



2400 Market Street, 4th Floor, Philadelphia, PA 19103

Kathy Edelmann
Manager, Human Resources Compliance

August 23, 2019

via UPLOAD TO PUBLIC INSPECTION FILE

Lewis Pulley
Assistant Chief, Investigations and Hearings Division
Enforcement Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

RE: Station WAOK-AM, Atlanta, GA (Facility No. 63775)

Dear Mr. Pulley:

Entercom License, LLC (“Entercom” or “Licensee”), licensee of Station WAOK(AM) (“WAOK”) hereby submits the information and materials concerning Station’s EEO program requested by the Federal Communications Commission (“Commission”) the letter dated June 14, 2019 from the Media Bureau to WAOK (“EEO Audit Letters”).¹

Entercom provides information as requested in the EEO Audit Letter for its Station Employment Unit (“Employment Unit” or “Entercom Georgia”) that in addition to WAOK includes the following stations (each a “Station,” and collectively, the “Stations”):

WSTR-FM, Smyrna, GA (Facility ID No. 30822)
WVEE-FM, Atlanta, GA (Facility ID No. 63776)
WZGC-FM, Atlanta, GA (Facility ID No. 13805)

In compiling the requested information and materials, the Licensee relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment related issues at the Employment Unit.

The responses below refer to question numbers as they are set out in the EEO Audit Letter.

¹ On July 2, 2019, by email from Lewis Pulley to Laura Berman, Senior Counsel of Licensee, Licensee’s deadline for responding was extended until August 28, 2019. Therefore, this response is timely filed.

Question 3: Audit Data Requested

Question 3(a):

The Employment Unit's 2018 (12/1/17-11/30/18) public file report, described in Section 73.2080(c)(6), is attached at Exhibit A.²

The Employment Unit's most recent EEO public file report is linked to each Station's website pursuant to Section 73.208(c)(6). The Stations' websites are as follows:

WAOK-AM: <https://waok.radio.com>
WSTR-FM: <https://star941atlanta.com>
WVEE-FM: <https://v103.radio.com>
WZGC-FM: <https://929thegame.radio.com>

Each full-time hire is listed on the Employment Unit's EEO public file report, pursuant to Section 73.2080(c)(5)(vi).

Question 3(b):

It is the Employment Unit's policy to send out a notice to its list of recruitment sources each time a new vacancy is created. A list of sources is included with the EEO public file report attached at Exhibit A. As noted in the report, the list of recruitment sources includes Direct Employers Association. Vacancy notices sent to Direct Employers Association are then further distributed to Direct Employers Association's Job Syndication Alliance, which includes over 150 outreach organizations. Pursuant to Section 73.2080(c)(5)(iii), dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the vacancies are included at Exhibit B. It is the Employment Unit's practice to retain copies of all notices sent to all sources used. However, due to personnel changes at the Employment Unit, Licensee has been unable to locate copies of certain correspondence transmitting the actual vacancy notices to some of the organizations identified in the report, including Kennesaw State University and Ohio/Illinois Center for Broadcasting, two organizations that requested to be notified of vacancies at the Employment Unit. Licensee has no reason to believe that the notices were not sent to these organizations.

Question 3(c):

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above noted EEO public files and in accordance with Section 73.2080(c)(5)(v) are

² On November 17, 2017, there was a transfer of control of the Stations in the Employment Unit. See DA 17-1100. In accordance with Section 47 C.F.R. § 73.2080(c)(6), Licensee's response is limited to the time period following the transfer of control and all references to the current license term mean from November 17, 2017 going forward. Because the Employment Unit's next EEO Public File Report is not due to be completed until December 1, 2019, Licensee has only one post-transfer of control EEO Public File Report to include with this audit.

included in the Employment Unit's 2018 (12/1/17-11/30/18) EEO public file report attached at Exhibit A.

Question 3(d):

The number of initiatives performed by the Employment Unit during the reporting period exceeds the requirement pursuant to Sections 73.2080(c)(2) and (e)(3).

Documentation demonstrating performance of the completed initiatives pursuant to Section 73.2080(c)(2) including specified Unit personnel involved in the recruitment initiatives is included at Exhibit C.

The Employment Unit has 70 full-time employees. The population of the market in which the Employment Unit operates is greater than 250,000.

Question 3(e): Discrimination Complaints

The following complaints were filed during the Stations' current license term. Resolutions have since been reached.

- Virlyn Cokley, a former account executive with the Employment Unit, filed a race, sex, retaliation, and disability discrimination and retaliation complaint with the EEOC on March 20, 2017 (Charge No. 410-2017-03075). The complaint was dismissed on February 5, 2018.
- Ofelia Franc, a former digital sales specialist with the Employment Unit, filed a sex and national origin discrimination and retaliation complaint with the EEOC on April 1, 2018 (Charge No. 410-2018-04714). The complaint was settled on June 14, 2018.
- Nia Beckwith, an account executive with the Employment Unit, filed a disability discrimination complaint with the EEOC on February 27, 2019 (Charge No. 410-2019-02761). The complaint was settled on May 23, 2019.

Question 3(f): General EEO Program Requirements

The management of the Employment Unit actively works to ensure effective implementation and enforcement of its equal opportunity and nondiscrimination practices and policy. The responsibilities of each level of management of the Employment Unit pursuant to Section 73.2080(b) are detailed at the Employment Unit's Equal Opportunity Program, attached at Exhibit D.

Pursuant to Section 73.2080(b), the Employment Unit uses a variety of methods to inform both current employees and job applicants of its EEO policies. Employees are notified of all job vacancies and are encouraged to refer candidates. The Employment Unit informs applicants of the EEO policy immediately by including a description of its nondiscrimination policy on the cover of each application for employment. Finally, all of

the Employment Unit's printed advertisements and on-air announcements regarding job vacancies state that it is an Equal Opportunity Employer. The EEO policy is also posted in the breakroom of the Employment Unit for all applicants and employees to read.

Questions 3(g): Employment Unit Self-Assessment

The Employment Unit conducts evaluations of its EEO recruitment program, pursuant to Section 73.2080(c)(3), to ensure its outreach efforts are reaching all segments of the communities served by the Employment Unit. The Employment Unit conducts these evaluations annually at the time its EEO Public File Report is placed in the public file. Representatives of the Employment Unit work with staff from Licensee's corporate parent to review and analyze recruitment data and the recruitment source list to assess the effectiveness of the Employment Unit's recruitment sources.

If this assessment indicates that modifications would be necessary to ensure broad outreach, the Employment Unit will add new recruitment sources and delete ineffective recruitment sources. The Employment Unit will also increase its efforts to advise community organizations involved in assisting job applicants of its job vacancies and EEO policy and the Commission's outreach requirements.

Questions 3(h): Employment Unit Self-Assessment

In addition to regularly assessing its outreach efforts, the Employment Unit also annually analyzes the effectiveness of its EEO practices and policies to ensure that they do not have a discriminatory effect, pursuant to Section 73.20.80(c)(4). Licensee, in conjunction with its corporate parent, reviews, examines and monitors employee compensation and employment practices. Through this examination, the salaries of all the Entercom employees are compared to determine whether all employees were treated equally. If any salaries appear to be unusually high or low, an investigation will be initiated to determine the cause.

Licensee's corporate parent has also established procedures regarding the payment of benefits and the awarding of promotions to ensure that all employees are treated equally. All of the Employment Unit's non-union full-time employees are offered identical benefits, and the Employment Unit makes all selection and promotion decisions based solely on the skills, ability and experience of the applicant – race, color, religion or religious creed, sex/ gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state, or local law are not considered.

The Employment Unit has not entered into an agreement with a union, and therefore the requirement to periodically review cooperation with the union is not applicable.

Question 3(i): Religious Broadcaster

Licensee is not a religious broadcaster.

Question 4: Time Brokerages

Licensee is not a party to time brokerage arrangement for the provisions of all programming on the station.

* * *

Should any questions arise regarding this information, please contact me at kathy.edelmann@entec.com or (314) 444-3257.

Respectfully submitted,



Kathy Edelmann

I declare under penalty of perjury that the foregoing is true and correct. Executed on August 21, 2019.



Noreen McCormack
Vice President, Human Resources

Enclosures

EXHIBIT A

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM ATLANTA**

This report covers full-time vacancy recruitment for the period of December 1, 2017 through November 30, 2018

Employment Unit: Entercom License, LLC	Address: Entercom Atlanta 1201 Peachtree Street, NE, Suite 800 Atlanta, GA 30361	Contact Person/Title: Rick Caffey SVP/Market Manager
Unit Members, Community of License: WVEE-FM, Atlanta, GA WSTR-FM, Atlanta, GA WZGC-FM, Atlanta, GA WAOK-AM, Atlanta, GA	Telephone Number: 404-898-8900	E-mail Address: rick.caffey@entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")
A	Account Executive 2/5/2018	Employee Referral	1-22
B	Account Executive 3/12/2018	Employee Referral	1-22
C	Account Executive 5/14/2018	Employee Referral	1-22
D	Sales Assistant 6/4/2018	Employee Referral	1-22



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E	Sales Assistant 6/11/2018	Employee Referral	1-22
F	Chief Engineer 6/11/2018	Entercom.com	1-22
G	Production Assistant (WVEE) 7/2/2018	Entercom.com	1-22
H	Digital Program Director 7/14/2018	Entercom.com	1-22
I	Program Director 7/14/2018	Employee Referral	1-22
K	Account Executive 9/21/2018	Employee Referral	1-22
K	Traffic Continuity Coordinator 9/24/2018	Entercom.com	1-22
L	Executive Producer (WVEE) 10/15/2018	Employee Referral	1-22



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	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	Santiago Marquez Dir Of Employment Services	Latin America Association	2665 Buford Highway Atlanta, GA 30324-3262 404-638-1880	Yes	No	0
2	Park Sims	Atlanta Urban League	Employment Service 100 Edgewood Avenue, N.E. Suite 600 Atlanta, GA 30303 404-659-1150	Yes	No	0
3	Amy Clemente	Oglethorpe University	Career Planning & Placement 4484 Peachtree Road, N.E. Atlanta, GA 30319 404-261-1441	Yes	No	0
4	Ralph Mobley	Georgia Institute of Technology	Alumni Placement Office Atlanta, GA 30332 404-894-2550	Yes	No	0
5	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	Yes	No	0
6	Dr. Gloria Anderson	Morris Brown College	Career Planning & Placement 643 Martin Luther King Dr Atlanta, GA 30314 404-739-1000	Yes	No	0
7	Division of Communications	Miles College	Division of Communications P.O. Box 3800 Birmingham, AL 35208 205-929-1609	Yes	No	0
8	Debra Twitty	Florida A&M University	Placement Office Tallahassee, FL 32307 850-599-3611	Yes	No	0
9	Susan Sawyer	Georgia Department of Labor	Atlanta Job Service 148 International Blvd, NE Atlanta, GA 30303 404-679-5200	Yes	No	0



10	Chris Fragale	Atlanta Institute Of Music	5985 Financial Drive Suite 200 Norcross, GA 30071 770-242-7717	Yes	No	0
11	Cindia Cameron	Nine To Five Atlanta Working Women	1430 Peachtree Street NW Atlanta, GA 30309 404-876-8134	Yes	No	0
12	Romelca Simmons	Fort Valley State University	Job Placement Office 1005 State College Drive Fort Valley, GA 30130 478-825-6350	Yes	No	0
13	Ernita Hemmitt	Clarke Atlanta University	Job Placement Office James P. Brawley Dr. @ Fair St., SW Atlanta, GA 30314 404-880-6791	Yes	No	0
14	Francis Purcell	The University Of Georgia	Career Center Clark Howell Hall Athens, GA 30602-3018 706-542-3375	Yes	No	0
15	Karen Andrews	Kennesaw State University	1000 Chastain Rd #0118 Kennesaw, GA 30144-5591 770-423-6555	Yes	Yes	0
16	Alex Hiltz-Sanchez	National Association Of Broadcasters	1771 N Street, NW Washington, DC 20036 202-429-5300	Yes	No	0
17	All Access Music Group	All Access Music Group	www.allaccess.com 28955 Pacific Coast Hwy #2105 Malibu, CA 90265 310.457.6816	Yes	No	0
18	Gary James	Ohio/Illinois Centers of Broadcasting	National Director of Placement ENT 900 Sweet valley Dr Valley View, OH 44125 216-447-9117	Yes	Yes	0
19	Corporate Representatives	Entercom Communications Corp Company Website	401 E. City Avenue, Suite 809 Bala Cynwyd, PA 19004 www.entercom.com/careers	Yes	No	0
20	EEO Coordinator	DirectEmployer's Association 150+ outreach organizations	https://de.nlx.org/pdfs/JobAlliancesList.pdf	Yes	No	0

COMPANY POSTINGS AND WEBSITES						
21	Corporate Representatives	Entercom Corp Website (former CBS Corp Website)	www.entercom.com	610-660-5645		26
22	Freida Johnson	In-House postings Current Employees	freida.johnson@entercom.com	407-919-1000		8



ADVERTISING			
23	On-Air Radio Ads	Entercom Atlanta Radio Advertisement WVEE-FM, WZGC-FM, WSTR-FM, WAOK-AM	0

JOB FAIRS			

OTHER SOURCES			
	Employee Referral		16
	Industry Referral		4



3. Supplemental Recruitment Initiatives.

Initiatives	Date	Location	Description	Titles of Employees Involved
1 Internship Program	Periodically throughout the year	Atlanta, GA	Entercom Atlanta 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.	Program Directors Promotions Director Producers
2 On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Orlando	Entercom Atlanta airs weekly recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Atlanta area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director Air-Talent
3 Georgia State University Executive Roundtable	Bi-Monthly 2018	Atlanta, GA	The Sales Executive RoundTable gives members the opportunity to network with their peers and to keep abreast of the latest developments in the field. Members have access to 1,500 graduate and undergraduate students who are concentrating their studies in sales and marketing disciplines and expose them to the skills required for and the opportunities for careers in broadcasting.	Market Manager
4 University of Georgia Career Day	3/7/2018	Athens, GA	Entercom Market Manager addressed twenty-two students who were accepted into the Broadcasters Institute and spoke to the students about radio broadcasting, programming, and sales. Students got a firsthand overview of the radio industry, the importance of career decision making and "takeaways" they can begin applying or at their first job in the industry. There were also students from Georgia College & State University, Piedmont College, Fort Valley State University, Kennesaw State University, Columbus State University, University of Alabama and Valdosta State University.	Marker Manager On-Air Talent
5 Career Day	3/29/2018	KIPP Vision Primary School	The employment unit's On-Air Talent participated in Career Day at KIPP Vision Primary School where they spoke to students about careers in radio broadcasting.	On-Air Talent
6 15th Annual Career Day	5/14/2018	Robert Shaw Traditional Theme School	The employment unit participated in Career Day at Robert Shaw Traditional Theme School and spoke to students about careers in radio broadcasting.	On-Air Talent



7	Entercom's Manager EEO Policy and Compliance Training	6/20/2018	Atlanta, GA	Entercom's Regional Human Resources Manager facilitated a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discussed Entercom's EEO Policy and Procedure and reviewed the requirements that each market must complete in order to be in compliance.	Regional Human Resource Manager All Entercom Markets
8	College & Career Day	11/14/2018	Benjamin E Mays High School	The employment unit's On-Air Talent participated in College & Career Day at Benjamin E. Mays High School where they spoke to students about careers in radio broadcasting.	On-Air Talent



EXHIBIT B

Record Data

J
Vacancy A-C and K

Pipeline / Requisition *	Requisition (ATS - United States)
Job Posting Careers Site *	External and Internal Career Sites
Division *	-
Entercom Business Unit *	-
Job Code *	-
Job Title	-
Department *	Sales
FLSA Status *	Edit
EEO Category *	Professionals
Department Name *	Edit
Office Location *	GA012-GA-Atlanta-210 Interstate North Circle Suite 600
Market *	Atlanta
Organizations to Reach	Edit
Radio Station *	Edit
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	1
Positions Remaining (positions left to fill) *	Edit
Job Category *	Sales
Job Type *	Full-Time Staff
Schedule *	Full-Time
Union/Talent Status *	Edit
Job Description / Requisition Details *	<p>You are the best of the best. You are self-motivated, fearless, creative, a pro-active problem solver, tenacious, detail-oriented, money-motivated, and approach this job as if you are your own CEO. You are a self-starter, organized, detail-oriented and have the ability to work without much direct supervision. Entercom is seeking you.</p>

Entercom has the latest tools and technology, the most knowledgeable management and is known as offering the best work environment for selling radio advertising in the industry. Nobody in the market can offer more to their clients than Entercom.

In keeping with the other members of the Entercom

Account Executive - Atlanta - Entercom

in keeping with the other members of the Entercom Teams, the #1 trait we hire for is "WINNING ATTITUDE". We are looking for driven individuals who refuse to lose or compromise their level of success even in an unsteady economy. If this describes YOU, please forward your resume and career success stories today.
...Less

Qualifications *

Successful candidates are experts in:

- * Strategic targeting of clients
- * Prospecting and relationship building
- * Setting face to face appointments
- * Thoroughly analyzing customer needs
- * Creatively designing marketing campaign
- * Strategically selling compelling concepts to key local and regional decision makers

Experience:

- * Media sales
 - * Digital sales background preferred
 - * Successful track record of new business development
 - * Proven track record in meeting and exceeding defined sales goals
 - * Strategic multi-level selling
- ...Less

Recruiter *

Recruiter

Freida Johnson

add another

Hiring Manager *

Hiring Manager

Demer, Dave

Fowler, Mike

add another

Compensation Approver * Edit

Addition/Replacement * Edit

Proposed Base Salary Range Edit

Salary Type * Edit

Human Resources Representative (Record the HR point of contact for this requisition) Edit

Record Data

Vacancy D-E

Pipeline / Requisition *	Requisition (ATS - United States)	i -
Job Posting Careers Site *	External and Internal Career Sites	
Division *	LOCAL MARKET	
Entercom Business Unit *	Entercom Radio	
Job Code *	RAD.Sales Assistant.Non Exempt	
Job Title	Sales Assistant	
Department *	Sales	
FLSA Status *	Edit	
EEO Category *	Administrative Support Workers	
Department Name *	RAD-Atlanta Market / WSTR - FM Sales 501	
Office Location *	GA001-GA-Atlanta-1201 Peachtree St NE	
Market *	Atlanta	
Organizations to Reach	Edit	
Radio Station *	WSTR	
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	2	
Positions Remaining (positions left to fill) *	0	
Job Category *	Administrative	
Job Type *	Full-Time Staff	
Schedule *	Full-Time	
Union/Talent Status *	N/A	
Job Description / Requisition Details *	<p>Entercom Atlanta has a full-time administrative opportunity for a detailed-oriented individual. This candidate will support the sales team by preparing proposals and presentations in PowerPoint, entering sales orders and assisting in financial reconciliation. May include updating station materials including media kits, event one-sheets and other sales documents. Able to adapt to various tasks to ensure execution of client campaigns and willing to assist other departments as needed. Must be comfortable communicating with clients, agencies and listeners regarding various requests as necessary. The ideal candidate should be proficient in Microsoft Word, Power Point, Excel, Outlook and be comfortable learning and adapting to other industry specific software. A great attitude and dependability are a must.</p>	

7/29/2019

Sales Assistant - Atlanta - Entercom

Vacancy O-E

and dependability are a must.
...Less

Qualifications *

Required:
The ideal candidate should be proficient in Microsoft Word, Power Point, Excel, Outlook and be comfortable learning and adapting to other industry specific software. A great attitude and dependability are a must.

