

EEO ANNUAL PUBLIC FILE REPORT

ENTERCOM ATLANTA

This report covers full-time vacancy recruitment for the period of November 28, 2014 through November 27, 2015

Employment Unit: Entercom Atlanta, LLC	Address: Entercom Atlanta, LLC 210 Interstate North Circle, Suite 100 Atlanta, GA 30339	Contact Person/Title: Mike Fowler VP/General Manager
Unit Members, Community of License WSTR-FM, Atlanta, FL WQXI-AM, Atlanta, FL	Telephone Number: (404)-261-2970	E-mail Address: mfowler@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")	Referral Source of Interviewees
A	Morning Show Personality 1/12/15	Employee Referral	1-22	Employee Referral – 2 All Access – 1 Reynolds Group – 2 Agent – 1
B	Morning Show Personality 1/12/15	Agent	1-22	See Pool A
C	Morning Show Personality 1/12/15	All Access	1-22	See Pool A
D	Morning Show Producer 1/12/15	Employee Referral	1-22	See Pool A
E	Production Director 1/13/2015	Employee Referral	1-22	Current Employee – 1 Employee Referral – 2
F	National Sales Manager 3/9/15	Employee Referral	1-22	Employee Referral – 1 Unknown – 2
G	Traffic Reporter 3/16/2015	Radiate Media	1-22	Current Employee – 1 Radiate Media – 2 Unknown – 1
H	Account Executive 4/1/15	Lincoln Financial Media Website	1-22	Lincoln Financial Media Website – 2 Former Employee – 1
I	Account Executive 4/1/15	Former Employee	1-22	See Pool H
J	Account Executive 4/6/15	Lincoln Financial Media Website	1-22	See Pool H
K	Associate Digital Producer 4/16/15	Current Employee PT to FT	1-22	Current Employee – 1
L	General Manager 7/8/15	Confidential Search		
M	General Sales Manager 8/24/15	Confidential Search		



2. Recruitment Sources
OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1	Timothy Windsor	Lincoln Financial Media Website	3340 Peachtree Rd NE Suite 1430 Atlanta, GA 30326 www.lincolnfinancialmedia.com	2	No
2	Santiago Marquez Dir Of Employment Services	Latin America Association	2665 Buford Highway Atlanta, GA 30324-3262 404-638-1860	0	No
3	Scott Russell	My Air Check	1-771 Gibsons Way Gibsons, BC Canada VON 1V9 604-740-1374	0	Yes
4	John Bray	Atlanta Urban League	Employment Service 100 Edgewood Avenue, N.E. Suite 600 Atlanta, GA 30303 404-659-1150	0	No
5	Eileen O-Laughlin	Ogelthorpe University	Career Planning & Placement 4484 Peachtree Road, N.E. Atlanta, GA 30319 404-261-1441	0	No
6	Ralph Mobley	Georgia Institute of Technology	Alumni Placement Office Atlanta, GA 30332 404-894-2550	0	No
7	Paul Bredderman	Emory University	Career Planning & Placement 200 Dowman Dr, Suite 200, B Jones Center Mailstop:1130-001-1AG Atlanta, GA 30322 404-727-6211	0	No
8	Dr. Gloria Anderson	Morris Brown College	Career Planning & Placement 643 Martin Luther King Dr Atlanta, GA 30314 404-739-1000	0	No
9	Division of Communications	Miles College	Division of Communications P.O. Box 3800 Birmingham, AL 35208 205-929-1609	0	No
10	Debra Twitty	Florida A&M University	Placement Office Tallahassee, FL 32307 850-599-3611	0	No
11	Susan Sawyer	Georgia Department of Labor	Atlanta Job Service 148 International Blvd, NE Atlanta, GA 30303 404-679-5200	0	No
12	Esther Shantzek	Atlanta Institute Of Music	5985 Financial Drive Suite 200 Norcross, GA 30071 770-242-7717	0	No



