href="mailto:teresa.broome@state.tn.us">teresa.broome@state.tn.us</a> 423-610-0222	0	NO
20	Michael Patrick	Regent University	<a href="mailto:michpat@regent.edu">michpat@regent.edu</a> 757-226-4353	0	NO



21	Claudi Rutkanskas	Rhodes College	<a href="mailto:careers@rhodes.edu">careers@rhodes.edu</a> 901-843-3000	0	NO
22	Dr. Debayo Moyo, Chair	Rust College, Department of Mass Communications	<a href="mailto:Dmoyo@rustcollege.edu">Dmoyo@rustcollege.edu</a> 662-252-8000 x4553	0	NO
23	Sally Fisher	South Central Career Center – Marshall County	<a href="mailto:Sally.fisher@tn.gov">Sally.fisher@tn.gov</a> 931-359-9726	0	NO
24	Wanda J. Walker	Southwest TN Community College - Macon Cove Campus	<a href="mailto:wwalker@southwest.tn.edu">wwalker@southwest.tn.edu</a> 901-333-4000	0	NO
25	Louise Davis	Southwest TN Community College - Whitehaven Center	<a href="mailto:ldavis@southwest.tn.edu">ldavis@southwest.tn.edu</a> 901-333-6450	0	NO
26	Beverly Robson	Sumner County Career Center	<a href="mailto:Beverly.robson@tn.gov">Beverly.robson@tn.gov</a> 615-451-5800	0	NO
27	Bobby Blaylock	Tennessee Career Center Walnut Grove	<a href="mailto:bobby.j.blaylock@tn.gov">bobby.j.blaylock@tn.gov</a> 901-543-2549	0	NO
28	Chauntay Jones	Tennessee Department of Labor & WFD	<a href="mailto:Chauntay.X.Jones@tn.gov">Chauntay.X.Jones@tn.gov</a> 901-365-3205	0	NO
29	Helen Jefferson	Tennessee Dept of Employment Security	<a href="mailto:Helen.jefferson@tn.gov">Helen.jefferson@tn.gov</a> 901-543-7535	0	NO
30	Brian Giles	University of Alabama	<a href="mailto:bhgiles@sa.ua.edu">bhgiles@sa.ua.edu</a> 205-348-8045	0	NO
31	Career Services	The University of The South	<a href="mailto:careersvc@sewanee.edu">careersvc@sewanee.edu</a> 931-598-1000	0	NO
32	Jill Green	TN Association of Broadcasters	<a href="mailto:tabtn@bellsouth.net">tabtn@bellsouth.net</a> 615-365-1840	0	NO
33	Jessica Webb	University of Memphis	<a href="mailto:ces@memphis.edu">ces@memphis.edu</a> 901-678-2239	0	NO
34	Casey Cockrell	University of Mississippi	<a href="mailto:casey@olemiss.edu">casey@olemiss.edu</a> 662-915-7174	0	NO
35	Career Services or Myra Smalls	Vatterott College	<a href="mailto:Myra.smalls@vatterott-college.edu">Myra.smalls@vatterott-college.edu</a> 901-372-2399	0	NO
36	Winston Howard, Jr	Victory University	<a href="mailto:whoward@victory.edu">whoward@victory.edu</a> 901-320-9738	0	NO

<b>COMPANY POSTINGS AND COMPANY WEBSITES</b>					
37	Corporate Representative	Entercom Corp Website	<a href="http://www.entercom.com/careers">www.entercom.com/careers</a> 610-660-5645	21	N/A
38	Shavondra Patton	Internal Postings (Current Employees/Interns)	<a href="mailto:MEMPHISUSERS@entercom.com">MEMPHISUSERS@entercom.com</a> 901-384-5874	1	N/A



<b>ADVERTISING</b>				
39	Allaccess.com	<a href="http://www.Allaccess.com">www.Allaccess.com</a>	4	N/A
40	Monster.com	<a href="http://www.monster.com">www.monster.com</a>	3	N/A
41	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	10	N/A

<b>OTHER SOURCES</b>				
Current Employee			1	N/A
Recruiter – August Wynn Group			2	N/A

<b>JOB FAIRS</b>				
1	Southwest TN Community College	See Supplemental Initiative #3	0	N/A
2	Southwest TN Community College	See Supplemental Initiative #18	0	N/A

### **3. Supplemental Recruitment Initiatives**

	<b>Initiatives</b>	<b>Location</b>	<b>Description</b>	<b>Titles of Employees Involved</b>
1	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Memphis	Periodically, Entercom Memphis airs recruitment advertisements on all stations, seeking applicants across all departments. The advertisements inform the Memphis area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	EEO Coordinator Business Manager Traffic Department
2	Internship	Entercom Memphis	Entercom awarded an internship to a University of Memphis student who is majoring in Communications and writes for the sports section of the school newspaper. The student interned on the WMFS station from May through July and was taught the production side of radio broadcasting.	Programming Director
3	Southwest Tennessee Community College Job Fair	Memphis, TN	An Entercom Memphis representative attended the spring career fair at the Southwest Tennessee Community College. The Entercom representative discussed job opportunities in radio and received resumes for potential new hires and interns.	HR Manager
4	Job Shadow University of Tennessee	Entercom Memphis	One of WMFS's loyal listeners and student of the University of Tennessee participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was a part of the WMFS daily shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	General Manager Programming Directors On-Air Personalities Promotion Directors