Recruiter *

Recruiter

Freida Johnson

Paul Diaz

add another

Hiring Manager *

Hiring Manager

Demer, Dave

Fowler, Mike

add another

Compensation Approver *

Edit

Addition/Replacement *

Replacement

Name of Employee Replaced *

Jeanine Boatman And Levi Rodriguez

Title of Employee Replaced *

Sales Assistant

Voluntary resignation? *

Yes

Hire Date *

09-Jan-2017

Term Date *

18-May-2018

Salary of Employee Replaced *

37,500

Proposed Base Salary Range

Edit

Salary Type *

Annual Salary

Target Annual Salary Range (Budget) *

<65000

Bonus: STIP \$ / LTIP \$ / RSU \$

Edit

Human Resources Representative (Record the HR point of contact for this requisition)

Johnson, Freida

Record Data

Vacancy F- Chief Engineer WSTR

Pipeline / Requisition *	Requisition (ATS - United States)
Job Posting Careers Site *	External and Internal Career Sites
Division *	LOCAL MARKET
Entercom Business Unit *	Entercom Radio
Job Code *	RAD.Chief Engineer.Exempt
Job Title	Edit
Department *	Engineering
FLSA Status *	Edit
EEO Category *	First/Mid Level Officials and Managers
Department Name *	RAD-Atlanta Market / Atlanta Falcons Sales 501
Office Location *	GA012-GA-Atlanta-210 Interstate North Circle Suite 600
Market *	Atlanta
Organizations to Reach	Edit
Radio Station *	Entercom Radio
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	1
Positions Remaining (positions left to fill) *	0
Job Category *	Engineering
Job Type *	Full-Time Staff
Schedule *	Full-Time
Union/Talent Status *	N/A
Job Description / Requisition Details *	Entercom Atlanta is hiring for a Chief Engineer for an immediate opening.

ESSENTIAL DUTIES & RESPONSIBILITIES include the following:

- * Responsible for integrity of on-air product.
- * Plan & develop all aspects of radio technical facilities, including telephone, satellite, STL, two-way systems and vehicles, computers and networks.
- * Select, install and maintain high-power transmitters and all associated equipment; modify and document all broadcast circuitry.
- * Purchase studio equipment; maintain mixing consoles and all associated in-studio equipment.

Vacancy F

and all associated testable equipment.

* Handle telco problems and service calls; order services. Work with technicians to troubleshoot circuits; cross connect in-house circuits. Keep record of telephone circuits; maintain ISDN and broadcast loops.

* Review logs weekly for correct and complete entries and EAS tests and tower lighting requirements.

* Generator testing, fueling and supervision of maintenance. UPS testing and supervision of maintenance.

* Supervise Broadcast Engineers and Technicians.

* Create instructional materials and teach proper use of technical equipment.

* Additional duties and responsibilities may be assigned as necessary.

PHYSICAL REQUIREMENTS: While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands and fingers to handle or feel objects, tools or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk or hear; and smell. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

NOTE: The statements herein are intended to describe the general nature and level of work performed by the employee, but are not a complete list of responsibilities, duties, and skills required. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

...Less

Qualifications *

QUALIFICATIONS: 10 years' experience in broadcast engineering including experience with directional antenna arrays and broadcast transmission systems. Must understand FCC regulations and keep station(s) technically compliant. Vast knowledge of di...
More...

Recruiter *

Recruiter

Alisa Henderson

Paul Diaz

add another

Hiring Manager ^

Hiring Manager

LaFore, Robert D

add another

Compensation Approver *

Edit

Addition/Replacement ^

Replacement

Name of Employee Replaced *

Was from WSTR - don't have employee name

Title of Employee Replaced *

Egineer

Record Data

Vacancy G- Production Assistant -

Pipeline / Requisition *	Requisition (ATS - United States)
Job Posting Careers Site *	External and Internal Career Sites
Division *	LOCAL MARKET
Entercom Business Unit *	Entercom Radio
Job Code *	RAD.Production Assistant.Non Exempt
Job Title	Edit
Department *	Production
FLSA Status *	Edit
EEO Category *	Administrative Support Workers
Department Name *	RAD-Atlanta Market / WVEE-FM Programming 402
Office Location *	GA001-GA-Atlanta-1201 Peachtree St NE
Market *	Atlanta
Organizations to Reach	Edit
Radio Station *	WVEE
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	1
Positions Remaining (positions left to fill) *	0
Job Category *	Production
Job Type *	Full-Time Staff
Schedule *	Full-Time
Union/Talent Status *	N/A
Job Description / Requisition Details *	<p>WVEE is seeking a full time Production person to voice, edit, write and produce commercial audio spots for Radio and streaming. Will also work with clients to produce world class audio production in an agency style setting.</p> <p>Please send audio demo with your voice over work and your production work with resume. ...Less</p>
Qualifications *	3-5 years experience required and working knowledge of Pro tools editing software a must.

Vacancy G

Recruiter*

Recruiter

Freida Johnson

add another

Hiring Manager *

Hiring Manager

Fairey, James C

add another

Compensation Approver *

Edit

Addition/Replacement *

Replacement

Name of Employee Replaced *

Reese Dituri

Title of Employee Replaced *

Production Manager

Voluntary resignation? *

Yes

Hire Date *

21-Dec-2007

Term Date *

01-Mar-2018

Salary of Employee Replaced *

41,400

Proposed Base Salary Range

\$50,000 - \$64,999

Salary Type *

Annual Salary

Target Annual Salary Range (Budget) *

Edit

Bonus: STIP \$ / LTIP \$ / RSU \$

Edit

Human Resources Representative (Record the HR point of contact for this requisition)

Johnson, Freida

Record Data

Digital
Vacancy A - Program Director

Pipeline / Requisition *	Requisition (ATS - United States)
Job Posting Careers Site *	External and Internal Career Sites
Division *	LOCAL MARKET
Entercom Business Unit *	Entercom Radio
Job Code *	RAD.Digital Programming Manager.Exempt
Job Title	Edit
Department *	Digital
FLSA Status *	Edit
EEO Category *	First/Mid Level Officials and Managers
Department Name *	RAD-Atlanta Market / WVEE-FM Digital Media 407
Office Location *	GA001-GA-Atlanta-1201 Peachtree St NE
Market *	Atlanta
Organizations to Reach	100 Black Men, Atlanta Group, Art Institute of Atlanta, Assistance League of Atlanta, Atlanta Business League of Atlanta, Atlanta Gay and Lesbian Chamber of Commerce, Atlanta Institute Of Music, Atlanta Metropolitan College, Atlanta School of Broadcasting, Atlanta Urban League, Chattahoochee Technical College, Clarke Atlanta University, Complete Game Broadcasting, Connecticut School of Broadcasting (Orlando), Connecticut School of Broadcasting - Atlanta, First Step Staffing, Florida A&M University (FAMU), Fort Valley State University, Georgia Association of Broadcasters, Georgia Hispanic Chamber of Commerce, Georgia Piedmont Tech College, Gwinnett Technical College, Hire Heroes, Latin America Association, Lucas Group - Military Div, Miles College, Morehouse University, Morris Brown College, National Association Of Broadcasters, National Director of Placement-ENT, Nine To Five Atlanta Working Women, Ogelthorpe University, Ohio Center for Broadcasting-Columbus, Roswell Methodist Church, UGA / Grady College of Journalism
Radio Station *	WVEE
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	1
Positions Remaining (positions left to fill) *	0
Job Category *	Digital
Job Type *	Full-Time Staff

7/29/2019

Digital Program Director (WVEE) - Entercom

Vacancy H

Schedule * Full-Time

Union/Talent Status * N/A

Job Description / Requisition Details * Entercom Atlanta is looking for an ambitious, motivated director who has an eye and ear for digital media and understands how to grow an audience online. You live and breathe Urban Culture and Lifestyle and know how to identify moments, newsworthy he... More...

Qualifications * * BA or BS degree or comparable experience, 2-4 years of digital editorial, video or social media experience for the digital team at a newspaper, magazine or web-only publisher. * Proven ability to grow a website audience and social med... More...

Recruiter * Recruiter
Freida Johnson
add another

Hiring Manager * Hiring Manager
Rouse, Reginald(Reggie)
Caffey, Frederick(Rick)
add another

Compensation Approver * Edit

Addition/Replacement * Addition(Budgeted)

Business Justification * per JD Crowley.

Proposed Base Salary Range Edit

Salary Type * Annual Salary

Target Annual Salary Range (Budget) * Edit

Bonus: STIP \$ / LTIP \$ / RSU \$ Edit

Human Resources Representative (Record the HR point of contact for this requisition) Edit

Record Data

Vacancy I - Program Director WSTR

Pipeline / Requisition *	Requisition (ATS - United States)
Job Posting Careers Site *	External and Internal Career Sites
Division *	LOCAL MARKET
Entercom Business Unit *	Entercom Radio
Job Code *	RAD.Assistant Program Director.Exempt
Job Title	Assistant Program Director
Department *	Programming
FLSA Status *	Exempt
EEO Category *	First/Mid Level Officials and Managers
Department Name *	RAD-Atlanta Market / WSTR - FM Programming 402
Office Location *	GA012-GA-Atlanta-210 Interstate North Circle Suite 600
Market *	Atlanta
Organizations to Reach	Art Institute of Atlanta, Assistance League of Atlanta, Atlanta Business League of Atlanta, Atlanta Gay and Lesbian Chamber of Commerce, Atlanta Institute Of Music, Atlanta Metropolitan College, Atlanta School of Broadcasting, Atlanta Urban League
Radio Station *	Corporate Digital, Entercom Radio
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	1
Positions Remaining (positions left to fill) *	0
Job Category *	Programming
Job Type *	Full-Time Staff
Schedule *	Full-Time
Union/Talent Status *	N/A
Job Description / Requisition Details *	Entercom Atlanta / Star 94.1 has an immediate opening for a Program Director. The Program Director will be responsible for leading and managing all aspects of the radio stations' brand experience, including on-air content, events, promotions, contesting, and digital presence. Applicants should have proven leadership and management skills and experience, strategic thinking skills with the ability to communicate a clear vision, and motivate and inspire those around them. Experience with talent coaching, event management, copywriting, a deep knowledge and

Program Director - WSTR FM/Star 94.1 - Entercom

U Agency I

management, copy writing, a deep knowledge and understanding of branding/imaging and effective digital engagement are required and creativity is mandatory! Applicants should have at least 5 years of programming experience, understand PPM audience measurement, FCC rules and regulations, have the ability to work hand-in-hand with sales to develop new and existing business and programming opportunities, meet deadlines, and have fun.

Role Responsibilities:

- * Plan and oversee the on-air experience of the station, including programming, music, production, and personalities.
- * Attract and grow audience share, ratings, and revenue.
- * Work with sales team to develop new revenue generating opportunities for new and existing partners.
- * Coordinate with programming and sales staff to plan and execute marketing, promotions, events, and image campaigns.
- * Identify, recruit, manage, and coach on air talent and producers.
- * Direct and monitor station's programming and activities in conformance with FCC rules and regulations, company policy and applicable federal, state, and local laws.

Qualifications *

- * 5-7 years' experience in programming - Hot AC formats preferred
- * Experience using Nielsen PPM analysis tools to gather & analyze ratings data and then make informed business decisions based on them.
- * Working knowledge of music scheduling so...

Recruiter *

Recruiter
Alisa Henderson

add another

Hiring Manager *

Hiring Manager
Caffey, Frederick(Rick)

add another

Compensation Approver *

Edit

Addition/Replacement *

Replacement

Name of Employee Replaced *

Anthony Lorino

Title of Employee Replaced *

Program Director

Voluntary resignation? * Yes

WSTR PD - radio trade publication

People Moves 4/17: Tony Lorino Out As Star 94.1 Atlanta PD

By Lance Venta On Apr 17, 2018

Tony Lorino has exited his role as Program Director of Hot AC "Star 94.1" WSTR Smyrna/Atlanta after nearly three years

Lorino joined WSTR in July 2015 from Entercom's "99.7 The Point" KZPT Kansas City upon the company's acquisition of the station. He also has served as APD of "99.1 The Mix" WMYX Milwaukee for Entercom and has worked in Des Moines and Fargo.



NIA Broadcasting Urban Oldies 1150 WTMP Egypt Lake/97.5 W248CA St. Petersburg FL has appointed Albie Dee as Program Director. Dee most recently served as Operations Manager for Adams Radio Group in Salisbury MD and is known for his long run in the Baltimore/Washington DC markets most famously at 95.5 WPGC and 102.7 WXYV.

Gary Williams is stepping down as Program Director of Cox Media Group Soft AC 105.5 WDUV New Port Richey/Tampa FL after just three months to focus on his position in Miami running Soft AC "Easy 93.1" WFEZ and to allow extra time take care of his sick mother. Cox Media Tampa Operations Manager Rick Thomas will add programming at WDUV to his duties overseeing the cluster and programming CHR "Hot 101.5" WPOI.

Entercom CHR "103.3 Amp Radio" WODS Boston has announced it has signed a multi-year contract extension with "The TJ Show". TJ Taormina, Loren Raye, and Producer Matt Shearer will remain in place hosting mornings. Taormina and Raye joined WODS in April 2013 as its first morning show following its 2012 flip to CHR from the Elvis Duran Show.

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”

Entercom Communications, the #1 creator of live, original, local audio content in the United States, announced today that “The TJ Show,” hosted by TJ Taormina, Loren Raye and Producer Matt Shearer, will remain on Boston’s 103.3 AMP Radio (WODS-FM) through a multi-year contract extension with the show’s hosts. The show airs weekday mornings from 5:30 a.m. to 10:00 a.m. ET.

“The TJ Show’ is Boston’s next-generation morning show,” said Mark Hannon, Senior Vice President and Market Manager, Entercom Boston. “We are thrilled that TJ, Loren Raye and Producer Matt will continue to entertain Boston morning listeners for years to come.”

“We’re grateful to continue our relationship with 103.3 AMP Radio here in Boston. I’m excited to continue growing the show with my co-host Loren Raye and Producer Matt Shearer,” said TJ. “Many thanks to Chris Oliviero, Pat Paxton, Mark Hannon and Steve Salhany for this amazing opportunity. They’re great guys who deeply value the power of local radio.”

TJ and Loren joined 103.3 AMP Radio in April 2013 and along with Producer Matt Shearer, have created comedy segments, developed dynamic promotions and have hosted numerous concerts with today’s top artists to entertain Massachusetts’ capital.



Lance Venta

Lance Venta is the Owner and Publisher of Radiolnsight.com and a consultant for RadioBB Networks specializing in integration of radio and the internet. Lance has two decades of experience tracking the audio industry and its use of digital platforms.

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Ameena Phelps

Radio Trade Publication

From: Carla Charles
Sent: Wednesday, July 31, 2019 12:22 PM
To: Ameena Phelps
Subject: WSTR PD RADIO PUBLICATIONS

<https://radioinsight.com/headlines/167854/people-moves-4-17-tony-lorino-out-as-star-94-1-atlanta-pd/>

ALL ACCESS ARTICLE

Entercom/Atlanta Is Looking For Its Next Star 94.1 PD

June 8, 2018 at 1:57 PM (PT)

[Be the first to comment!](#)



PD Wanted

ENTERCOM Hot AC WSTR (STAR 94.1)/ATLANTA is looking for its next PD, who will be responsible for leading and managing all aspects of the station's brand experience, be it on-air content, events, promotions, contesting or digital presence. Applicants should have five to seven years' programming experience (Hot AC formats preferred), proven leadership, management and strategic thinking skills and experience; knowledge of PPM audience measurement, FCC rules and regulations, and the ability to work with sales.

<https://www.allaccess.com/net-news/archive/story/175830/tony-lorino-steps-away-from-pd-duties-at-wstr-star>

Record Data

Vacancy K- Traffic Continuity Coordinator

Pipeline / Requisition *	Requisition (ATS - United States)
Job Posting Careers Site *	External and Internal Career Sites
Division *	LOCAL MARKET
Entercom Business Unit *	Entercom Radio
Job Code *	RAD.Continuity Coordinator.Non Exempt
Job Title	Continuity Coordinator
Department *	Finance/Accounting
FLSA Status *	Edit
EEO Category *	Administrative Support Workers
Department Name *	RAD-Atlanta Market / WSTR- FM Administration 601
Office Location *	GA001-GA-Atlanta-1201 Peachtree St NE
Market *	Atlanta
Organizations to Reach	Edit
Radio Station *	WSTR
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	1
Positions Remaining (positions left to fill) *	0
Job Category *	Administrative
Job Type *	Full-Time Staff
Schedule *	Full-Time
Union/Talent Status *	N/A
Job Description / Requisition Details *	<p>Entercom Atlanta has an opportunity for a full time Continuity Coordinator. We are seeking a dynamic team player with expertise in all facets of Traffic. Detail-oriented and able to handle multiple tasks without close supervision, while maintaining an exemplary attitude and "can-do" perspective. He or she must have the disposition to work in a stressful environment while achieving high standards of excellence in all areas - both in performance and attitude.</p>

Prepares all spots and scripts for broadcast, ensures logged commercial and promotional material runs properly, communicates with syndicated networks to make sure correct

Traffic/Continuity Coordinator - Atlanta - Entercom

Vacancy K

spots are aired and helps train sales and others on traffic system and cross trains on other departmental responsibilities including sports logs.

