

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM NORFOLK**

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

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<b>Unit Members, Community of License</b> WWDE – FM, Hampton, VA WNVZ – FM, Norfolk, VA WPTE – FM, Virginia Beach, VA WVKL – FM, Norfolk, VA	<b>Telephone Number:</b> 757-497-2000	<b>E-mail Address:</b> Bennett.Zier@entercom.com

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

	<b>Title</b>	<b>Recruitment Source Referring Hire</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)</b>
A	Account Executive	All Access	1-40, 42
B	National Executive Assistant	Current Employee	1-40, 41
C	Account Executive	Entercom.com	1-40
D	Digital Director	Current Employee	1-40
E	Sales Assistant	Vendor Referral	1-40, 41
F	Sales Assistant	Career Connection	1-40, 41
G	Account Executive	Entercom.com	1-40
H	Account Executive	Employee Referral	1-40
I	Account Executive	Entercom.com	1-40
J	Account Executive	Employee Referral	1-40
K	Imaging Director	All Access	42



## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1.	C Brooks	Old Dominion University	<a href="mailto:employers@odu.edu">employers@odu.edu</a> 757-683-4388	0	No
2.	Pat Mirani	ECPI University	<a href="mailto:pmirani@ecpi.edu">pmirani@ecpi.edu</a> <a href="mailto:cjohnson@ecpi.edu">cjohnson@ecpi.edu</a> <a href="mailto:rkensy@ecpi.edu">rkensy@ecpi.edu</a> 757-838-9191	0	No
3.	Kelly Gouch	Christopher Newport University	1 University Place Newport News, VA 23606 757-594-7047 <a href="mailto:Kelly.gouch@cnu.edu">Kelly.gouch@cnu.edu</a>	0	No
4.	Teri Stankey	Virginia Employment Commission	5145 East Virginia Beach Blvd. Norfolk, VA 23502 757-431-4978 <a href="mailto:Teri.stankey@vec.virginia.gov">Teri.stankey@vec.virginia.gov</a>	1	No
5.	Pam Saunders	Norfolk State University	<a href="mailto:pdsaunders@nsu.edu">pdsaunders@nsu.edu</a> 757-823-2406	0	No
6.	Marci Malinowski	VA Association of Broadcasters	<a href="mailto:Marci.milionowski@easterassociates.com">Marci.milionowski@easterassociates.com</a> 434-977-3716	0	No
7.	Babi Brock	Tidewater Community College	<a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a> 757-822-7228	0	No
8.	Lashel Wilson	Hampton University	<a href="mailto:lashel.wilson@hampton.edu">lashel.wilson@hampton.edu</a> 757-727-5331	0	No
9.	Georgia Allen	NAACP	909 B Marshall Ave Norfolk, VA 23504 757-490-7799 <a href="mailto:vabnaacp@netzero.net">vabnaacp@netzero.net</a>	0	No
10.	Aisha Bingham	Career Resources Dept. U.S. Army Ft Eustis	1500 Madison Ave Fort Eustis, VA 23604 757-878-3638 <a href="mailto:Aishay.bingham-day.ctr@mail.mil">Aishay.bingham-day.ctr@mail.mil</a>	0	No



11.	Robin Boyd	H.R. Black Media Professional	<a href="mailto:Robin.boyd@pilotonline.com">Robin.boyd@pilotonline.com</a> 757-664-1026	0	No
12.	Dr. David Hurtado	Regent University	<a href="mailto:davihur@regent.edu">davihur@regent.edu</a> 757-226-4353	0	No
13.	Lucas Wiley	ITT Tech	<a href="mailto:lwiley@itt-tech.edu">lwiley@itt-tech.edu</a> 757-466-1260	0	No
14.	Anthony Lorusso	Dept. of Veterans Affairs	<a href="mailto:Anthony.lorusso@va.gov">Anthony.lorusso@va.gov</a> 757-858-6154	0	No
15.	Audrey Cornick	Southeastern Tidewater Opportunity Project (STOP)	<a href="mailto:Arc1948@stopinc.org">Arc1948@stopinc.org</a> 757-858-1360	0	No
16.	Shawn Avery	Opportunity Inc	500 E Plume Street, Suite 700 Norfolk, VA 23501 757-314-2370 learl@oihr.org	0	No
17.	Brutus Jackson	Elizabeth City State University Office of Career Services	<a href="mailto:bnjackson@mail.ecsu.edu">bnjackson@mail.ecsu.edu</a> 252-335-3318	0	No
18.	Dr. Alan Harris	Paul D Camp Community College	P.O. Box 500 Suffolk, VA 23434 757-569-6700	0	No
19.	Chris Shoemaker	Bluefield College	schoemaker@bluefield.edu 804-276-3788	0	No
20.	C Mendez	City of VA Beach	<a href="mailto:cmendez@vbgov.com">cmendez@vbgov.com</a> 757-385-0600	0	No
21.	Stephen LaRosee	Local Veterans Employment Representative	<a href="mailto:Stephen.larosee@vec.virginia.gov">Stephen.larosee@vec.virginia.gov</a> 757-865-5810	0	No
22.	Whitney Kelso Jackie Rondeau	Opplnc. One Stop Workforce Enter	wkelso@hamptonroadsworks.org <a href="mailto:jrondeau@hamptonroadsworks.org">jrondeau@hamptonroadsworks.org</a> 757-221-3329	0	No