13	Cindia Cameron	Nine To Five Atlanta Working Women	1430 Peachtree Street NW Atlanta, GA 30309 404-876-8134	0	No
14	Elaine Day	Southern Christian Leadership	Public Relations 334 Auburn Avenue NE Atlanta, GA 30303 404-522-1420	0	No
15	Romelda Simmons	Fort Valley State University	Job Placement Office 1005 State College Drive Fort Valley, GA 30130 478-825-6350	0	No
16	Ernita Hemmitt	Clarke Atlanta University	Job Placement Office James P. Brawley Dr. @ Fair St., SW Atlanta, GA 30314 404-880-6791	0	No
17	Stephanie Beck	Georgia Association Of Broadcasters	8010 Roswell Road Dunwoody, GA 30305 770-395-7200	0	No
18	Francis Purcell	The University Of Georgia	Career Center Clark Howell Hall Athens, GA 30602-3018 706-542-3375	0	No
19	The Career Services Center	Kennesaw State University	1000 Chastain Rd #0118 Kennesaw, GA 30144-5591 770-423-6555	0	Yes
20	Alex Hitz-Sanchez	National Association Of Broadcasters	1771 N Street, NW Washington, DC 20036 202-429-5300	0	No
21	All Access Music Group	All Access Music Group	www.allaccess.com 28955 Pacific Coast Hwy #2105 Malibu, CA 90265 310.457.6616	1	No
22	Gary James	Ohio/Illinois Centers of Broadcasting	National Director of Placement ENT 900 Sweet valley Dr Valley View, OH 44125 216-447-9117	0	Yes

JOB FAIRS			
1	Oglethorpe's Spring Career Fair	March 18, 2015 – See Supplemental Initiative #4	0
2	Powers Ferry Elementary School Career Day 2015	May 1, 2015 – See Supplemental Initiative #5	0

OTHER SOURCES		
-	Current Employee	3
-	Employee Referral	5
-	Reynolds Group (Media Relations Firm)	2
-	Agent	1
-	Radiate Media	2
-	Former Employee	1
-	Unknown	3

Total # of New Interviewees Referred	18
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3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Cobb Chamber Young Professionals Group Events	Periodically throughout the year	Atlanta, GA	The Integrated Marketing Sales Manager engaged in a number of events with the Cobb Chamber Young Professionals group in an effort to inform participants of broadcast opportunities. They hosted a presentation on Radio/Media/Marketing as well as participated in number of events focused on training and employment guidance.	Integrated Marketing Sales Manager
2	ABAC and GA Tech Engineers Without Borders Mentor Program	Periodically throughout the year	Atlanta, GA	Entercom Atlanta participates in an ongoing mentoring program through ABAC and GA Tech Engineers Without Borders. Employees are connected with various employees in positions that are of interest to them. A member of our Street Team shadowed our Integrated Marketing Sales Manager as well as our On-Air personalities. Entercom also mentors students from GA Tech in marketing, fund raising and radio advertising in an effort to meet their goals.	Integrated Marketing Sales Manager Street Team On Air Personalities
3	GOSH Career Advisement Opportunities	Periodically throughout the year	Atlanta, GA	Entercom Atlanta continues to be a part of GOSH: Give Our Schools a Hand. This program focuses on the appreciation of teachers. Entercom participates in this ongoing program by advising participants of the opportunities in a broadcast career.	Integrated Marketing Sales Manager
4	Oglethorpe's Spring Career Fair	March 18, 2015	Atlanta, GA	Entercom's HR Director participated in Oglethorpe's Spring Career Fair. Students had the opportunity to discuss career goals with the Entercom and learn about positions available in all of the company's locations around the country.	HR/Director
5	Powers Ferry Elementary School Career Day 2015	May 1, 2015	Atlanta, GA	Entercom's Music Director, Afternoon Host and General Manager participated in the Powers Ferry Elementary School Career Day 2015. Our employees gave general information to the students regarding a typical day at work, career overview and necessary training for the broadcast industry.	Music Director Afternoon Host General Manager
6	Entercom's HR Policy and Procedure Training	September 9, 2015	Conference Call	Entercom's VP of Human Resources facilitated a training session on Entercom's HR Policy and Procedures and reviewed the requirements that each market must complete in order to be in compliance.	Office Manager Business Manager VP of Human Resources
7	Preventing Discrimination, Harassment, and Retaliation	September 24, 2015	Atlanta, GA	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	HR/Benefits Manager HR Director General Manager Sales Managers Promotions Manager Programming Director