Responsible for proper placement of commercial spots within the guidelines required by the Sales Order; must develop and maintain a professional relationship with all departments to enhance internal communications; provide commercial logs for assigned Radio stations.
...Less

Qualifications *
* 3-5 years of Continuity/Traffic preferred
* Wide Orbit Experience preferred
* Strong computer, verbal and written communications skills are a must
* Strong analytical and problem solving skills are a must

Recruiter *
Recruiter
Freida Johnson

add another

Hiring Manager *
Hiring Manager
Cooper, Terry
Fowler, Mike

add another

Compensation Approver *
Terry Cooper - Market Controller,

Addition/Replacement *
Replacement

Name of Employee Replaced *
Frederick Eggers

Title of Employee Replaced *
Traffic II - Continuity

Voluntary resignation? *
Yes

Hire Date *
24-Aug-2016

Term Date *
31-Jul-2018

Salary of Employee Replaced *
40,500

Proposed Base Salary Range
< \$50,000

Salary Type *
Hourly Wage

Target Hourly Wage Range (Budget) *
50000

Human Resources Representative (Record the HR point of contact for this requisition)
Johnson, Freida

Record Data

Vacancy L - Executive Producer

Pipeline / Requisition *	Requisition (ATS - United States)
Job Posting Careers Site *	External and Internal Career Sites
Division *	LOCAL MARKET
Entercom Business Unit *	Entercom Radio
Job Code *	RAD.Executive Producer.Exempt
Job Title	Executive Producer
Department *	Production
FLSA Status *	Exempt
EEO Category *	Professionals
Department Name *	RAD-Atlanta Market / WVEE-FM Programming 402
Office Location *	GA001-GA-Atlanta-1201 Peachtree St NE
Market *	Atlanta
Organizations to Reach	Edit
Radio Station *	WVEE
Number of Positions (If you manually change this number, you must update the next field, "Positions Remaining" as well) *	1
Positions Remaining (positions left to fill) *	0
Job Category *	Production
Job Type *	Full-Time Staff
Schedule *	Full-Time
Union/Talent Status *	N/A
Job Description / Requisition Details *	WVEE- Atlanta, The People's station V103 is looking for an Executive Producer for our Morning show. If you are a cutting edge, creative, producer that can connect with our air talent and a broad audience 18-34, 18-49 and 25-54 then we want to hear ... More...
Qualifications *	* Minimum 5 years radio producer, TV producer experience, or programming experience. * Some college and broadcast training. * Proficient in Microsoft Office suite and social media platforms. * Knowledge of Diary data analysis, RCS products

Vacancy L

Includ...
More...

Recruiter *

Recruiter

Freida Johnson

Paul Diaz

add another

Hiring Manager *

Hiring Manager

Rouse, Reginald(Reggie)

add another

Compensation
Approver *

Edit

Addition/Replacement *

Replacement

Name of Employee
Replaced *

Noni Smith-Nicolas

Title of Employee
Replaced *

Executive Producer

Voluntary resignation? *

No

Hire Date *

16-Oct-2017

Term Date *

03-Jul-2018

Salary of Employee
Replaced *

90,000

Proposed Base Salary
Range

\$65,000 - \$79,999

Salary Type *

Annual Salary

Target Annual Salary
Range (Budget) *

\$65,000-\$89,000

Bonus: STIP \$ / LTIP \$ /
RSU \$

Edit

Human Resources
Representative (Record
the HR point of contact
for this requisition)

Edit

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised August 8, 2017. *Please Note: DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to “third party” alliance websites. Any and all alteration performed to said job feed by a “third party” alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company’s job feed by a “third party” alliance website.*

Diversity Sites	
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Campus Pride	http://campuspride.jobs
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs Only) - Indiana Locations Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
New Start Career Network	http://newstartcareernetwork.jobs/ Jobs in New Jersey, New York, Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
US.jobs Diversity	http://diversity.jobs
Way Finders Careers	http://wayfinderscareers.com/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	http://www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine

Disability Sites	
Allsup Employment Services	http://disability.jobs/allsup-disability-partner/new-jobs/?vs=553&utm_source=Allsup-DE&utm_medium=Disability&utm_campaign=Allsup
Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Deaf To Work	http://deaftowork.jobs/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
Indiana Career Connect (Indiana State Workforce)	http://indianacareerconnect-disability.jobs (Indiana Located Jobs Only)
Land A Job	http://jobs.landajob.org/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
National Multiple Sclerosis Society	http://nationalmssociety.jobs/ (DE Member Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Our Ability	http://www.ourability.com/
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
United Spinal Association	http://spinalcord.jobs/
US.jobs Disability	http://disability.jobs
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location, consult your Compliance Reporting Tool in your Member Desktop. Jobs also appear http://veterans.jobs/
Workforce Recruitment Program	http://wrp.jobs/
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/

Military Network Sites	
ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	http://casy.msccn.jobs/
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
Military Spouse Employment Program (MSEP)	https://msejobs.militaryonesource.mil/job-map (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse Connections	http://militaryspouseconnection.jobs
Military Spouse Corporate Career Network (MSCCN)	http://www.msccn.org/Employers/DirectEmployers_Job_Board.html
MOC2SOC	https://www.moc2soc.com
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
Student Veterans Of America	http://studentveteransofamerica.jobs
USA Cares	http://board.jobcentral.com/usacares
US.jobs Veterans	http://veterans.jobs/
US Military Pipeline	https://usmilitarypipeline.com/
Vet720.com	http://vet720.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your Member Desktop Jobs also appear on http://veterans.jobs/
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)

State Workforce Agency Veteran/Military Sites	
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
Connecting Colorado (Colorado State Workforce)	http://coworkforce-veterans.jobs
IndianaCareerConnect (Indiana State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/
MO Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
Nevada Veterans (Nevada State Workforce)	http://employnevadavets.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SCWorks (South Carolina State Workforce)	http:// SCWorks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInMichigan (Michigan State Workforce)	http://workinmichigan-veterans.jobs/
MontanaWorks (Montana State Workforce)	http://workinmontana-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Federal Government Sites	
American Job Center (USDOL)	http://jobcenter.usa.gov/find-a-job
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' and 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org
Summer Jobs (White House Sponsored Initiative)	http://www.whitehouse.gov/economy/jobs/youthjobs/
Virtual Career Network Healthcare (USDOL/ETA)	https://www.vcn.org/healthcare/findwork

State Government Sites	
USJobs National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)	http://US.jobs/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)	Jobs are emailed by geographic location, consult your OFCCP Compliance Reporting Tool in your <u>Member Desktop</u> Jobs also appear on VetCentral http://vetcentral.us.jobs/vet_index.asp?stype=moc http://veterans.jobs/
Pennsylvania Career Connect – Pittsburgh/Allegheny County, PA	https://3rivers.rescaretalentmarket.com/
Rescare Workforce Services - Indiana	https://indiana.rescaretalentmarket.com/
State & US Territory Workforce Agency Job Banks	All DE member jobs are delivered to over 3000+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities. Members access your VEVRAA Compliance Reporting through the <u>Member Desktop</u> for confirmation of job listing delivery
State of Alabama	https://joblink.alabama.gov/ada/

DirectEmployers Association Job Syndication Alliances – Revised August 8, 2017

State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://careerconnections.nj.gov/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx

DirectEmployers Association Job Syndication Alliances – Revised August 8, 2017

State of New York	http://newyork.us.jobs/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://ohiomeansjobs.com/omj/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://seeker.worksourcewa.com/
State of West Virginia	http://www.wvcommerce.org/business/workforcewv/default.aspx
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx
State Workforce Agency Microsites (See list of specific state microsites below).	Several State Workforce Agencies have added .jobs microsites to target specific recruiting populations, allowing states to drive more jobseeker traffic to their niche microsites and state job banks (see below).
Arizona Workforce Connection (Arizona State Workforce)	http://workinaz-veterans.jobs/
California Employment Development Dept. (EDD)	http://ca-veterans.jobs/
Colorado Department of Labor & Employment	http://coworkforce-veterans.jobs/
EmployNevada (Nevada State Workforce)	http://employnevadavets.jobs
IndianaCareerConnect Veterans (IN State Workforce)	http://indianacareerconnect-veterans.jobs/
KansasWorks Veterans (Kansas State Workforce)	http://kansasworks-veterans.jobs/
Mass Veterans (Massachusetts State Workforce)	http://mass-veterans.jobs/

DirectEmployers Association Job Syndication Alliances – Revised August 8, 2017

Missouri Veterans (Missouri State Workforce)	http://mo-veterans.jobs/
NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
WorkInIllinois Veterans (Illinois State Workforce)	http://workinillinois-veterans.jobs/
WorkInIowa Veterans (Iowa State Workforce)	http://workiniowa-veterans.jobs/
WorkInOregon Veterans (Oregon State Workforce)	http://workinoregon-veterans.jobs/
WorkInTexas Veterans (Texas State Workforce)	http://workintexas-veterans.jobs/
WorkInWashington Veterans (WA State Workforce)	http://workinwashington-veterans.jobs/

Other Sites	
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Career Bliss	http://www.careerbliss.com/jobs/
Facebook Social Jobs Partnership	https://www.facebook.com/socialjobs/app_417814418282098
Flexjobs	https://www.flexjobs.com (only remote positions)
Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Mitula	http://www.mitula.com/
Servant@Heart Christian Business Directory	http://jobs.servantatheart.org/
St. Christopher Parish	http://jobs.saintchristopherparish.org/
TalentPlanet	http://talentplanet.com/index.php
Trovit	http://job.trovit.com/
Universal Technical Institute	http://uti.jobs/ *Automotive Industry Related Job Content
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

Global Sites	
Australia.recruit.net	Jobrapido.de – Germany
China.recruit.net	Jobrapido.nl – Holland
HongKong.recruit.net	Jobrapido.ie – Ireland
India.recruit.net	Jobrapido.it – Italy
Japan.recruit.net	Jobrapido.mx – Mexico
Malaysia.recruit.net	nz.jobrapido.com – New Zealand
NewZealand.recruit.net	Jobrapido.pl – Poland
Singapore.recruit.net	Jobrapido.es – Spain
Jobespresso.net – Italy	Jobrapido.se – Sweden
Jobrapido.com.ar – Argentina	Jobrapido.ch – Switzerland
Jobrapido.at – Austria	Jobrapido.co.uk – UK
Jobrapido.com.au – Australia	Jobrapido.com – USA
Jobrapido.br – Brazil	Jumpstation.com.au
Jobrapido.cl – Chile	
Jobrapido.fr – France	
Wowjobs.ca - Jobs in Canada and Australia Only	

Metro Areas on US jobs

STATES:	METRO AREAS:				
Alabama:	Birmingham	Huntsville	Mobile	Montgomery	
Alaska:	Anchorage	Fairbanks	Juneau		
Arizona:	Flagstaff	Phoenix	Tucson		
Arkansas:	Fayetteville	Little Rock			
California:	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado:	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut:	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware:	Dover	Wilmington			
District of Columbia:	Washington				
Florida:	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia:	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii:	Hilo	Honolulu			
Idaho:	Boise	Pocatello			
Illinois:	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana:	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa:	Cedar Rapids	Des Moines			
Kansas:	Kansas City	Topeka	Wichita		
Kentucky:	Frankfort	Lexington	Louisville		
Louisiana:	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine:	Augusta	Portland			
Maryland:	Annapolis	Baltimore			
Massachusetts:	Boston	Springfield	Worcester		
Michigan:	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota:	Minneapolis	St. Paul			
Mississippi:	Gulfport	Jackson			
Missouri:	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana:	Billings	Helena			

DirectEmployers Association Job Syndication Alliances – Revised August 8, 2017

Nebraska:	Lincoln	Omaha			
Nevada:	Carson City	Las Vegas	Reno		
New Hampshire:	Concord	Manchester			
New Jersey:	Elizabeth	Jersey City	Newark	Patterson	Trenton
New Mexico:	Albuquerque	Santa Fe			
New York:	Albany Syracuse	Buffalo	Elmira	New York	Rochester
North Carolina:	Asheville Durham	Charlotte Winston-Salem	Fayettesville	Greensboro	Raleigh
North Dakota:	Bismarck	Fargo			
Ohio:	Akron Toledo	Cincinnati	Cleveland	Columbus	Dayton
Oklahoma:	Oklahoma City	Tulsa			
Oregon:	Eugene	Portland	Salem		
Pennsylvania:	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island:	Providence				
South Carolina:	Charleston	Columbia			
South Dakota:	Pierre	Sioux Falls			
Tennessee:	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas:	Abilene Corpus Christi Laredo Waco	Amarillo Dallas Longview Wichita Falls	Austin El Paso Lubbock	Beaumont Fort Worth San Antonio	Brownsville Houston Tyler
Utah:	Provo	Salt Lake City			
Vermont:	Burlington	Montpelier			
Virginia:	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington:	Olympia	Seattle	Spokane	Tacoma	
West Virginia:	Charleston	Huntington			
Wisconsin:	Green Bay	Madison	Milwaukee		
Wyoming:	Casper	Cheyenne			

College Network

Academy of Art University
Alabama State University
Albany College of Pharmacy & Health Sciences
Albany State University
Albion College
Alcorn State University
Alfred University
Alma College
American Public University System
American Sentinel University
Amherst College
Amridge University
Anderson University (IN)
Anne Arundel Community College
Appalachian State University
Arizona State University
Arkansas State University
Arkansas State University, Beebe
Arkansas State University, Mountain Home
Armstrong State University
Assumption College
Athens State University
Atlanta University Center
Auburn University
Augsburg College
Averett University
Azusa Pacific University
Babson College
Baker College
Ball State University
Barnard College
Bay Path University
Bellevue College (WA)
Belmont Abbey College
Beloit College
Bennington College
Bentley University
Berklee College of Music
Bethel University (MN)
Biola University

BJU Press
Black River Technical College
Blackburn College
Bloomsburg University of Pennsylvania (PASSHE)
Bluegrass Community & Technical College
Bob Jones University
Boise State University
Boston Architectural College
Boston College
Boston University

Boston University, College of Communication
Boston University, College of Engineering
Boston University, School of Hospitality Administrators
Boston University, School of Management
Boston University, School of Public Health
Bowdoin College
Bowie State University
Bowling Green State University
Brandman University
Brigham Young University
Brigham Young University, Hawaii
Brigham Young University, Idaho
Brown University
Bryn Mawr College
Bucknell University
Bucks County Community College
Burlington County College
Cabrillo College
Cabrini College
Cairn University
California Baptist University
California Institute of Technology (Caltech)
California Lutheran University
California Polytechnic State University, San Luis
California State Polytechnic University, Pomona
California State University Channel Islands
California State University East Bay, College of Business and Economics
California State University Fresno
California State University Fullerton
California State University Long Beach
California State University Monterey Bay
California State University Northridge
California State University Sacramento

California State University San Bernardino
California University of Pennsylvania (PASSHE)
Calvin College
Cambridge College
Cañada College
Cape Fear Community College
Capella University
Capital Community College
Capitol College
Carleton College
Carnegie Mellon University
Case Western Reserve University
Cayuga County Community College
Central Arizona College
Central College
Central Lakes College at Brainerd
Central Methodist University
Central New Mexico Community College
Central Oregon Community College
Central State University
Central Virginia Community College
Central Washington University
Centre College
Chaffey College
Chaminade University of Honolulu
Champlain College
Chapman University
Charleston Southern University
Chatham University
Chattahoochee Technical College
Chattanooga State Community College
Cheyney University of Pennsylvania (PASSHE)
Christian Brothers University
Cincinnati State Technical and Community College
City Colleges of Chicago
Claremont McKenna College
Clarion University of Pennsylvania (PASSHE)
Clark University
Clarkson University
Clayton State University
Clemson University
Clemson University, Cooperative Education Program
Cleveland State University

Coastal Carolina University
Coastline Community College
Coker College
Colby College
Colgate University
College of Coastal Georgia
College of Idaho
College of Marin
College of San Mateo
College of Southern Nevada
College of St. Benedict & St. John's University
College of the Holy Cross
College of Western Idaho
Collin College
Colorado School of Mines
Columbia College (MO)
Columbia College (SC)
Columbia Southern University
Columbia University, The Earth Institute
Columbus College of Art & Design
Columbus State Community College
Community College of Vermont
Concordia College (NY)
Concordia College at Moorhead
Concordia University Ann Arbor
Concordia University at Irvine
Concordia University, St. Paul
Connecticut College
Cornell College
Cuesta College
Culinary Institute of America
Cumberland University
CUNY Baruch College
CUNY Baruch College, Weissman School of Arts & Sciences
CUNY Borough of Manhattan Community College
CUNY Central Internship Programs
CUNY College of Staten Island
CUNY Hostos Community College
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY Kingsborough Community College
CUNY LaGuardia Community College, Humanities De
CUNY Lehman College

CUNY Macaulay Honors College
CUNY Medgar Evers College
CUNY Queens College
CUNY Service Corps
CUNY The City College of New York
CUNY York College
Dallas County Community College District
Daniel Webster College
Dartmouth College, Thayer School of Engineering
Davenport University
Dean College
Delaware State University
Delaware Valley College
Delta State University
Depauw University
DeSales University
Dominican College
Dordt College
Dowling College
Drake University
Drew University
Drexel University
Drexel University, School of Public Health
Duke University, Sanford School of Public Policy
Dunwoody College of Technology
Duquesne University
Earlham College
East Georgia State College
East Stroudsburg University of Pennsylvania (PASSHE)
Eastern Connecticut State University
Eastern Illinois University
Eastern University
Eastern Washington University
Eckerd College
Edinboro University of Pennsylvania (PASSHE)
Elmhurst College
Emily Griffith Technical College
Emmanuel College
Emory University
Erie Huron Ottawa Vocational Education (EHOVE)
Excelsior College
Fairfield University
Fairmont State University

Fashion Institute of Design & Merchandising (FIDM)
Fashion Institute of Technology, Career Services Office
Fayetteville State University
Ferris State University
Florida Gulf Coast University
Florida International University
Florida International University, Chaplin School
Florida Memorial University
Florida State University
Florida State University, College of Social Work
Fordham University
Fordham University, Gabelli School of Business
Fort Lewis College
Franklin & Marshall College
Franklin W. Olin College of Engineering
Friends University
Full Sail University
Furman University
Gadsden State Community College
Gallaudet University
Gateway Community College
George Washington University School of Public Health & Health Services
George Washington University, Career Services
George Washington University, Elliott School of Internal Affairs
George Washington University, School of Engineering & Applied Science
Georgetown College
Georgetown University
Georgetown University, Communication, Culture &
Georgia Regents University
Georgia Southern University
Georgia Southwestern State University
Georgia Tech
Georgian Court University
Gettysburg College
Golden Gate University
Gonzaga University
Goucher College
Governors State University
Grambling State University
Grand Canyon University
Green Mountain College
Grinnell College
Hamilton College

Hamline University
Hampden-Sydney College
Hampshire College
Hampton University
Hanover College
Harding University
Harvard University
Harvard University, T.H. Chan School of Public
Harvey Mudd College
Haverford College
Hawaii Pacific University
Hendrix College
Henry Ford College
Heritage University
High Point University
Hood College
Howard University
Hudson Valley Community College
Illinois Institute of Technology
Illinois State University
Indiana University Bloomington, Career Development
Indiana University Bloomington, College of Arts & Sciences
Indiana University Bloomington, Jacobs School of Music
Indiana University Bloomington, Kelley School of Business-Undergraduate
Indiana University Bloomington, School of Education
Indiana University Bloomington, School of Informatics & Computing
Indiana University Bloomington, School of Public & Environmental Affairs
Indiana University Bloomington, School of Public Health
Indiana University East
Indiana University Northwest
Indiana University of Pennsylvania (PASSHE)
Indiana University South Bend
Indiana University Southeast
Indiana University, Kokomo
Indiana University-Purdue University, Columbus
Indiana University-Purdue University, Fort Wayne
Indiana Wesleyan University
iNet Internship Network
Iona College
Iowa Central Community College
Iowa State University
IUPUI, Herron School of Art and Design
IUPUI, Kelley School of Business