23.	Cristen McQuillan	College of William and Mary	Career Center, P.O. Box 8795 Williamsburg, VA 23187 757-221-3329 tribecareers@csm.symplicity.com	0	No
24.	24.Ms. Mack	Virginia Workforce Development	<a href="mailto:gmack@ulhr.org">gmack@ulhr.org</a> 757-664-6000	0	No
25.	James Tallmadge	South University	301 Bendix Road, Suite 100 Virginia Beach, VA 23462 757-498-6900 jtallmadge@southvuniversity.edu	0	No
26.	Karen Grant	City of VA Beach	297 Independence Blvd. Virginia Beach, VA 23462 757-385-0620 kmgrant@vbgov.com	0	No
27.	Katherine Lamica	City of VA Beach	<a href="mailto:klamica@vbgov.com">klamica@vbgov.com</a> 757-385-0623	0	No
28.	Michael Sciarini	Saint Leo University	1328 8 <sup>th</sup> Street, Suite 100 Norfolk, VA 23521 757-464-6449 eaharrell@brantstratton.edu	0	No
29.	Eric Harrell	Bryant & Stratton	301 Centre Pointe Drive Virginia Beach, VA 23462 757-499-7900	0	No
30.	Helena Dodson	NAACP/Chesapeake Branch	P.O. Box 1531 Chesapeake, VA 23327 757-549-3636	0	No
31.	Alta Thomas	St Paul's College	115 College Drive Lawrenceville, VA 23868 434-848-1805 athomas@saintpauls.edu	0	No
32.	Kevin McCarthy	Tidewater Community College Chesapeake	1428 Cedar Road Chesapeake, VA 23322 757-822-7228 kmcCarthy@tcc.edu	0	No
33.	Barbara Daniels	James Madison University	MSC 7009 Harrisonburg, VA 22807 540-568-6706	0	No
34.	Paula Otto	VA Commonwealth University	<a href="mailto:piotto@saturn.vcu.edu">piotto@saturn.vcu.edu</a> 804-828-0100	0	No



35.	Andre Luck	Piedmont VA Community College	<a href="mailto:aluck@pvcc.edu">aluck@pvcc.edu</a> 434-977-3900	0	No
36.	Melissa Edmonds	Commonwealth of VA Rehabilitative Services	3248 Academy Ave Portsmouth, VA 23703 757-686-5004 <a href="mailto:Melissa.edmonds@dars.virginia.gov">Melissa.edmonds@dars.virginia.gov</a>	0	No

**COMPANY POSTINGS AND COMPANY WEBSITES**

37.	Corporate Representative	Entercom Website	<a href="http://www.entercom.com/carees">www.entercom.com/carees</a>	16	N/A
38.	Cindy White	Internal Postings (Internal/Current Employees)	<a href="mailto:cindy.white@entercom.com">cindy.white@entercom.com</a> 757-518-8364	7	N/A

**ADVERTISING**

39.	On-Air Radio Ads	WWDE, WNVZ, WPTE, WVKL		0	N/A
40.	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>		1	N/A
41.	Career Connection / Virginian-Pilot	Newspaper Ad also runs concurrent on Career Connection		9	N/A
42.	All Access	<a href="http://www.allaccess.com">www.allaccess.com</a> - Appeared in the April 6 Issue of RAMP		7	N/A

**OTHER SOURCES**

Vendor Referral				2	N/A
Employee Referral				6	N/A

**JOB FAIRS**

1.	ECPI Fall Job Fair	See Supplemental Initiative #5		0	N/A
2.	ECPI Spring Job Fair	See Supplemental Initiative #6		0	N/A



### 3. Supplemental Recruitment Initiatives

	Initiatives	Date	Location	Description	Titles of Employees Involved
1.	Reading and Succeeding	On-going throughout the year	Entercom Norfolk	Norfolk's On Air Personality goes to schools, day care centers, Head Start programs etc. and reads books to the children. They share and discuss the excitement of an on air radio career.	On Air Personality
2.	Internship Program	Periodically throughout the year	Entercom Norfolk	Entercom Norfolk 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. Three (3) participated in this program.	Director of Programming Promotions Director Business Manager
3.	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Norfolk	Entercom Norfolk airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Hampton Roads area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Business Manager
4.	Girl Scout Troop Tour	July 28, 2016	Entercom Norfolk	Eight Girl Scouts and their leaders were given a tour of Entercom Norfolk. The tour included an inside look at all four FM stations and discussed careers in radio with the group.	On Air Personality Account Executive
5.	ECPI Fall Career Fair	September 14, 2016	Virginia Beach, VA	Entercom Norfolk attended the ECPI Fall Career Fair. Entercom Norfolk employees met with attendees, distributed job openings and discussed careers in radio at Entercom.	Business Manager Assistant Business Manager
6.	ECPI Spring Career Fair	March 22, 2017	Virginia Beach, VA	Entercom Norfolk attended the ECPI Spring Career Fair. Entercom Norfolk employees met with attendees, distributed job openings and discussed careers in radio at Entercom.	Business Manager
7.	EEO Policy and Compliance Training	March 23, 2017	Web-Ex	Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training discusses Entercom's EEO Policy & Procedure and reviews the requirements that each market must complete in order to be in compliance.	Business Manager Assistant Manager
8.	Girl Scout Troop Tour	April 21, 2017	Entercom Norfolk	Girl Scouts and their leaders were given a tour of Entercom Norfolk. The tour included an inside look at all four FM stations and discussed careers in radio with the group.	On Air Personality Operations Manager
9.	Market Annual Manager EEO Training	May 10, 2017	Entercom Norfolk	Entercom Norfolk presented the EEO Compliance Manager training Power Point to department heads. Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	Department Heads
10.	EEO Breakfast	May 11, 2017	Entercom Norfolk	Entercom Norfolk hosted a breakfast for our Recruitment Source contacts. Managers discussed the opportunities available and provided an overview on their specific departments. A station tour was provided. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Business Manager Assistant Business Manager Program Director On Air Personality