5	Job Shadow St. Benedict at Auburndale High School	Entercom Memphis	One of WMFS's loyal listeners and student of the St. Benedict at Auburndale High School participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was a part of the WMFS daily shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	General Manager Programming Directors On-Air Personalities Promotion Directors
6	Job Shadow Memphis University School	Entercom Memphis	One of WMFS's loyal listeners and student of the MUS High School participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was a part of the WMFS daily shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	Programming Director On-Air Personality Promotion Directors General Manager
7	Tennessee Association of Broadcasters Conference	Nashville, TN	Entercom's General Manager attended a three day conference hosted by the Tennessee Association of Broadcasters. The event brought radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders, and explore creative business strategies to help radio flourish in the digital age.	General Manager
8	University of Memphis Intro to Advertising	Memphis, TN	Entercom's General Manager spoke to an "Intro to Advertising" class at the University of Memphis. He discussed his career in radio and how advertising relates to his daily tasks and overall success at the station. He also discussed internships and job opportunities at the station.	General Manager
9	Job Shadow University of Memphis	Entercom Memphis	One of WMFS's loyal listeners and student of the University of Memphis participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was a part of the WMFS daily shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	Programming Directors On-Air Personalities Promotion Directors
10	Job Shadow Bartlett High School	Entercom Memphis	One of WMFS's loyal listeners and student of the Bartlett High School participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was a part of the WMFS daily shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	Programming Directors On-Air Personalities Promotion Directors
11	Junior Achievement Memphis Young Professionals Board	Memphis, TN	One of the Account Executives at Entercom Memphis aided in Junior Achievement's mission of teaching children of all ages the tenets of financial literacy, entrepreneurship, and work readiness. The Account Executive also discussed internship and career opportunities at Entercom Memphis.	Account Executive
12	Career Day Pleasant View School	Bartlett, TN	An Entercom Program Director spoke to a sixth grade class at Pleasant View School in Bartlett, TN. He discussed his career in radio along with his broadcasting tasks on a daily basis. He also discussed internships and job opportunities at Entercom Memphis.	Programming Director
13	Cards for LeBonheur Germantown Elementary School	Germantown, TN	Two of the Entercom's On-Air Personalities spoke to students at Germantown Elementary School in Germantown, TN. They picked up Valentine cards for LeBonhuer and then discussed their career in radio along with their broadcasting tasks on a daily basis. They also discussed internships and job opportunities at Entercom Memphis.	On-Air Personalities Promotions Director
14	Tennessee Association of Broadcasters Conference Call on Congress	Washington, DC	Entercom's General Manager attended a three day conference hosted by the Tennessee Association of Broadcasters. The event brought radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders, and explore creative business strategies to help radio flourish in the digital age. The members met with Congress members to discuss the upcoming changes in broadcasting laws.	General Manager



15	Job Shadow Aspiring Broadcaster/Journalist	Memphis, TN	One of WMFS's loyal listeners and aspiring broadcaster/journalist participated in a job shadow at Entercom Memphis. He received a tour of the stations, sat in-studio and was part of the afternoon shows. He then met with each On-Air Personality and received an overview of the department responsibilities and received information on internship and future job opportunities at Entercom Memphis.	Programming Director On-Air Personalities
16	Read Across America Day Oak Elementary School	Bartlett, TN	An On Air Personality spoke to an elementary class at Oak Elementary School in Bartlett, TN. She read a book to the entire class and then discussed her career in radio along with her broadcasting tasks on a daily basis. She also discussed internships and job opportunities at Entercom Memphis.	On Air Personality Programming Director
17	University of Tennessee at Martin Management & Sales Class	Martin, TN	An Entercom Memphis Director of Sales spoke to a "Management and Sales" class at the University of Tennessee at Martin. She discussed her career in radio and how advertising relates to her daily tasks and overall success at the station. She also discussed internships and job opportunities at the station.	Director of Sales
18	Southwest Tennessee Community College Job Fair	Memphis, TN	An Entercom Memphis representative attended the spring career fair at the Southwest Tennessee Community College. The Entercom representative discussed job opportunities in radio and received resumes for potential new hires and interns.	HR Manager
19	EEO Program Policy & Procedure Training	Memphis, TN	Entercom's VP of Human Resources facilitated the annual EEO Program Policy and Procedure Training at Entercom Memphis. The training reviewed Entercom's EEO policies and best practices for EEO compliance.	VP/Human Resources HR Manager Assistant Business Manager
20	EEO Breakfast	Entercom Memphis	Entercom Memphis hosted a breakfast for our Recruitment Source contacts. Managers discussed job opportunities available and provided an overview of their specific departments. A station tour was provided, and Recruitment Sources were strongly encouraged to refer candidates for our open positions.	General Manager Director of Sales Program Directors Promotion Directors Business Manager
21	EEO Policy and Procedure Management Training	Entercom Memphis	Entercom's HR Manager facilitated an EEO Policy and Procedure training for all managers at Entercom Memphis. She reviewed the FCC's EEO regulations as well as Entercom's internal EEO policies and procedures for hiring practices.	HR Manager General Manager Director of Sales Program Directors Business Manager Promotions Managers