IUPUI, Lilly Family School of Philanthropy
IUPUI, Richard M. Fairbanks School of Public Health
IUPUI, School of Education
IUPUI, School of Engineering and Technology
IUPUI, School of Health and Rehabilitation Sciences
IUPUI, School of Informatics and Computing
IUPUI, School of Liberal Arts
IUPUI, School of Physical Education and Tourism Management
IUPUI, School of Public and Environmental Affairs
IUPUI, School of Science
IUPUI, School of Social Work
IUPUI, Talent
Ivy Tech Community Colleges
Jackson State University
Jacksonville State University
Jacksonville University
James Madison University
Johns Hopkins University, Bloomberg School of Public Health
Johnson C. Smith University
Johnson University
Juniata College
Kendall College
Kendall College of Art and Design, Ferris State
Kennesaw State University
Kenyon College
Kutztown University of Pennsylvania (PASSHE)
Lafayette College
Lake Land College
Lake Superior State University
Laney College (CA)
Lansing Community College
Lawrence Tech
Lehigh Carbon Community College
Lehigh University
Lewis & Clark College
Lewis University
Liberty University
Life University
LIM College (Laboratory Institute of Merchandising)
Linfield College
Linn-Benton Community College
Lock Haven University of Pennsylvania (PASSHE)
Long Island University

Longwood University
Los Angeles Film School
Louisiana State University
Louisiana Tech University
Loyola Marymount University
Loyola Marymount University, School of Film and Television
Loyola University Chicago
Luther College
Lynchburg College
Macalester College
Madonna University
Manhattan College
Mansfield University of Pennsylvania (PASSHE)
Marian University
Marist College
Marlboro College
Marshall University
Marygrove College
Marymount California University
Marymount Manhattan College
Maryville University of St. Louis
Massachusetts General Hospital Institute of Health
Massasoit Community College
McDaniel College
McNeese State University
Menlo College
Mercer University
Mercy College
Merrimack College
MetroLink Consortium
Metropolitan Community College of Kansas City
Miami University (OH)
Michigan State University
Middlebury College
Millersville University of Pennsylvania (PASSH)
Mills College
Milwaukee Institute of Art and Design
Minnesota State University, Mankato
Mississippi College
Mississippi State University
Missouri Baptist University
Monroe College
Montgomery College

Moorpark College
Moravian College and Theological Seminary
Morehead State University
Morehouse College
Morgan State University
Moultrie Technical College
Mount Holyoke College
Mount Ida College
Mount St. Mary's University (CA)
Mount Washington College
Mt. San Antonio College
Mt. San Jacinto College
Muhlenberg College
National Park Community College
National University
Navarro College
New Jersey Institute of Technology
New Orleans Baptist Theological Seminary
New York University
Newberry College
Newbury College
Norfolk State University
North Carolina A&T State University
North Carolina Central University
North Carolina State University
North Central University
North Dakota State University
North Park University
Northeast Alabama Community College
Northern Essex Community College
Northern Illinois University
Northshore Technical Community College
Northwest Arkansas Community College
Northwest Missouri State University
Northwestern University
Northwestern University, Medill School of Journalism
Northwood University
Norwich University
Notre Dame de Namur University
Nova Southeastern University
Nyack College
Oakland University
Oberlin College

Occidental College
Ohio Christian University
Ohio Northern University
Ohio State University
Ohio State University, College of Arts & Sciences
Ohio State University, College of Engineering
Ohio State University, College of Food, Agriculture & Environmental Sciences
Ohio University
Oklahoma Baptist University
Old Dominion University
Oral Roberts University
Otis College of Art and Design
Ouachita Baptist University
Palm Beach Atlantic University
Palomar College
Park University
Pasadena City College
Peirce College
Penn State, College of Agricultural Sciences
Penn State, College of Engineering
Penn State, College of Information Sciences
Penn State, College of the Liberal Arts
Penn State, Consortia
Penn State, Eberly College of Science
Penn State, Harrisburg
Penn State, Supply Chain & Information Systems
Penn State, The Behrend College
Penn State, University Park
Pennsylvania College of Technology
Pensacola State College
Philadelphia University
Piedmont Community College
Piedmont Virginia Community College
Pierpont Community and Technical College
Pikes Peak Community College
Pima Community College
Pittsburgh Technical Institute
Pitzer College
Point Loma Nazarene University
Pomona College
Prairie View A&M University
Pratt Institute
Princeton University

Pueblo Community College
Purdue University
Quinnipiac University
Ranken Technical College
Rasmussen College
Reed College
Regent University
Regis College
Rensselaer Polytechnic Institute
Renton Technical College
Resurrection University
Rhodes College
Rice University
Roane State Community College
Rochester Institute of Technology
Rockhurst University
Rocky Mountain College
Rocky Mountain College of Art and Design
Ron Brown Scholar Fund
Roosevelt University
Rose-Hulman Institute of Technology
Russell Sage College
Rutgers University Camden
Rutgers University New Brunswick
Rutgers University New Brunswick, School of Man
Rutgers University New Brunswick, Undergraduate
Rutgers University Newark
Rutgers University Newark, Undergraduate Business
Rutgers University School of Criminal Justice
Sacred Heart University
Saddleback College
Saginaw Valley State University
San Diego State University
San Jose State University
Santa Barbara City College
Santa Clara University
Sarah Lawrence College
Savannah College of Art and Design
Savannah State University
Savannah Technical College
School of Visual Arts
Scripps College
Seattle University

Seton Hall University
Sewanee, The University of the South
Shaw University
Shippensburg University of Pennsylvania (PASSHE)
Siena College
Simmons College, School of Management
Simpson College
Skidmore College
Skyline College
Slippery Rock University of Pennsylvania (PASSHE)
Smith College
Sonoma State University
South Central College
Southeast Missouri State University
Southeastern Baptist Theological Seminary
Southeastern Louisiana University
Southeastern Oklahoma State University
Southern Adventist University
Southern Connecticut State University
Southern Crescent Technical College
Southern Illinois University at Carbondale
Southern University and A&M College
Southern Wesleyan University
Southwestern Baptist Theological Seminary
Southwestern University
Spelman College
Spokane Community College
Spring Arbor University
Springfield College
St. Ambrose University
St. Bonaventure University
St. Clair County Community College
St. John's University
St. Joseph's College
St. Joseph's University
St. Lawrence University
St. Leo University
St. Louis Community College, Florissant Valley
St. Mary's College of California
St. Mary's College of Maryland
St. Michael's College (VT)
St. Olaf College
St. Peter's University

St. Thomas Aquinas College
St. Thomas University
St. Xavier University
Stevenson University
Stratford University
SUNY Alfred State College
SUNY at Binghamton University
SUNY Buffalo State
SUNY College at Oneonta
SUNY Cortland
SUNY Farmingdale State College
SUNY Fredonia
SUNY Jefferson Community College
SUNY New Paltz
SUNY Oswego
SUNY Plattsburgh
SUNY Purchase College
SUNY University at Buffalo
Susquehanna University
Swarthmore College
Syracuse University
Tallahassee Community College
Tarleton State University
Temple University
Temple University, School of Media and Communication
Temple University, School of Tourism and Hospitality
Tennessee State University
Texas A&M University, College Station
Texas A&M University, Kingsville
Texas A&M University, Texarkana
Texas Wesleyan University
The College of New Jersey
The College of New Rochelle
The College of St. Rose
The College of William & Mary
The College of Wooster
The Juilliard School
The King's College
The New School
The Southern Baptist Theological Seminary
The Universities at Shady Grove
The University of the Arts
Thomas Jefferson University

Tiffin University
Touro College
Transylvania University
Trenholm State Technical College
Trident Technical College
Trine University
Trinity Christian College
Trinity College (CT)
Trinity Washington University
Troy University
Truckee Meadows Community College
Tufts University, Office of Public Health
Tuskegee University
UCLA
UCLA, Luskin School of Public Affairs
Union University
University of Alabama
University of Alabama in Huntsville
University of Arizona
University of Arkansas at Fayetteville
University of Arkansas at Fort Smith
University of Arkansas at Pine Bluff
University of Baltimore
University of California Berkeley
University of California Berkeley, School of Public Health
University of California Berkeley, School of Social Welfare
University of California Davis
University of California Irvine
University of California Merced
University of California Riverside
University of California San Diego
University of California San Diego, Academic Internship
University of California Santa Barbara
University of California Santa Cruz
University of Central Missouri
University of Charleston
University of Chicago
University of Connecticut
University of Dallas
University of Denver
University of Evansville
University of Florida
University of Georgia

University of Great Falls
University of Houston
University of Houston, College of Technology
University of Houston, Conrad Hilton College
University of Houston, Cullen College of Engineering
University of Houston, Health and Human Performances
University of Illinois at Chicago
University of Illinois at Springfield
University of Illinois at Urbana-Champaign
University of Illinois Theta Xi
University of Iowa
University of Kansas
University of Kentucky
University of La Verne
University of Louisville
University of Louisville, Speed School of Engineering
University of Maine
University of Maine at Augusta
University of Mary Washington
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland College Park, Clark School of Engineering
University of Maryland College Park, School of Public Policy
University of Massachusetts Amherst
University of Massachusetts, Amherst, Isenberg
University of Memphis
University of Michigan Ann Arbor, Athletic Department
University of Michigan Ann Arbor, College of Engineering
University of Michigan Ann Arbor, College of Literature, Science and the Arts
University of Michigan Ann Arbor, School of Information
University of Michigan Ann Arbor, School of Natural Resources & Environment
University of Michigan Ann Arbor, School of Public Health
University of Michigan Dearborn
University of Michigan-Flint
University of Missouri Kansas City
University of Nebraska at Kearney
University of Nebraska Lincoln
University of Nebraska Omaha
University of Nevada Las Vegas
University of Nevada Reno
University of New Hampshire
University of New Hampshire, College of Health
University of New Hampshire, Paul College of Business and Economics

University of New Hampshire-Manchester
University of New Haven
University of New Mexico
University of North Alabama
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of Northern Iowa
University of Northwestern - St. Paul
University of Notre Dame
University of Pennsylvania
University of Pittsburgh
University of Pittsburgh at Bradford
University of Pittsburgh at Johnstown
University of Pittsburgh, School of Education
University of Puget Sound
University of Rhode Island
University of Richmond
University of San Diego
University of San Francisco
University of South Carolina Upstate
University of Southern California
University of Southern California, Marshall School of Business-Undergraduate
University of Southern California, Occupational & Physical Therapy and Ostrow
Denistry
University of Southern California, Rossier School of Education
University of Southern California, School of Cinematic Arts
University of Southern California, Viterbi School Of Engineering
University of Southern California. Annenberg School for Communication &
Journalism
University of Southern Indiana
University of Southern Maine
University of St Francis (IL)
University of St. Joseph
University of St. Thomas
University of Tennessee at Chattanooga
University of Texas at Austin, College of Fine Arts
University of Texas at Austin, Moody College of Communications
University of Texas at Austin, School of Architecture
University of Texas at Austin, School of Information
University of Texas at Austin, School of Nursing
University of the Ozarks
University of the Pacific
University of Toledo
University of Toledo, College of Education

University of Tulsa
University of Utah
University of Vermont
University of Virginia
University of Washington, Engineering Co-op & Internship Program
University of Washington, Information School
University of West Georgia
University of Wisconsin at Madison, School of Education
University of Wisconsin at Madison, School of Human Ecology
University of Wisconsin at Milwaukee
Upper Iowa University
Ursinus College
Valencia College
Vanderbilt University
Vanguard University
Vassar College
Ventura College
Vincennes University
Virginia Highlands Community College
Virginia International University
Virginia State University
Virginia Union University
Virginia Wesleyan College
Virginia Western Community College
Wade College
Wagner College
Walla Walla University
Walsh College
Warner Pacific College
Warren Wilson College
Wartburg College
Washington College
Washington State University
Washington University in St. Louis
Washington University in St. Louis, George Warren Brown School of Social Work
Washington University in St. Louis, Olin Undergrad Business School
Washtenaw Community College
Wayne State University, School of Business Administration
Webster University
Wentworth Institute of Technology
West Chester University of Pennsylvania (PASSHE)
West Georgia Technical College
West Virginia State University

Western Carolina University
Western Illinois University
Western Kentucky University
Western Washington University
Westmont College
Wheaton College (IL)
Whitman College
Whitworth University
Wilberforce University
Willamette University
William Jewell College
William Paterson University of New Jersey
William Woods University
Williams College
Wilmington College
Wingate University
Winthrop University
Wiregrass Georgia Technical College
Woodbury University
Worcester Polytechnic Institute
Xavier University
Xavier University of Louisiana
Yale University
Yale University Consortium
Yale University, School of Public Health
Yeshiva University
Yeshiva University, Professional Studies
York College of Pennsylvania
York Technical College
Youngstown State University
Youngstown State University, Science, Technology
Youngstown State University, Williamson College of Business Administration

EXHIBIT C

Ameena Phelps

Subject: FW: Welcome - New 2018 Summer Interns!

From: Freida Johnson
Sent: Tuesday, June 5, 2018 10:49 AM
To: ATLANTA TEAM
Cc: Paul Diaz
Subject: Welcome - New 2018 Summer Interns!

This week we're excited to welcome our new 2018 Summer Interns to Entercom Atlanta.



Emily Auer

University of Mississippi!

Emily enjoys attending shows, concerts and being outdoors. She is a BIG Eagles Fan.
Emily is majoring in Marketing and Corporation Relations!!

Welcome Emily!!!



Charles Oakley

West Virginia State

Charles is on the football team as Defensive End and is a member of Kappa Alpha Psi Fraternity!

He loves music and is VERY outgoing!

Charles is a huge New York Jets, Yankees, and Knicks fan!

Welcome Charles!!!



Savannah Richardson

University of Georgia and a Georgia Bulldogs Fan (Go Dawgs!)

Savannah is a college football recruiting analyst for UGA.

She is a huge New England Patriots Fan.

Welcome Savannah!



Bryson Reese

Georgia State University majoring in Music and Business Management!

Bryson loves Marvel Movies and in his spare time, plays the saxophone.

Bryson says... "Atlanta Sports are the Best (Falcons/Hawks)"

Welcome Bryson!

In addition, don't forget to stop by our Sales Department per Dave Demer's earlier email and say hello to our Sales Intern, Jake Adams!!! Welcome Jake!!!

Freida Johnson
Human Resource Manager

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Atlanta, Georgia 30361
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M: +1 678-637-6279
F: +1.404-898-8898
entercom.com

V-103 | Star 94.1 | 92-9 The Game | 1380 WAOK
Falcons Radio Network | ATL Hawks | ATL UnitedFC
Smart Reach Digital



Ameena Phelps

Written Script

From: Ameena Phelps
Sent: Thursday, August 01, 2019 9:54 AM
To: Corey Bertrand
Subject: RE: EEO spot verbiage

Awesome! Thanks!

From: Corey Bertrand
Sent: Wednesday, July 31, 2019 5:11 PM
To: Ameena Phelps <Ameena.Phelps@entercom.com>
Subject: FW: EEO spot verbiage

Here's the script. I gotta do some more digging to find the spots. Stay tuned(tomorrow). Lol!!

From: Amy Baker
Sent: Tuesday, July 17, 2018 12:46 PM
To: Corey Bertrand; James Fairey
Subject: EEO spot verbiage

Hey, guys!

This is the verbiage corporate asked us to use for the Equal Opportunity Employer spots onWSTR. I'll copy the PO with the script for WVEE, WZGC and WAOK, so they'll be in vCreative shortly.

Entercom Atlanta is currently accepting applications for all of our local stations includingWSTR-FM. We also invite college students to apply for internships at our stations. If you are interested in a career in radio or an internship, please visit www.entercom.com/careers. Entercom Atlanta is dedicated to providing a broad outreach regarding job vacancies at our stations Organizations that wish to receive our job postings are invited to contact us at 404-261-2970. Entercom Atlanta is an equal opportunity employer.

Amy Baker
Traffic Director,WSTR-FM & WZGC-FM

PLEASE SEND ALL TRAFFIC/COPY TO ATLANTA.TRAFFIC@ENTERCOM.COM

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V-103 | Star 94.1 | 92-9 The Game | 1380 WAOK
Falcons Radio Network | ATL Hawks | ATL UnitedFC
Smart Reach Digital

Air Time	Rate	Length	Spot #	Ad-ID	House #
7:17:20 PM	\$0.00	:30	1	ENTERCOM-EOE-WAOK	AT304351
10:33:14 PM	\$0.00	:30	2	ENTERCOM-EOE-WAOK	AT304351
6:50:44 PM	\$0.00	:30	3	ENTERCOM-EOE-WAOK	AT304351
9:58:50 AM	\$0.00	:30	4	ENTERCOM-EOE-WAOK	AT304351
2:33:13 PM	\$0.00	:30	5	ENTERCOM-EOE-WAOK	AT304351
7:48:11 AM	\$0.00	:30	6	ENTERCOM-EOE-WAOK	AT304351
8:21:59 AM	\$0.00	:30	7	ENTERCOM-EOE-WAOK	AT304351
10:46:05 PM	\$0.00	:30	8	ENTERCOM-EOE-WAOK	AT304351
8:35:24 AM	\$0.00	:30	9	ENTERCOM-EOE-WAOK	AT304351
7:06:21 AM	\$0.00	:30	10	ENTERCOM-EOE-WAOK	AT304351
3:34:03 PM	\$0.00	:30	11	ENTERCOM-EOE-WAOK	AT304351
11:32:25 PM	\$0.00	:30	12	ENTERCOM-EOE-WAOK	AT304351
9:04:10 PM	\$0.00	:30	13	ENTERCOM-EOE-WAOK	AT304351
9:46:01 AM	\$0.00	:30	14	ENTERCOM-EOE-WAOK	AT304351
12:42:59 AM	\$0.00	:30	15	ENTERCOM-EOE-WAOK	AT304351
6:36:32 AM	\$0.00	:30	16	ENTERCOM-EOE-WAOK	AT304351
7:32:44 PM	\$0.00	:30	17	ENTERCOM-EOE-WAOK	AT304351
4:16:01 PM	\$0.00	:30	18	ENTERCOM-EOE-WAOK	AT304351
4:31:54 PM	\$0.00	:30	19	ENTERCOM-EOE-WAOK	AT304351
7:46:55 AM	\$0.00	:30	20	ENTERCOM-EOE-WAOK	AT304351
11:45:39 PM	\$0.00	:30	21	ENTERCOM-EOE-WAOK	AT304351
12:18:40 PM	\$0.00	:30	22	ENTERCOM-EOE-WAOK	AT304351
5:19:50 PM	\$0.00	:30	23	ENTERCOM-EOE-WAOK	AT304351
8:34:43 AM	\$0.00	:30	24	ENTERCOM-EOE-WAOK	AT304351
9:26:25 AM	\$0.00	:30	25	ENTERCOM-EOE-WAOK	AT304351
10:04:25 PM	\$0.00	:30	26	ENTERCOM-EOE-WAOK	AT304351
9:34:55 AM	\$0.00	:30	27	ENTERCOM-EOE-WAOK	AT304351
1:15:50 AM	\$0.00	:30	28	ENTERCOM-EOE-WAOK	AT304351
12:44:23 AM	\$0.00	:30	29	ENTERCOM-EOE-WAOK	AT304351
9:34:11 PM	\$0.00	:30	30	ENTERCOM-EOE-WAOK	AT304351
2:15:35 AM	\$0.00	:30	31	ENTERCOM-EOE-WAOK	AT304351
9:25:06 AM	\$0.00	:30	32	ENTERCOM-EOE-WAOK	AT304351
12:54:28 PM	\$0.00	:30	33	ENTERCOM-EOE-WAOK	AT304351
2:03:28 AM	\$0.00	:30	34	ENTERCOM-EOE-WAOK	AT304351
10:04:32 PM	\$0.00	:30	35	ENTERCOM-EOE-WAOK	AT304351
5:18:20 PM	\$0.00	:30	36	ENTERCOM-EOE-WAOK	AT304351
6:34:55 AM	\$0.00	:30	37	ENTERCOM-EOE-WAOK	AT304351
12:32:25 PM	\$0.00	:30	38	ENTERCOM-EOE-WAOK	AT304351
9:04:25 PM	\$0.00	:30	39	ENTERCOM-EOE-WAOK	AT304351
8:16:47 PM	\$0.00	:30	40	ENTERCOM-EOE-WAOK	AT304351
2:53:56 PM	\$0.00	:30	41	ENTERCOM-EOE-WAOK	AT304351
9:46:30 PM	\$0.00	:30	42	ENTERCOM-EOE-WAOK	AT304351
12:31:40 AM	\$0.00	:30	43	ENTERCOM-EOE-WAOK	AT304351

8:04:45 AM	\$0.00	:30	44	ENTERCOM-EOE-WAOK	AT304351
7:03:51 AM	\$0.00	:30	45	ENTERCOM-EOE-WAOK	AT304351
7:15:24 PM	\$0.00	:30	46	ENTERCOM-EOE-WAOK	AT304351
4:31:56 PM	\$0.00	:30	47	ENTERCOM-EOE-WAOK	AT304351
10:45:59 PM	\$0.00	:30	48	ENTERCOM-EOE-WAOK	AT304351
11:32:15 AM	\$0.00	:30	49	ENTERCOM-EOE-WAOK	AT304351
1:45:52 AM	\$0.00	:30	50	ENTERCOM-EOE-WAOK	AT304351
7:03:50 PM	\$0.00	:30	51	ENTERCOM-EOE-WAOK	AT304351
2:33:56 AM	\$0.00	:30	52	ENTERCOM-EOE-WAOK	AT304351
8:55:40 AM	\$0.00	:30	53	ENTERCOM-EOE-WAOK	AT304351
9:32:01 PM	\$0.00	:30	54	ENTERCOM-EOE-WAOK	AT304351
2:13:47 AM	\$0.00	:30	55	ENTERCOM-EOE-WAOK	AT304351
9:16:07 PM	\$0.00	:30	56	ENTERCOM-EOE-WAOK	AT304351
12:46:41 AM	\$0.00	:30	57	ENTERCOM-EOE-WAOK	AT304351
10:46:53 PM	\$0.00	:30	58	ENTERCOM-EOE-WAOK	AT304351
12:03:03 PM	\$0.00	:30	59	ENTERCOM-EOE-WAOK	AT304351
6:44:29 AM	\$0.00	:30	60	ENTERCOM-EOE-WAOK	AT304351
5:04:29 PM	\$0.00	:30	61	ENTERCOM-EOE-WAOK	AT304351
8:36:51 AM	\$0.00	:30	62	ENTERCOM-EOE-WAOK	AT304351
2:31:48 AM	\$0.00	:30	63	ENTERCOM-EOE-WAOK	AT304351
1:36:08 PM	\$0.00	:30	64	ENTERCOM-EOE-WAOK	AT304351
10:46:26 PM	\$0.00	:30	65	ENTERCOM-EOE-WAOK	AT304351
2:43:12 AM	\$0.00	:30	66	ENTERCOM-EOE-WAOK	AT304351
3:34:08 PM	\$0.00	:30	67	ENTERCOM-EOE-WAOK	AT304351
6:04:33 PM	\$0.00	:30	68	ENTERCOM-EOE-WAOK	AT304351
1:03:37 AM	\$0.00	:30	69	ENTERCOM-EOE-WAOK	AT304351
1:56:57 PM	\$0.00	:30	70	ENTERCOM-EOE-WAOK	AT304351
8:50:06 AM	\$0.00	:30	71	ENTERCOM-EOE-WAOK	AT304351
9:19:46 PM	\$0.00	:30	72	ENTERCOM-EOE-WAOK	AT304351
11:04:18 PM	\$0.00	:30	73	ENTERCOM-EOE-WAOK	AT304351
1:16:40 PM	\$0.00	:30	74	ENTERCOM-EOE-WAOK	AT304351
2:46:26 PM	\$0.00	:30	75	ENTERCOM-EOE-WAOK	AT304351
8:05:23 AM	\$0.00	:30	76	ENTERCOM-EOE-WAOK	AT304351
5:48:05 PM	\$0.00	:30	77	ENTERCOM-EOE-WAOK	AT304351
12:32:23 PM	\$0.00	:30	78	ENTERCOM-EOE-WAOK	AT304351
11:18:49 AM	\$0.00	:30	79	ENTERCOM-EOE-WAOK	AT304351
1:17:37 AM	\$0.00	:30	80	ENTERCOM-EOE-WAOK	AT304351
8:56:26 AM	\$0.00	:30	81	ENTERCOM-EOE-WAOK	AT304351
11:13:51 PM	\$0.00	:30	82	ENTERCOM-EOE-WAOK	AT304351
12:20:05 PM	\$0.00	:30	83	ENTERCOM-EOE-WAOK	AT304351
7:17:08 AM	\$0.00	:30	84	ENTERCOM-EOE-WAOK	AT304351
2:02:57 AM	\$0.00	:30	85	ENTERCOM-EOE-WAOK	AT304351
12:06:15 AM	\$0.00	:30	86	ENTERCOM-EOE-WAOK	AT304351
6:32:32 AM	\$0.00	:30	87	ENTERCOM-EOE-WAOK	AT304351

6:34:54 PM	\$0.00	:30	88	ENTERCOM-EOE-WAOK	AT304351
2:17:35 PM	\$0.00	:30	89	ENTERCOM-EOE-WAOK	AT304351
7:04:02 PM	\$0.00	:30	90	ENTERCOM-EOE-WAOK	AT304351
7:32:29 PM	\$0.00	:30	91	ENTERCOM-EOE-WAOK	AT304351
6:34:35 PM	\$0.00	:30	92	ENTERCOM-EOE-WAOK	AT304351
10:32:06 AM	\$0.00	:30	93	ENTERCOM-EOE-WAOK	AT304351
6:19:42 AM	\$0.00	:30	94	ENTERCOM-EOE-WAOK	AT304351
7:50:53 AM	\$0.00	:30	95	ENTERCOM-EOE-WAOK	AT304351
8:32:28 PM	\$0.00	:30	96	ENTERCOM-EOE-WAOK	AT304351
7:06:17 AM	\$0.00	:30	97	ENTERCOM-EOE-WAOK	AT304351
11:03:14 AM	\$0.00	:30	98	ENTERCOM-EOE-WAOK	AT304351
11:16:51 AM	\$0.00	:30	99	ENTERCOM-EOE-WAOK	AT304351
12:03:47 AM	\$0.00	:30	100	ENTERCOM-EOE-WAOK	AT304351
8:46:52 PM	\$0.00	:30	101	ENTERCOM-EOE-WAOK	AT304351
7:44:25 PM	\$0.00	:30	102	ENTERCOM-EOE-WAOK	AT304351
4:15:55 PM	\$0.00	:30	103	ENTERCOM-EOE-WAOK	AT304351
6:36:19 AM	\$0.00	:30	104	ENTERCOM-EOE-WAOK	AT304351
8:03:13 PM	\$0.00	:30	105	ENTERCOM-EOE-WAOK	AT304351
10:15:50 PM	\$0.00	:30	106	ENTERCOM-EOE-WAOK	AT304351
11:47:56 AM	\$0.00	:30	107	ENTERCOM-EOE-WAOK	AT304351
9:47:02 AM	\$0.00	:30	108	ENTERCOM-EOE-WAOK	AT304351
4:33:49 PM	\$0.00	:30	109	ENTERCOM-EOE-WAOK	AT304351
3:46:40 PM	\$0.00	:30	110	ENTERCOM-EOE-WAOK	AT304351
11:03:03 PM	\$0.00	:30	111	ENTERCOM-EOE-WAOK	AT304351
5:51:02 PM	\$0.00	:30	112	ENTERCOM-EOE-WAOK	AT304351
7:44:43 PM	\$0.00	:30	113	ENTERCOM-EOE-WAOK	AT304351
11:46:11 PM	\$0.00	:30	114	ENTERCOM-EOE-WAOK	AT304351
8:33:32 AM	\$0.00	:30	115	ENTERCOM-EOE-WAOK	AT304351
6:46:43 AM	\$0.00	:30	116	ENTERCOM-EOE-WAOK	AT304351
10:37:20 PM	\$0.00	:30	117	ENTERCOM-EOE-WAOK	AT304351
6:05:07 AM	\$0.00	:30	118	ENTERCOM-EOE-WAOK	AT304351
11:18:54 PM	\$0.00	:30	119	ENTERCOM-EOE-WAOK	AT304351
10:31:16 PM	\$0.00	:30	120	ENTERCOM-EOE-WAOK	AT304351
9:35:40 AM	\$0.00	:30	121	ENTERCOM-EOE-WAOK	AT304351
12:15:34 PM	\$0.00	:30	122	ENTERCOM-EOE-WAOK	AT304351
5:27:14 PM	\$0.00	:30	123	ENTERCOM-EOE-WAOK	AT304351
7:45:37 PM	\$0.00	:30	124	ENTERCOM-EOE-WAOK	AT304351
8:30:30 PM	\$0.00	:30	125	ENTERCOM-EOE-WAOK	AT304351
11:32:32 AM	\$0.00	:30	126	ENTERCOM-EOE-WAOK	AT304351
11:49:43 AM	\$0.00	:30	127	ENTERCOM-EOE-WAOK	AT304351
11:17:56 AM	\$0.00	:30	128	ENTERCOM-EOE-WAOK	AT304351
1:34:37 PM	\$0.00	:30	129	ENTERCOM-EOE-WAOK	AT304351
4:17:06 PM	\$0.00	:30	130	ENTERCOM-EOE-WAOK	AT304351
2:31:54 PM	\$0.00	:30	131	ENTERCOM-EOE-WAOK	AT304351

6:19:17 AM	\$0.00	:30	132	ENTERCOM-EOE-WAOK	AT304351
8:47:02 PM	\$0.00	:30	133	ENTERCOM-EOE-WAOK	AT304351
7:47:13 AM	\$0.00	:30	134	ENTERCOM-EOE-WAOK	AT304351
9:04:30 PM	\$0.00	:30	135	ENTERCOM-EOE-WAOK	ATL-4234
8:34:32 PM	\$0.00	:30	136	ENTERCOM-EOE-WAOK	ATL-4234
3:04:21 PM	\$0.00	:30	137	ENTERCOM-EOE-WAOK	ATL-4234
4:32:22 PM	\$0.00	:30	138	ENTERCOM-EOE-WAOK	ATL-4234
5:06:18 PM	\$0.00	:30	139	ENTERCOM-EOE-WAOK	ATL-4234
11:19:56 AM	\$0.00	:30	140	ENTERCOM-EOE-WAOK	ATL-4234
6:32:24 AM	\$0.00	:30	141	ENTERCOM-EOE-WAOK	ATL-4234
12:17:37 PM	\$0.00	:30	142	ENTERCOM-EOE-WAOK	ATL-4234
10:30:06 AM	\$0.00	:30	143	ENTERCOM-EOE-WAOK	ATL-4234
9:52:35 PM	\$0.00	:30	144	ENTERCOM-EOE-WAOK	ATL-4234
3:03:39 PM	\$0.00	:30	145	ENTERCOM-EOE-WAOK	ATL-4234
9:02:51 PM	\$0.00	:30	146	ENTERCOM-EOE-WAOK	ATL-4234
8:04:59 PM	\$0.00	:30	147	ENTERCOM-EOE-WAOK	ATL-4234
6:17:02 PM	\$0.00	:30	148	ENTERCOM-EOE-WAOK	ATL-4234
12:05:01 PM	\$0.00	:30	149	ENTERCOM-EOE-WAOK	ATL-4234
10:49:59 PM	\$0.00	:30	150	ENTERCOM-EOE-WAOK	ATL-4234
8:27:52 AM	\$0.00	:30	151	ENTERCOM-EOE-WAOK	ATL-4234
8:46:11 PM	\$0.00	:30	152	ENTERCOM-EOE-WAOK	ATL-4234
9:45:30 PM	\$0.00	:30	153	ENTERCOM-EOE-WAOK	ATL-4234
9:04:48 AM	\$0.00	:30	154	ENTERCOM-EOE-WAOK	ATL-4234
9:18:37 AM	\$0.00	:30	155	ENTERCOM-EOE-WAOK	ATL-4234
12:01:06 PM	\$0.00	:30	156	ENTERCOM-EOE-WAOK	ATL-4234
8:31:54 PM	\$0.00	:30	157	ENTERCOM-EOE-WAOK	ATL-4234
8:46:49 PM	\$0.00	:30	158	ENTERCOM-EOE-WAOK	ATL-4234
6:45:20 PM	\$0.00	:30	159	ENTERCOM-EOE-WAOK	ATL-4234
5:35:41 PM	\$0.00	:30	160	ENTERCOM-EOE-WAOK	ATL-4234
8:43:52 PM	\$0.00	:30	161	ENTERCOM-EOE-WAOK	ATL-4234
8:15:30 PM	\$0.00	:30	162	ENTERCOM-EOE-WAOK	ATL-4234
6:36:11 PM	\$0.00	:30	163	ENTERCOM-EOE-WAOK	ATL-4234
10:17:22 AM	\$0.00	:30	164	ENTERCOM-EOE-WAOK	ATL-4234
3:30:37 PM	\$0.00	:30	165	ENTERCOM-EOE-WAOK	ATL-4234
6:46:02 PM	\$0.00	:30	166	ENTERCOM-EOE-WAOK	ATL-4234
	\$0.00		166!		

Air Time	Rate	Length	Spot #	Ad-ID	House #
11:20:01 PM	\$0.00	:30	2	Z_EQUALOPPORTUNITYEMPLOY	AT304387
8:58:31 PM	\$0.00	:30	3	Z_EQUALOPPORTUNITYEMPLOY	AT304387
8:18:40 PM	\$0.00	:30	4	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:25:41 AM	\$0.00	:30	5	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:20:04 AM	\$0.00	:30	6	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:20:04 PM	\$0.00	:30	7	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:56:03 PM	\$0.00	:30	8	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:18:42 PM	\$0.00	:30	9	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:55:55 AM	\$0.00	:30	10	Z_EQUALOPPORTUNITYEMPLOY	AT304387
6:51:38 AM	\$0.00	:30	11	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:24:04 AM	\$0.00	:30	12	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:19:22 PM	\$0.00	:30	13	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:19:42 AM	\$0.00	:30	14	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:18:27 PM	\$0.00	:30	15	Z_EQUALOPPORTUNITYEMPLOY	AT304387
6:19:45 PM	\$0.00	:30	16	Z_EQUALOPPORTUNITYEMPLOY	AT304387
6:19:24 PM	\$0.00	:30	17	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:19:17 PM	\$0.00	:30	18	Z_EQUALOPPORTUNITYEMPLOY	AT304387
8:35:58 AM	\$0.00	:30	19	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:19:56 PM	\$0.00	:30	20	Z_EQUALOPPORTUNITYEMPLOY	AT304387
11:38:53 PM	\$0.00	:30	21	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:19:29 PM	\$0.00	:30	22	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:39:09 PM	\$0.00	:30	23	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:55:06 PM	\$0.00	:30	24	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:19:45 AM	\$0.00	:30	25	Z_EQUALOPPORTUNITYEMPLOY	AT304387
6:17:32 PM	\$0.00	:30	26	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:39:01 PM	\$0.00	:30	27	Z_EQUALOPPORTUNITYEMPLOY	AT304387
7:56:54 PM	\$0.00	:30	28	Z_EQUALOPPORTUNITYEMPLOY	AT304387
11:58:58 PM	\$0.00	:30	29	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:20:10 PM	\$0.00	:30	30	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:43:13 AM	\$0.00	:30	31	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:28:48 PM	\$0.00	:30	32	Z_EQUALOPPORTUNITYEMPLOY	AT304387
4:32:28 AM	\$0.00	:30	33	Z_EQUALOPPORTUNITYEMPLOY	AT304387
7:39:26 AM	\$0.00	:30	34	Z_EQUALOPPORTUNITYEMPLOY	AT304387
11:40:36 PM	\$0.00	:30	35	Z_EQUALOPPORTUNITYEMPLOY	AT304387
11:39:19 PM	\$0.00	:30	36	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:56:49 PM	\$0.00	:30	37	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:15:37 AM	\$0.00	:30	38	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:39:21 AM	\$0.00	:30	39	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:17:54 AM	\$0.00	:30	40	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:55:00 AM	\$0.00	:30	41	Z_EQUALOPPORTUNITYEMPLOY	AT304387
8:20:04 PM	\$0.00	:30	42	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:39:42 PM	\$0.00	:30	43	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:16:23 AM	\$0.00	:30	44	Z_EQUALOPPORTUNITYEMPLOY	AT304387

7:19:32 PM	\$0.00	:30	45	Z_EQUALOPPORTUNITYEMPLOY	AT304387
8:00:01 PM	\$0.00	:30	46	Z_EQUALOPPORTUNITYEMPLOY	AT304387
4:19:43 PM	\$0.00	:30	47	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:55:14 AM	\$0.00	:30	48	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:38:52 AM	\$0.00	:30	49	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:37:43 PM	\$0.00	:30	50	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:19:30 AM	\$0.00	:30	51	Z_EQUALOPPORTUNITYEMPLOY	AT304387
8:39:38 PM	\$0.00	:30	52	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:37:55 AM	\$0.00	:30	53	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:55:56 AM	\$0.00	:30	54	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:19:08 AM	\$0.00	:30	55	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:38:48 PM	\$0.00	:30	56	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:20:34 PM	\$0.00	:30	57	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:23:54 AM	\$0.00	:30	58	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:58:29 AM	\$0.00	:30	59	Z_EQUALOPPORTUNITYEMPLOY	AT304387
7:38:33 AM	\$0.00	:30	60	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:56:13 AM	\$0.00	:30	61	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:36:13 AM	\$0.00	:30	62	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:59:31 AM	\$0.00	:30	63	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:37:56 AM	\$0.00	:30	64	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:20:06 AM	\$0.00	:30	65	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:26:34 AM	\$0.00	:30	66	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:58:19 AM	\$0.00	:30	67	Z_EQUALOPPORTUNITYEMPLOY	AT304387
6:59:58 PM	\$0.00	:30	68	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:52:39 AM	\$0.00	:30	69	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:20:54 AM	\$0.00	:30	70	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:35:28 AM	\$0.00	:30	167	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:18:52 AM	\$0.00	:30	71	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:39:30 AM	\$0.00	:30	72	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:19:37 PM	\$0.00	:30	73	Z_EQUALOPPORTUNITYEMPLOY	AT304387
7:54:26 AM	\$0.00	:30	74	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:54:52 AM	\$0.00	:30	75	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:22:33 AM	\$0.00	:30	76	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:55:41 AM	\$0.00	:30	77	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:19:51 AM	\$0.00	:30	78	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:56:37 AM	\$0.00	:30	79	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:37:55 AM	\$0.00	:30	80	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:15:59 PM	\$0.00	:30	81	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:29:05 AM	\$0.00	:30	82	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:36:36 AM	\$0.00	:30	83	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:39:44 AM	\$0.00	:30	84	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:38:52 AM	\$0.00	:30	85	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:17:19 AM	\$0.00	:30	86	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:59:09 AM	\$0.00	:30	87	Z_EQUALOPPORTUNITYEMPLOY	AT304387

11:20:09 PM	\$0.00	:30	88	Z_EQUALOPPORTUNITYEMPLOY	AT304387
7:19:19 AM	\$0.00	:30	89	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:21:05 AM	\$0.00	:30	90	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:36:54 AM	\$0.00	:30	91	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:16:22 AM	\$0.00	:30	92	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:37:11 AM	\$0.00	:30	93	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:23:40 AM	\$0.00	:30	94	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:58:14 AM	\$0.00	:30	95	Z_EQUALOPPORTUNITYEMPLOY	AT304387
8:35:10 AM	\$0.00	:30	96	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:39:26 AM	\$0.00	:30	97	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:53:20 AM	\$0.00	:30	98	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:18:30 AM	\$0.00	:30	99	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:36:34 AM	\$0.00	:30	100	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:55:49 AM	\$0.00	:30	101	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:17:23 AM	\$0.00	:30	102	Z_EQUALOPPORTUNITYEMPLOY	AT304387
6:38:21 AM	\$0.00	:30	103	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:37:22 AM	\$0.00	:30	104	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:22:11 AM	\$0.00	:30	105	Z_EQUALOPPORTUNITYEMPLOY	AT304387
11:18:44 PM	\$0.00	:30	106	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:21:46 AM	\$0.00	:30	107	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:35:22 AM	\$0.00	:30	108	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:56:29 AM	\$0.00	:30	109	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:36:20 AM	\$0.00	:30	110	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:35:02 AM	\$0.00	:30	111	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:37:31 AM	\$0.00	:30	112	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:20:01 AM	\$0.00	:30	113	Z_EQUALOPPORTUNITYEMPLOY	AT304387
4:20:50 AM	\$0.00	:30	114	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:22:07 AM	\$0.00	:30	115	Z_EQUALOPPORTUNITYEMPLOY	AT304387
9:20:58 PM	\$0.00	:30	116	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:37:41 AM	\$0.00	:30	117	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:22:25 AM	\$0.00	:30	118	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:19:38 AM	\$0.00	:30	119	Z_EQUALOPPORTUNITYEMPLOY	AT304387
4:21:44 AM	\$0.00	:30	120	Z_EQUALOPPORTUNITYEMPLOY	AT304387
3:55:28 AM	\$0.00	:30	121	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:59:16 PM	\$0.00	:30	122	Z_EQUALOPPORTUNITYEMPLOY	AT304387
5:21:03 AM	\$0.00	:30	123	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:20:17 AM	\$0.00	:30	124	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:39:13 PM	\$0.00	:30	125	Z_EQUALOPPORTUNITYEMPLOY	AT304387
10:20:54 PM	\$0.00	:30	126	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:34:20 AM	\$0.00	:30	127	Z_EQUALOPPORTUNITYEMPLOY	AT304387
4:32:52 AM	\$0.00	:30	128	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:16:54 AM	\$0.00	:30	129	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:17:47 AM	\$0.00	:30	130	Z_EQUALOPPORTUNITYEMPLOY	AT304387
11:37:39 AM	\$0.00	:30	131	Z_EQUALOPPORTUNITYEMPLOY	AT304387

2:20:10 AM	\$0.00	:30	132	Z_EQUALOPPORTUNITYEMPLOY	AT304387
12:16:58 AM	\$0.00	:30	133	Z_EQUALOPPORTUNITYEMPLOY	AT304387
1:36:23 AM	\$0.00	:30	134	Z_EQUALOPPORTUNITYEMPLOY	AT304387
2:36:46 AM	\$0.00	:30	136	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
6:18:42 AM	\$0.00	:30	137	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
6:39:30 AM	\$0.00	:30	138	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
3:41:27 AM	\$0.00	:30	139	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
12:38:49 PM	\$0.00	:30	140	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
4:18:52 AM	\$0.00	:30	141	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
7:57:29 PM	\$0.00	:30	142	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
9:56:39 PM	\$0.00	:30	143	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
6:18:12 PM	\$0.00	:30	144	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
12:18:51 AM	\$0.00	:30	145	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
11:56:53 PM	\$0.00	:30	168	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
8:55:52 PM	\$0.00	:30	147	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
1:16:40 AM	\$0.00	:30	148	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
5:38:08 AM	\$0.00	:30	149	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
4:19:13 AM	\$0.00	:30	150	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
8:20:08 AM	\$0.00	:30	151	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
8:54:00 AM	\$0.00	:30	152	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
12:55:40 AM	\$0.00	:30	153	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
11:58:42 PM	\$0.00	:30	154	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
10:39:18 PM	\$0.00	:30	155	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
2:19:22 PM	\$0.00	:30	156	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
11:18:15 PM	\$0.00	:30	157	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
11:18:36 AM	\$0.00	:30	158	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
7:17:34 AM	\$0.00	:30	159	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
5:01:32 AM	\$0.00	:30	160	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
7:16:15 PM	\$0.00	:30	161	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
5:25:14 AM	\$0.00	:30	162	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
11:19:05 PM	\$0.00	:30	163	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
12:24:26 AM	\$0.00	:30	169	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
5:16:25 AM	\$0.00	:30	165	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
1:20:42 AM	\$0.00	:30	166	Z_EQUALOPPORTUNITYEMPLOY	ATL-4261
	\$0.00		165		

WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/04/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/05/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/06/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/07/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/08/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/09/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/10/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/11/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/12/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/14/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/15/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/16/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/17/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/18/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/19/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/20/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/21/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/22/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/23/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/24/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/25/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/26/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/27/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/28/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/29/18
WVEE-FM	1	1002350	WVEE FM	Equal Opportunity Employee	2017	12/30/18

Air Time	Rate	Length	Spot #	Ad-ID	House #
2:19:01 AM	\$0.00	:30	1	ENTERCOM-EOE-WVEE	AT304354
6:19:33 AM	\$0.00	:30	4	ENTERCOM-EOE-WVEE	AT304354
11:19:52 AM	\$0.00	:30	5	ENTERCOM-EOE-WVEE	AT304354
1:18:06 AM	\$0.00	:30	6	ENTERCOM-EOE-WVEE	AT304354
8:16:30 PM	\$0.00	:30	7	ENTERCOM-EOE-WVEE	AT304354
2:51:39 AM	\$0.00	:30	9	ENTERCOM-EOE-WVEE	AT304354
10:23:54 PM	\$0.00	:30	10	ENTERCOM-EOE-WVEE	AT304354
9:22:27 PM	\$0.00	:30	12	ENTERCOM-EOE-WVEE	AT304354
5:27:50 PM	\$0.00	:30	13	ENTERCOM-EOE-WVEE	AT304354
6:17:36 PM	\$0.00	:30	14	ENTERCOM-EOE-WVEE	AT304354
3:16:12 AM	\$0.00	:30	15	ENTERCOM-EOE-WVEE	AT304354
2:37:08 PM	\$0.00	:30	16	ENTERCOM-EOE-WVEE	AT304354
8:22:05 PM	\$0.00	:30	17	ENTERCOM-EOE-WVEE	AT304354
6:17:06 AM	\$0.00	:30	18	ENTERCOM-EOE-WVEE	AT304354
4:15:09 AM	\$0.00	:30	19	ENTERCOM-EOE-WVEE	AT304354
5:23:57 AM	\$0.00	:30	20	ENTERCOM-EOE-WVEE	AT304354
8:20:10 PM	\$0.00	:30	21	ENTERCOM-EOE-WVEE	AT304354
1:13:47 AM	\$0.00	:30	22	ENTERCOM-EOE-WVEE	AT304354
5:41:00 AM	\$0.00	:30	23	ENTERCOM-EOE-WVEE	AT304354
6:51:38 PM	\$0.00	:30	24	ENTERCOM-EOE-WVEE	AT304354
10:26:42 PM	\$0.00	:30	25	ENTERCOM-EOE-WVEE	AT304354
11:19:39 AM	\$0.00	:30	26	ENTERCOM-EOE-WVEE	AT304354
10:48:22 PM	\$0.00	:30	27	ENTERCOM-EOE-WVEE	AT304354
9:54:09 PM	\$0.00	:30	28	ENTERCOM-EOE-WVEE	AT304354
11:53:11 PM	\$0.00	:30	29	ENTERCOM-EOE-WVEE	AT304354
12:46:42 AM	\$0.00	:30	30	ENTERCOM-EOE-WVEE	AT304354
6:30:25 AM	\$0.00	:30	31	ENTERCOM-EOE-WVEE	AT304354
7:18:14 PM	\$0.00	:30	32	ENTERCOM-EOE-WVEE	AT304354
4:13:35 AM	\$0.00	:30	33	ENTERCOM-EOE-WVEE	AT304354
5:54:01 AM	\$0.00	:30	34	ENTERCOM-EOE-WVEE	AT304354
2:08:36 AM	\$0.00	:30	35	ENTERCOM-EOE-WVEE	AT304354
11:48:50 PM	\$0.00	:30	36	ENTERCOM-EOE-WVEE	AT304354
8:50:20 PM	\$0.00	:30	37	ENTERCOM-EOE-WVEE	AT304354
2:33:38 PM	\$0.00	:30	38	ENTERCOM-EOE-WVEE	AT304354
6:19:37 AM	\$0.00	:30	39	ENTERCOM-EOE-WVEE	AT304354
2:44:10 AM	\$0.00	:30	40	ENTERCOM-EOE-WVEE	AT304354
12:24:32 AM	\$0.00	:30	41	ENTERCOM-EOE-WVEE	AT304354
12:14:50 AM	\$0.00	:30	42	ENTERCOM-EOE-WVEE	AT304354
11:23:30 PM	\$0.00	:30	43	ENTERCOM-EOE-WVEE	AT304354
3:13:26 AM	\$0.00	:30	44	ENTERCOM-EOE-WVEE	AT304354
2:34:22 PM	\$0.00	:30	45	ENTERCOM-EOE-WVEE	AT304354
5:46:34 AM	\$0.00	:30	46	ENTERCOM-EOE-WVEE	AT304354
10:22:48 PM	\$0.00	:30	47	ENTERCOM-EOE-WVEE	AT304354

8:49:45 PM	\$0.00	:30	48	ENTERCOM-EOE-WVEE	AT304354
1:12:42 PM	\$0.00	:30	49	ENTERCOM-EOE-WVEE	AT304354
12:49:36 AM	\$0.00	:30	50	ENTERCOM-EOE-WVEE	AT304354
3:16:24 AM	\$0.00	:30	51	ENTERCOM-EOE-WVEE	AT304354
11:58:59 PM	\$0.00	:30	52	ENTERCOM-EOE-WVEE	AT304354
7:17:46 PM	\$0.00	:30	53	ENTERCOM-EOE-WVEE	AT304354
8:54:09 PM	\$0.00	:30	54	ENTERCOM-EOE-WVEE	AT304354
4:42:00 AM	\$0.00	:30	55	ENTERCOM-EOE-WVEE	AT304354
3:42:41 AM	\$0.00	:30	56	ENTERCOM-EOE-WVEE	AT304354
12:18:09 AM	\$0.00	:30	57	ENTERCOM-EOE-WVEE	AT304354
9:28:42 PM	\$0.00	:30	58	ENTERCOM-EOE-WVEE	AT304354
2:16:00 AM	\$0.00	:30	59	ENTERCOM-EOE-WVEE	AT304354
2:16:10 AM	\$0.00	:30	60	ENTERCOM-EOE-WVEE	AT304354
8:25:36 PM	\$0.00	:30	61	ENTERCOM-EOE-WVEE	AT304354
8:18:54 PM	\$0.00	:30	62	ENTERCOM-EOE-WVEE	AT304354
4:43:38 AM	\$0.00	:30	63	ENTERCOM-EOE-WVEE	AT304354
11:17:03 AM	\$0.00	:30	64	ENTERCOM-EOE-WVEE	AT304354
4:14:28 AM	\$0.00	:30	65	ENTERCOM-EOE-WVEE	AT304354
3:11:56 AM	\$0.00	:30	66	ENTERCOM-EOE-WVEE	AT304354
1:22:59 AM	\$0.00	:30	67	ENTERCOM-EOE-WVEE	AT304354
2:17:37 AM	\$0.00	:30	68	ENTERCOM-EOE-WVEE	AT304354
4:41:05 AM	\$0.00	:30	69	ENTERCOM-EOE-WVEE	AT304354
2:19:50 AM	\$0.00	:30	70	ENTERCOM-EOE-WVEE	AT304354
12:14:07 AM	\$0.00	:30	71	ENTERCOM-EOE-WVEE	AT304354
10:53:38 PM	\$0.00	:30	72	ENTERCOM-EOE-WVEE	AT304354
1:42:09 AM	\$0.00	:30	73	ENTERCOM-EOE-WVEE	AT304354
8:59:09 PM	\$0.00	:30	74	ENTERCOM-EOE-WVEE	AT304354
3:16:23 AM	\$0.00	:30	75	ENTERCOM-EOE-WVEE	AT304354
6:23:42 PM	\$0.00	:30	76	ENTERCOM-EOE-WVEE	AT304354
8:17:20 PM	\$0.00	:30	77	ENTERCOM-EOE-WVEE	AT304354
10:50:11 PM	\$0.00	:30	78	ENTERCOM-EOE-WVEE	AT304354
4:46:52 AM	\$0.00	:30	79	ENTERCOM-EOE-WVEE	AT304354
3:44:04 AM	\$0.00	:30	80	ENTERCOM-EOE-WVEE	AT304354
2:23:46 PM	\$0.00	:30	81	ENTERCOM-EOE-WVEE	AT304354
6:48:46 PM	\$0.00	:30	82	ENTERCOM-EOE-WVEE	AT304354
4:44:26 AM	\$0.00	:30	84	ENTERCOM-EOE-WVEE	AT304354
2:45:30 AM	\$0.00	:30	85	ENTERCOM-EOE-WVEE	AT304354
4:19:01 AM	\$0.00	:30	86	ENTERCOM-EOE-WVEE	AT304354
2:15:29 AM	\$0.00	:30	87	ENTERCOM-EOE-WVEE	AT304354
3:16:47 AM	\$0.00	:30	88	ENTERCOM-EOE-WVEE	AT304354
3:48:29 AM	\$0.00	:30	90	ENTERCOM-EOE-WVEE	AT304354
4:31:46 PM	\$0.00	:30	91	ENTERCOM-EOE-WVEE	AT304354
4:46:43 AM	\$0.00	:30	92	ENTERCOM-EOE-WVEE	AT304354
12:18:04 AM	\$0.00	:30	93	ENTERCOM-EOE-WVEE	AT304354

2:13:10 AM	\$0.00	:30	94	ENTERCOM-EOE-WVEE	AT304354
2:47:27 AM	\$0.00	:30	95	ENTERCOM-EOE-WVEE	AT304354
12:24:53 AM	\$0.00	:30	96	ENTERCOM-EOE-WVEE	AT304354
4:15:51 AM	\$0.00	:30	97	ENTERCOM-EOE-WVEE	AT304354
3:42:52 AM	\$0.00	:30	98	ENTERCOM-EOE-WVEE	AT304354
1:44:59 AM	\$0.00	:30	99	ENTERCOM-EOE-WVEE	AT304354
1:17:57 AM	\$0.00	:30	100	ENTERCOM-EOE-WVEE	AT304354
11:52:06 AM	\$0.00	:30	101	ENTERCOM-EOE-WVEE	AT304354
8:58:15 PM	\$0.00	:30	102	ENTERCOM-EOE-WVEE	AT304354
4:47:14 AM	\$0.00	:30	103	ENTERCOM-EOE-WVEE	AT304354
6:53:26 AM	\$0.00	:30	104	ENTERCOM-EOE-WVEE	AT304354
1:19:30 AM	\$0.00	:30	106	ENTERCOM-EOE-WVEE	AT304354
10:18:46 PM	\$0.00	:30	107	ENTERCOM-EOE-WVEE	AT304354
10:58:31 PM	\$0.00	:30	108	ENTERCOM-EOE-WVEE	AT304354
5:47:20 AM	\$0.00	:30	109	ENTERCOM-EOE-WVEE	AT304354
12:58:36 AM	\$0.00	:30	110	ENTERCOM-EOE-WVEE	AT304354
4:47:15 AM	\$0.00	:30	111	ENTERCOM-EOE-WVEE	AT304354
1:18:39 AM	\$0.00	:30	113	ENTERCOM-EOE-WVEE	AT304354
9:16:49 AM	\$0.00	:30	114	ENTERCOM-EOE-WVEE	AT304354
4:45:20 AM	\$0.00	:30	115	ENTERCOM-EOE-WVEE	AT304354
11:57:17 PM	\$0.00	:30	116	ENTERCOM-EOE-WVEE	AT304354
4:15:44 AM	\$0.00	:30	117	ENTERCOM-EOE-WVEE	AT304354
12:39:13 AM	\$0.00	:30	118	ENTERCOM-EOE-WVEE	AT304354
4:17:18 AM	\$0.00	:30	119	ENTERCOM-EOE-WVEE	AT304354
1:43:45 AM	\$0.00	:30	120	ENTERCOM-EOE-WVEE	AT304354
2:44:56 AM	\$0.00	:30	121	ENTERCOM-EOE-WVEE	AT304354
2:20:59 AM	\$0.00	:30	122	ENTERCOM-EOE-WVEE	AT304354
2:11:45 AM	\$0.00	:30	123	ENTERCOM-EOE-WVEE	AT304354
5:52:44 PM	\$0.00	:30	124	ENTERCOM-EOE-WVEE	AT304354
11:48:19 PM	\$0.00	:30	125	ENTERCOM-EOE-WVEE	AT304354
9:18:15 AM	\$0.00	:30	126	ENTERCOM-EOE-WVEE	AT304354
12:46:52 AM	\$0.00	:30	127	ENTERCOM-EOE-WVEE	AT304354
11:51:27 AM	\$0.00	:30	128	ENTERCOM-EOE-WVEE	AT304354
9:39:10 AM	\$0.00	:30	129	ENTERCOM-EOE-WVEE	AT304354
4:44:30 AM	\$0.00	:30	130	ENTERCOM-EOE-WVEE	AT304354
11:19:14 AM	\$0.00	:30	131	ENTERCOM-EOE-WVEE	AT304354
4:44:03 AM	\$0.00	:30	132	ENTERCOM-EOE-WVEE	AT304354
9:50:24 AM	\$0.00	:30	133	ENTERCOM-EOE-WVEE	AT304354
11:42:34 PM	\$0.00	:30	134	ENTERCOM-EOE-WVEE	AT304354
10:52:05 PM	\$0.00	:30	135	ENTERCOM-EOE-WVEE	ATL-4236
4:48:16 AM	\$0.00	:30	136	ENTERCOM-EOE-WVEE	ATL-4236
3:21:30 PM	\$0.00	:30	137	ENTERCOM-EOE-WVEE	ATL-4236
9:23:48 PM	\$0.00	:30	138	ENTERCOM-EOE-WVEE	ATL-4236
4:46:25 AM	\$0.00	:30	139	ENTERCOM-EOE-WVEE	ATL-4236

4:41:36 AM	\$0.00	:30	140	ENTERCOM-EOE-WVEE	ATL-4236
12:19:13 PM	\$0.00	:30	141	ENTERCOM-EOE-WVEE	ATL-4236
11:20:16 PM	\$0.00	:30	142	ENTERCOM-EOE-WVEE	ATL-4236
11:28:08 PM	\$0.00	:30	143	ENTERCOM-EOE-WVEE	ATL-4236
6:46:35 AM	\$0.00	:30	144	ENTERCOM-EOE-WVEE	ATL-4236
12:53:22 PM	\$0.00	:30	145	ENTERCOM-EOE-WVEE	ATL-4236
3:57:24 PM	\$0.00	:30	146	ENTERCOM-EOE-WVEE	ATL-4236
11:48:49 PM	\$0.00	:30	147	ENTERCOM-EOE-WVEE	ATL-4236
12:19:19 AM	\$0.00	:30	148	ENTERCOM-EOE-WVEE	ATL-4236
2:31:00 PM	\$0.00	:30	150	ENTERCOM-EOE-WVEE	ATL-4236
2:15:37 AM	\$0.00	:30	151	ENTERCOM-EOE-WVEE	ATL-4236
3:12:00 AM	\$0.00	:30	152	ENTERCOM-EOE-WVEE	ATL-4236
8:11:59 PM	\$0.00	:30	153	ENTERCOM-EOE-WVEE	ATL-4236
9:52:27 PM	\$0.00	:30	154	ENTERCOM-EOE-WVEE	ATL-4236
6:27:02 AM	\$0.00	:30	155	ENTERCOM-EOE-WVEE	ATL-4236
11:46:37 PM	\$0.00	:30	156	ENTERCOM-EOE-WVEE	ATL-4236
10:28:19 PM	\$0.00	:30	157	ENTERCOM-EOE-WVEE	ATL-4236
2:52:59 PM	\$0.00	:30	158	ENTERCOM-EOE-WVEE	ATL-4236
5:27:55 AM	\$0.00	:30	159	ENTERCOM-EOE-WVEE	ATL-4236
11:17:08 PM	\$0.00	:30	160	ENTERCOM-EOE-WVEE	ATL-4236
11:16:52 AM	\$0.00	:30	161	ENTERCOM-EOE-WVEE	ATL-4236
12:44:12 AM	\$0.00	:30	162	ENTERCOM-EOE-WVEE	ATL-4236
12:18:13 AM	\$0.00	:30	163	ENTERCOM-EOE-WVEE	ATL-4236
4:33:12 PM	\$0.00	:30	164	ENTERCOM-EOE-WVEE	ATL-4236
1:59:05 PM	\$0.00	:30	165	ENTERCOM-EOE-WVEE	ATL-4236
6:44:40 PM	\$0.00	:30	166	ENTERCOM-EOE-WVEE	ATL-4236
	\$0.00		157		

Date	Air Time	Ad-ID	House #	Order	Advertiser	Product Description	Length
12/01/17	3:13:41 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/02/17	1:41:37 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/03/17	12:42:39 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/04/17	1:38:51 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/05/17	12:43:03 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/05/17	3:34:05 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/06/17	2:41:22 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/07/17	2:39:36 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/08/17	3:14:02 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/09/17	12:43:06 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/10/17	4:38:01 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/11/17	3:13:17 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/12/17	1:39:32 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/13/17	1:39:28 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/13/17	3:15:03 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/14/17	1:40:00 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/17/17	12:42:21 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/17/17	2:38:38 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/19/17	1:44:15 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/19/17	3:37:10 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/21/17	1:42:08 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/21/17	3:13:23 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/24/17	12:40:54 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/26/17	12:40:13 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/26/17	3:36:37 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/27/17	12:41:38 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/27/17	2:41:03 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/28/17	12:40:56 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/28/17	2:40:04 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/29/17	12:43:55 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/30/17	3:39:56 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/31/17	1:39:09 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30
12/31/17	4:40:29 AM	EQUALOPPORTUN	ATL-1314	751091	WSTR-FM	Equal Opportun	:30

WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/20/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/21/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/22/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/23/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/24/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/25/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/26/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/27/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/28/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/29/18
WSTR-FM	1	864351	WSTR-FM	Equal Opportunity Employee	2017	12/30/18

Air Time	Rate	Length	Spot #	Ad-ID	House #
2:41:51 AM	\$0.00	:30	4	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:41:41 AM	\$0.00	:30	10	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:43:31 AM	\$0.00	:30	7	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:41:10 AM	\$0.00	:30	18	EQUALOPPORTUNITYEMPLOYER	ATL-1314
11:48:36 PM	\$0.00	:30	19	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:44:41 AM	\$0.00	:30	13	EQUALOPPORTUNITYEMPLOYER	ATL-1314
10:03:28 PM	\$0.00	:30	20	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:43:07 AM	\$0.00	:30	341	EQUALOPPORTUNITYEMPLOYER	ATL-1314
5:44:56 AM	\$0.00	:30	16	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:41:28 AM	\$0.00	:30	17	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:40:46 AM	\$0.00	:30	29	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:40:38 AM	\$0.00	:30	28	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:43:27 AM	\$0.00	:30	22	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:40:37 AM	\$0.00	:30	23	EQUALOPPORTUNITYEMPLOYER	ATL-1314
9:33:35 PM	\$0.00	:30	25	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:39:11 AM	\$0.00	:30	30	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:40:43 AM	\$0.00	:30	26	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:41:17 AM	\$0.00	:30	39	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:43:38 AM	\$0.00	:30	31	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:46:59 AM	\$0.00	:30	38	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:39:54 AM	\$0.00	:30	33	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:41:30 AM	\$0.00	:30	35	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:41:09 AM	\$0.00	:30	36	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:43:35 AM	\$0.00	:30	40	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:41:26 AM	\$0.00	:30	44	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:12:50 AM	\$0.00	:30	47	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:37:42 AM	\$0.00	:30	43	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:33:05 PM	\$0.00	:30	42	EQUALOPPORTUNITYEMPLOYER	ATL-1314
5:12:14 AM	\$0.00	:30	46	EQUALOPPORTUNITYEMPLOYER	ATL-1314
10:47:29 PM	\$0.00	:30	48	EQUALOPPORTUNITYEMPLOYER	ATL-1314
11:42:05 PM	\$0.00	:30	50	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:41:31 AM	\$0.00	:30	57	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:14:11 AM	\$0.00	:30	58	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:38:56 AM	\$0.00	:30	53	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:43:31 AM	\$0.00	:30	52	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:43:35 AM	\$0.00	:30	55	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:38:25 AM	\$0.00	:30	60	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:40:29 AM	\$0.00	:30	61	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:40:30 AM	\$0.00	:30	62	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:42:40 AM	\$0.00	:30	64	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:41:05 AM	\$0.00	:30	63	EQUALOPPORTUNITYEMPLOYER	ATL-1314
8:15:49 PM	\$0.00	:30	70	EQUALOPPORTUNITYEMPLOYER	ATL-1314
5:16:46 AM	\$0.00	:30	79	EQUALOPPORTUNITYEMPLOYER	ATL-1314

12:38:37 AM	\$0.00	:30	72	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:40:47 AM	\$0.00	:30	75	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:40:47 AM	\$0.00	:30	74	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:42:28 AM	\$0.00	:30	76	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:46:21 AM	\$0.00	:30	80	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:12:06 AM	\$0.00	:30	81	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:35:50 PM	\$0.00	:30	88	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:51:54 AM	\$0.00	:30	84	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:45:37 AM	\$0.00	:30	82	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:41:11 AM	\$0.00	:30	85	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:38:24 AM	\$0.00	:30	90	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:44:30 PM	\$0.00	:30	89	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:53:44 PM	\$0.00	:30	91	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:43:59 AM	\$0.00	:30	100	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:44:45 AM	\$0.00	:30	97	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:41:44 PM	\$0.00	:30	99	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:41:49 AM	\$0.00	:30	110	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:16:49 PM	\$0.00	:30	102	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:15:55 PM	\$0.00	:30	108	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:32:54 PM	\$0.00	:30	104	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:18:35 PM	\$0.00	:30	105	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:39:45 AM	\$0.00	:30	109	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:40:28 AM	\$0.00	:30	106	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:42:43 AM	\$0.00	:30	112	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:43:41 AM	\$0.00	:30	120	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:15:17 AM	\$0.00	:30	113	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:43:43 AM	\$0.00	:30	118	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:41:24 AM	\$0.00	:30	117	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:46:48 PM	\$0.00	:30	116	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:00:21 AM	\$0.00	:30	119	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:48:15 PM	\$0.00	:30	121	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:43:17 AM	\$0.00	:30	130	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:43:25 AM	\$0.00	:30	124	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:41:40 AM	\$0.00	:30	125	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:49:07 PM	\$0.00	:30	128	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:59:50 AM	\$0.00	:30	129	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:48:30 AM	\$0.00	:30	131	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:17:15 AM	\$0.00	:30	132	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:39:40 AM	\$0.00	:30	134	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:14:32 PM	\$0.00	:30	140	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:36:13 AM	\$0.00	:30	133	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:39:49 AM	\$0.00	:30	139	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:39:04 AM	\$0.00	:30	141	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:41:13 AM	\$0.00	:30	150	EQUAL OPPORTUNITY EMPLOYER	ATL-1314

3:40:19 AM	\$0.00	:30	149	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:39:02 AM	\$0.00	:30	342	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:42:43 AM	\$0.00	:30	144	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:38:59 AM	\$0.00	:30	147	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:49:49 PM	\$0.00	:30	151	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:09:02 PM	\$0.00	:30	159	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:41:51 AM	\$0.00	:30	153	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:41:43 AM	\$0.00	:30	158	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:38:57 AM	\$0.00	:30	160	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:41:08 AM	\$0.00	:30	156	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:44:36 PM	\$0.00	:30	157	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:36:16 AM	\$0.00	:30	170	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:40:20 AM	\$0.00	:30	169	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:39:54 AM	\$0.00	:30	168	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:18:45 AM	\$0.00	:30	166	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:43:27 AM	\$0.00	:30	165	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:49:23 AM	\$0.00	:30	171	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:42:44 AM	\$0.00	:30	172	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:09:22 PM	\$0.00	:30	179	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:17:26 AM	\$0.00	:30	174	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:15:21 PM	\$0.00	:30	178	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:45:45 AM	\$0.00	:30	180	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:44:37 AM	\$0.00	:30	177	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:47:11 PM	\$0.00	:30	186	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:17:29 PM	\$0.00	:30	183	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:41:33 AM	\$0.00	:30	184	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:49:57 PM	\$0.00	:30	188	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:42:35 AM	\$0.00	:30	190	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:42:11 AM	\$0.00	:30	200	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:51:47 PM	\$0.00	:30	192	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:43:07 AM	\$0.00	:30	199	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:18:22 PM	\$0.00	:30	194	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:43:57 AM	\$0.00	:30	195	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:44:22 AM	\$0.00	:30	196	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
4:42:10 AM	\$0.00	:30	198	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:46:47 AM	\$0.00	:30	208	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:49:27 AM	\$0.00	:30	201	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:41:42 AM	\$0.00	:30	203	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:13:14 AM	\$0.00	:30	204	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:51:50 PM	\$0.00	:30	205	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:48:31 PM	\$0.00	:30	210	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:18:39 AM	\$0.00	:30	209	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:48:54 PM	\$0.00	:30	215	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:48:41 AM	\$0.00	:30	220	EQUAL OPPORTUNITY EMPLOYER	ATL-1314

10:47:10 AM	\$0.00	:30	213	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:45:50 AM	\$0.00	:30	218	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:52:32 PM	\$0.00	:30	214	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:42:55 AM	\$0.00	:30	219	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:43:54 AM	\$0.00	:30	217	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
4:15:40 PM	\$0.00	:30	229	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:42:27 AM	\$0.00	:30	221	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:45:18 PM	\$0.00	:30	223	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:37:48 AM	\$0.00	:30	230	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:18:59 PM	\$0.00	:30	225	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:44:28 PM	\$0.00	:30	226	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:29:58 AM	\$0.00	:30	228	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:29:14 AM	\$0.00	:30	231	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:14:28 AM	\$0.00	:30	232	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:48:15 AM	\$0.00	:30	233	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:47:30 AM	\$0.00	:30	239	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:41:24 AM	\$0.00	:30	235	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:47:18 PM	\$0.00	:30	238	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:41:26 AM	\$0.00	:30	240	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:38:20 AM	\$0.00	:30	248	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:14:08 AM	\$0.00	:30	242	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:19:21 AM	\$0.00	:30	250	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:15:00 AM	\$0.00	:30	244	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:19:14 PM	\$0.00	:30	249	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:40:26 AM	\$0.00	:30	245	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:21:45 AM	\$0.00	:30	247	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:41:07 AM	\$0.00	:30	256	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:38:09 AM	\$0.00	:30	253	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:18:15 AM	\$0.00	:30	251	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:48:21 PM	\$0.00	:30	260	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:44:24 AM	\$0.00	:30	255	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:46:03 PM	\$0.00	:30	259	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:50:01 PM	\$0.00	:30	257	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:44:07 PM	\$0.00	:30	262	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:45:35 PM	\$0.00	:30	268	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:44:56 PM	\$0.00	:30	269	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:43:24 PM	\$0.00	:30	267	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:07:10 AM	\$0.00	:30	265	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:39:08 AM	\$0.00	:30	266	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:16:26 AM	\$0.00	:30	270	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:45:24 AM	\$0.00	:30	271	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:08:05 AM	\$0.00	:30	272	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:45:17 AM	\$0.00	:30	278	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:47:27 PM	\$0.00	:30	343	EQUAL OPPORTUNITY EMPLOYER	ATL-1314

2:46:28 AM	\$0.00	:30	280	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:37:56 PM	\$0.00	:30	279	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
10:45:09 PM	\$0.00	:30	277	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:13:43 PM	\$0.00	:30	281	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:14:34 PM	\$0.00	:30	288	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:13:50 PM	\$0.00	:30	283	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:10:55 AM	\$0.00	:30	284	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:45:37 AM	\$0.00	:30	285	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:43:48 AM	\$0.00	:30	289	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:40:06 AM	\$0.00	:30	290	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:37:30 AM	\$0.00	:30	291	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:42:30 AM	\$0.00	:30	298	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:41:10 AM	\$0.00	:30	300	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:14:33 AM	\$0.00	:30	299	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:11:21 PM	\$0.00	:30	295	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:44:02 AM	\$0.00	:30	296	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:42:30 AM	\$0.00	:30	297	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:13:50 PM	\$0.00	:30	304	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:37:57 AM	\$0.00	:30	309	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:12:55 AM	\$0.00	:30	303	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
9:47:47 AM	\$0.00	:30	308	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:11:28 PM	\$0.00	:30	305	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:44:24 PM	\$0.00	:30	310	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:43:34 AM	\$0.00	:30	307	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:44:55 AM	\$0.00	:30	311	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
6:08:43 AM	\$0.00	:30	312	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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2:43:32 AM	\$0.00	:30	317	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:36:00 AM	\$0.00	:30	315	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:43:36 PM	\$0.00	:30	316	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:36:56 AM	\$0.00	:30	319	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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3:44:21 PM	\$0.00	:30	328	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:41:09 AM	\$0.00	:30	325	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:45:11 AM	\$0.00	:30	329	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:37:52 AM	\$0.00	:30	324	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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6:49:57 PM	\$0.00	:30	344	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
7:14:51 PM	\$0.00	:30	339	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:46:16 PM	\$0.00	:30	333	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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11:37:50 PM	\$0.00	:30	337	EQUAL OPPORTUNITY EMPLOYER	ATL-1314

11:40:11 PM	\$0.00	:30	340	EQUALOPPORTUNITYEMPLOYER	ATL-1314
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1:41:06 AM	\$0.00	:30	345	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:35:44 AM	\$0.00	:30	348	EQUALOPPORTUNITYEMPLOYER	ATL-1314
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12:36:13 AM	\$0.00	:30	349	EQUALOPPORTUNITYEMPLOYER	ATL-1314
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3:38:14 AM	\$0.00	:30	358	EQUALOPPORTUNITYEMPLOYER	ATL-1314
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12:38:15 AM	\$0.00	:30	363	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:40:09 AM	\$0.00	:30	367	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:43:05 AM	\$0.00	:30	369	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:11:14 AM	\$0.00	:30	366	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:42:35 AM	\$0.00	:30	368	EQUALOPPORTUNITYEMPLOYER	ATL-1314
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4:41:57 AM	\$0.00	:30	370	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:36:51 AM	\$0.00	:30	374	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:41:15 AM	\$0.00	:30	375	EQUALOPPORTUNITYEMPLOYER	ATL-1314
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10:13:17 PM	\$0.00	:30	378	EQUALOPPORTUNITYEMPLOYER	ATL-1314
9:41:19 PM	\$0.00	:30	379	EQUALOPPORTUNITYEMPLOYER	ATL-1314
9:12:48 PM	\$0.00	:30	381	EQUALOPPORTUNITYEMPLOYER	ATL-1314
12:37:10 AM	\$0.00	:30	382	EQUALOPPORTUNITYEMPLOYER	ATL-1314
2:43:34 AM	\$0.00	:30	380	EQUALOPPORTUNITYEMPLOYER	ATL-1314
3:10:21 AM	\$0.00	:30	383	EQUALOPPORTUNITYEMPLOYER	ATL-1314
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10:39:35 PM	\$0.00	:30	386	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:37:54 AM	\$0.00	:30	384	EQUALOPPORTUNITYEMPLOYER	ATL-1314
1:42:50 AM	\$0.00	:30	390	EQUALOPPORTUNITYEMPLOYER	ATL-1314

1:45:05 AM	\$0.00	:30	387	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:45:48 AM	\$0.00	:30	389	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:12:17 AM	\$0.00	:30	388	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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2:39:39 AM	\$0.00	:30	391	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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12:39:49 AM	\$0.00	:30	394	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
2:45:13 AM	\$0.00	:30	395	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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11:41:21 PM	\$0.00	:30	418	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
1:42:34 AM	\$0.00	:30	421	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
12:39:12 AM	\$0.00	:30	419	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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1:40:13 AM	\$0.00	:30	423	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:09:02 AM	\$0.00	:30	428	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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1:45:46 AM	\$0.00	:30	436	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
5:43:15 PM	\$0.00	:30	437	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
3:12:09 AM	\$0.00	:30	439	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
11:42:51 PM	\$0.00	:30	438	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
8:16:26 AM	\$0.00	:30	441	EQUAL OPPORTUNITY EMPLOYER	ATL-1314
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	\$0.00		318		

From: Charles, Carla
Sent: Thursday, November 02, 2017 11:42 AM
To: Melnick, Josh <josh.melnick@cbsradio.com>
Subject: FW: GSU Sales Executive RoundTable Meeting - Friday, November 10th 7:30-9:30 a.m. -- Please RSVP

Career Initiative #3
GSU Executive Roundtable

Josh, Rick will be out of town. Do you want to attend?

From: Beth Alexander [mailto:bkalexander@gsu.edu]
Sent: Thursday, November 02, 2017 11:38 AM
To: Beth Alexander <bkalexander@gsu.edu>
Cc: Charlie Thackston <charliethackston@soarperformancegroup.com>
Subject: GSU Sales Executive RoundTable Meeting - Friday, November 10th 7:30-9:30 a.m. -- Please RSVP

GSU Sales Executive RoundTable members,

Our Next Meeting is Friday, November 10th:

When surveying the GSU Sales Executive RoundTable Members, a topic that consistently came up was the subject of analytics. The ability to generate data and the ability to analyze that data are greater than ever. The key to success will be how to use that analysis to drive better business outcomes across your team. That requires "Building an Analytics Culture" within your organization. **Please join us on November 10th at the GSU Sales Executive RoundTable where Bill Franks, Chief Analytics Officer for the International Institute for Analytics, will share his experiences in "Building an Analytics Culture"**. Bill has authored two books on the topic: The Analytics Revolution and Taming the Big Data Title Wave.

Meeting Details:

Friday, November 10th 7:30 a.m. - 9:30 a.m. at our usual location at the Robinson College Buckhead Center

MEETING LOCATION: GSU Robinson College of Business Buckhead Center in the Board Room on the 2nd floor.

Directions and parking information: <http://robinson.gsu.edu/about/locations/>

Please Note: The street address is 3348 Peachtree Road, but this is not the best landmark to use for directions. If you are using Google maps or a GPS unit, input Tower Place Drive NE 30326 (or the intersection of Tower Place Drive and Lenox Road). There are gates on Tower Place Drive that block access from Piedmont between 7-9:30 a.m. During this time it is imperative that you enter from the Lenox Road intersection on Tower Place Drive (turn at On the Border Mexican Restaurant and Wells Fargo Bank and go straight until you must turn right into our parking deck).

***** Please reply to this email to let us know whether or not you will be attending the meeting and whether you will have a guest.***** We encourage you to invite a guest and/or a potential new member. If you will have a guest, please let me know the guest's name so that we can have a nametag made.

Please also mark your calendar for our winter/spring 2018 meetings:

February 16 - TBD

April 6 - TBD

#3

May 18 - TBD

Thanks and we look forward to seeing you November 10th.

Charlie and Beth

Charlie Thackston
Director, GSU Sales Executive RoundTable
President, Soar Performance Group, Inc.
770-331-7995
charliethackston@soarperformancegroup.com

Beth Alexander
Director, Special Projects – Department of Marketing
Georgia State University Robinson College of Business
404-413-7690
bkalexander@gsu.edu

#3

Ameena Phelps

From: Eric Vandesteeg
Sent: Wednesday, July 24, 2019 5:18 PM
To: Ameena Phelps
Subject: FW: GSU Sales Executive RoundTable Meeting - Friday, November 10th 7:30-9:30 a.m. -- Please RSVP

—
Dutch Van De Steeg
Marketing Director, Entercom Atlanta

Entercom | Atlanta
O: +1 404-898-8908
M: +1 404-725-5170

From: Nicholas Vicente
Sent: Tuesday, July 23, 2019 5:35 PM
To: Eric Vandesteeg <dutch.vandesteeg@entercom.com>
Subject: Fwd: GSU Sales Executive RoundTable Meeting - Friday, November 10th 7:30-9:30 a.m. -- Please RSVP

[Get Outlook for Android](#)

----- Forwarded message -----

From: "Josh Melnick" <josh.melnick@entercom.com>
Date: Tue, Jul 23, 2019 at 5:34 PM -0400
Subject: FW: GSU Sales Executive RoundTable Meeting - Friday, November 10th 7:30-9:30 a.m. -- Please RSVP
To: "Nicholas Vicente" <Nicholas.Vicente@entercom.com>

From: Melnick, Josh
Sent: Thursday, November 02, 2017 11:56 AM
To: Charles, Carla <carla.charles@cbsradio.com>
Subject: RE: GSU Sales Executive RoundTable Meeting - Friday, November 10th 7:30-9:30 a.m. -- Please RSVP

Ok – Can you let them know I will be there I went last time as well.

Thank you

Josh

Ameena Phelps

Recruitment Initiative #4

University of Georgia Career Day

From: Rick Caffey
Sent: Thursday, July 25, 2019 10:44 AM
To: Ameena Phelps
Subject: FW: GAB Radio Talent Institute!

2018

Rick Caffey
SVP and Market Manager

Entercom | Atlanta
1201 Peachtree St, N.E, Suite 800
Atlanta, Georgia 30361
O: +1 404-898-8921
entercom.com | radio.com

V-103 | Star 94.1 | 92-9 The Game | 1380 WAOK
Falcons Radio Network | ATL Hawks | ATL UnitedFC



From: Rick Caffey
Sent: Tuesday, May 22, 2018 11:38 AM
To: Rick Caffey <Rick.Caffey@entercom.com>
Subject: FW: GAB Radio Talent Institute!

Rick Caffey
SVP & Market Manager

PLEASE NOTE NEW EMAIL ADDRESS: Rick.Caffey@entercom.com

Entercom | Atlanta
1201 Peachtree St, N.E, Suite 800
Atlanta, Georgia 30361
O: +1 404-898-8921
entercom.com

V-103 | Star 94.1 | 92-9 The Game | 1380 WAOK | Smart Reach Digital
Falcons Radio Network | ATL Hawks | ATL United FC

From: Clara Jade [<mailto:ClaraJade@nationalradiotalentsystem.com>]
Sent: Thursday, May 17, 2018 3:18 PM
To: Rick Caffey <Rick.Caffey@entercom.com>
Subject: GAB Radio Talent Institute!

Hi Rick,

#4

We're beyond thankful you were able to talk to the 2018 GAB Radio Talent Institute students. I know they loved it and I hope you did as well.

We would really appreciate it if you could fill out the survey below. Your responses will help make the Radio Talent Institutes even better.

Fill out as much (or as little) as you would like. As always, if you need anything at all, don't hesitate to contact me.

http://www.nationalradiotalentsystem.com/survey/gab/2018/gab_survey_guest_faculty_2018.html

Thank you again for taking time to help prepare the next generation of broadcasters.

Thanks,

Ciara

CIARA JADE
Director of Operations
National Radio Talent System
704.246.8185

Ameena Phelps

From: Rick Caffey
Sent: Thursday, July 25, 2019 10:45 AM
To: Ameena Phelps
Subject: FW: Honesty really is the best policy. | Thank you for coming to the GAB Radio Talent Institute!
Attachments: Freshman Year Resume -6.docx

Rick Caffey
SVP and Market Manager

Entercom | Atlanta
1201 Peachtree St, N.E, Suite 800
Atlanta, Georgia 30361
O: +1 404-898-8921
entercom.com | radio.com

V-103 | [Star 94.1](#) | [92-9 The Game](#) | [1380 WAOK](#)
[Falcons Radio Network](#) | [ATL Hawks](#) | [ATL UnitedFC](#)



From: Danielle Harvey <danielleh013@yahoo.com>
Sent: Friday, May 18, 2018 12:48 PM
To: Rick Caffey <Rick.Caffey@entercom.com>
Subject: Honesty really is the best policy. | Thank you for coming to the GAB Radio Talent Institute!

Good afternoon, Mr. Caffey!

I want to thank you for taking the time out of your busy schedule to come speak at this program! I appreciated your candidness about the industry and your experiences with it, and I really did soak up everything you said. I feel like I am more prepared and know what curveballs might be thrown my way throughout this journey. My interest is in TV broadcast (and radio even more through this institute), but marketing has always been in the back of my mind, and I have considered a career as a Marketing Manager many times. I really connected with the fact that the position allows you to use your creative abilities and each day is a new challenge; the typical office job is not for me. Would it be possible that throughout my college career, and even professional career, I could keep in contact with you about questions or concerns that I have? I would love to come in and shadow you to see a day in your life! Also, if you were interested in seeing my resume, I have attached it, although I am still adding to it as I have just finished my freshman year. I am so glad you came! I hope to learn a lot from you.

Sincerely,
Danielle Harvey



GAB Radio Talent Institute

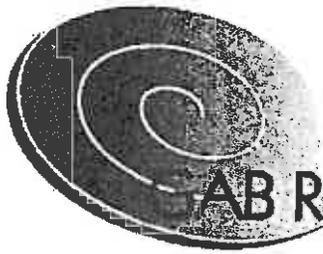
Georgia Association of Broadcasters
Grady College & University of Georgia

Monday, May 7, 2018

1:30pm	Opening Comments	Janice Hume Professor & Journalism Dept. Head Grady College of Journalism and Mass Communication University of Georgia
		Dr. Charles Davis, Dean Grady College of Journalism and Mass Communication University of Georgia
		Bob Houghton President Georgia Association of Broadcasters Atlanta, GA
		Dan Vallie President National Radio Talent System Charlotte
	Announcements & Agenda Preview	Karen Andrews Director of Special Events and Student Leadership, Grady College University of Georgia On-Campus Director, GAB Radio Talent Institute
2:00-3:15pm	<i>"You and Your Broadcasting Career"</i>	Heidi Raphael VP of Corporate Communications Beasley Media Group Naples, Florida
3:30-4:45pm	<i>"Radio's Digital Content & Social Media"</i>	Zac Morgan Digital Content Manager Cox Media Group Atlanta
5:00-6:00pm	Social Hour at <i>Saucehouse Barbeque</i> with Industry Professionals	

***Evening Assignment: RAB Training Module #1:
"The Role of a Radio Marketing Consultant"**





RAB Radio Talent Institute

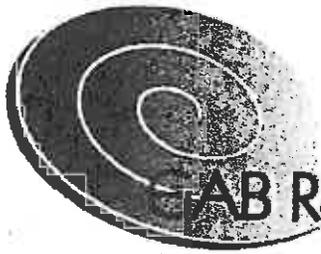
Georgia Association of Broadcasters
Grady College & University of Georgia

Tuesday, May 8, 2018

8:45am	Announcements & Agenda Preview	Karen Andrews
9:00-10:15am	RAB Training Module: #2 – <i>“Prospecting - Finding and Evaluating Prospects”</i>	Mike Watkins Media Consultant Cox Media Group Atlanta
10:30-11:45am	RAB Training Modules: #3 – <i>“Getting First Call Appointments”</i> #4 – <i>“How to Conduct a Great Client Needs Analysis”</i>	Mark Haddon Director of Sales Beasley Media Group Augusta
12:00noon	Lunch	
1:00-2:15pm	RAB Training Modules: #5 – <i>“Elements of a Good Written Proposal”</i> #6 – <i>“The Difference between Features and Benefits”</i>	Jennifer Newman Market President iHeart Media Columbus & Albany, GA
2:30-3:45pm	RAB Training Modules: #7 – <i>“Understanding Competitive Media”</i> #8 – <i>“Why Radio”</i>	Sanders Hickey Partner Golden Isles Broadcasting Brunswick, GA
5:00-6:00pm	Social Hour at <i>Saucehouse Barbeque</i> with Industry Professionals	

***Evening Assignment: RAB Training Module #9: “Scheduling for Success” and #10: “The Role of Creative”**





RAB Radio Talent Institute

Georgia Association of Broadcasters
Grady College & University of Georgia

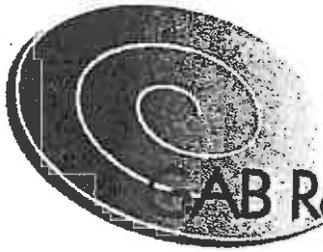
Wednesday, May 9, 2018

"Game on...Mic on"

7:00am	Board Bus to Atlanta	
8:45am	Arrive SUNTRUST Park	
9:15am	<i>"Marketing Atlanta Braves Baseball"</i>	Adam Zimmerman Vice President, Marketing Atlanta Braves
10:10am	<i>"Sports Broadcasting"</i>	Mike Conti Managing Editor, 92.9 The Game Play-by-Play Voice of Atlanta United FC Atlanta Falcons Radio Network Host
11:05am	<i>"Atlanta Falcons Play-by-Play & Sports Broadcasting"</i>	Wes Durham "Voice of the Atlanta Falcons" ACC Network / Fox Sports South
12:15pm	Lunch	
2:00pm	Tour of SunTrust Park	
3:30pm	Depart SunTrust Stadium: Head for Home Plate at UGA	

***Evening Assignment: RAB Training Modules: #11: "The Best Presentations" and #14: "Making Money with RAB Resources"**

National
★ RADIO TALENT SYSTEM
★★★★★



RAB Radio Talent Institute

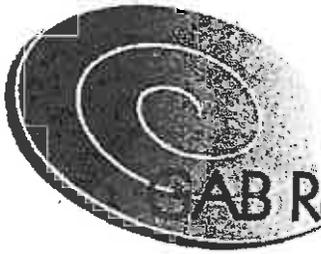
Georgia Association of Broadcasters
Grady College & University of Georgia

Thursday, May 10, 2018

8:45am	Announcements & Agenda Preview	Karen Andrews
9:00-10:15am	RAB Training Modules #12 – <i>"Addressing Objections and Closing"</i> #13 – <i>"Mores Sales through Buyer Style Identification"</i>	KJ Allen President and Managing Member Oconee Radio Group Northeast & Middle Georgia
10:30-11:45am	<i>"Basics of Doing a Great Music Radio Show"</i>	Mike McVay Senior VP Content & Programming Cumulus Media & Westwood One Atlanta
12:00noon	Lunch	
1:00-2:15pm	<i>"Marketing and Promotions – Doing it Right"</i>	Lori Flowers Marketing Director Urban One Atlanta
2:30-3:45pm	<i>"Engineering: RF & IT"</i>	Mike Lawing Director of Engineering iHeart Media Atlanta
5:00-6:00pm	Social hour at <i>Saucehouse Barbeque</i> with Industry Professionals	

Evening Assignment: RAB Training Modules: #15 – *"The Fundamentals of Co-op Advertising"* and #16 – *"How to Find Alternative Revenue Sources"


National
RADIO TALENT SYSTEM



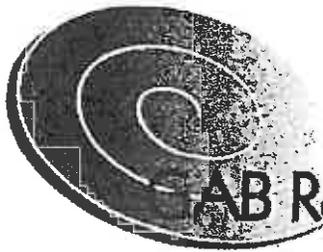
RAB Radio Talent Institute

Georgia Association of Broadcasters
Grady College & University of Georgia

Friday, May 11, 2018

6:00-10:00am	<i>Live Morning Show Broadcast on the UGA Campus</i>	<i>"Frank & Wanda in the Morning" w/ Frank Ski & Wanda Smith V103/WVEE Entercom Radio Atlanta</i>
10:00-10:35am	<i>"Show Prep"</i>	<i>Frank & Wanda</i>
10:45-11:45am	<i>RAB Training Module #17: "Goal Setting and Time Management"</i>	<i>Rick Caffey Senior VP & Market Manager Entercom Radio</i>
11:50am	<i>Announcements & Agenda Preview</i>	<i>Karen Andrews</i>
12:00noon	<i>Lunch</i>	
1:00-2:15pm	<i>"Student to Superstar"</i>	<i>Kent Dunn VP/Market Manager Beasley Media Group Augusta</i>
2:30pm	<i>RAB Radio Marketing Professional Certification Exam</i>	
4:00-5:00pm	<i>Social Hour at <i>Saucehouse Barbeque</i> with Industry Professionals</i>	





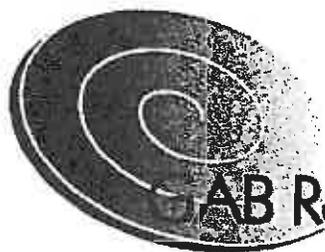
AB Radio Talent Institute

Georgia Association of Broadcasters
Grady College & University of Georgia

Saturday, May 12, 2018

8:45am	Announcements & Agenda Preview	Karen Andrews
9:00-10:15am	<i>"Music Scheduling – How & Why"</i>	Brian Thomas Program Director KICKS 101.5 Cumulus Media Group Atlanta
10:30-11:45am	<i>"Public Broadcasting Today"</i>	Ellen Reinhardt Director of Radio Programming GPB Media Atlanta
12:00noon	Lunch	
1:00-2:15pm	<i>"How to Get a Good Job"</i>	Don Anthony Talentmasters <i>Jockline Daily</i> Morning Show Boot Camp Talk Show Boot Camp Atlanta
2:15-3:00pm	Air Check Sessions	





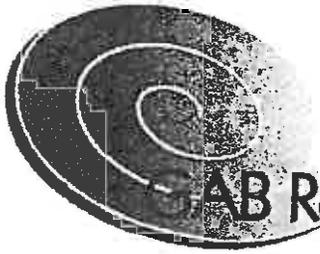
AB Radio Talent Institute

Georgia Association of Broadcasters
Grady College & University of Georgia

Monday, May 14, 2018

8:45am	Announcements & Agenda Preview	Karen Andrews
9:00-10:15am	<i>"On-Air Delivery, Inflection, Pacing, Communicating"</i>	Madison James Afternoon Drive B98.5 Cox Media Group Atlanta
10:30-11:45am	<i>"Branding & Imaging a Radio Station... On-Air & On-Line"</i>	Louie Diaz Operations Manager - Atlanta Market Program Director - WWWQ/Q100 Cumulus Media Atlanta
12:00noon	Lunch	
1:00-2:15pm	<i>"Today's News Radio: Put It Together & Deliver it"</i>	Sandra Parrish Reporter, WSB Radio Cox Media Group Atlanta
2:30-3:45pm	<i>"Talk Radio"</i>	Jared Yamamoto Lead Researcher/Producer <i>The Von Haessler Doctrine</i> WSB/Cox Media Group Atlanta Doug Turnbull PM Drive Airborne Traffic Anchor Triple Team Traffic, News 95.5/ AM750/ 97.1 The River WSB/Cox Media Group Atlanta
4:00-4:45pm	Air Check Sessions	
5:00-6:00pm	Social hour at <i>Saucehouse Barbeque</i> with Industry Professionals	





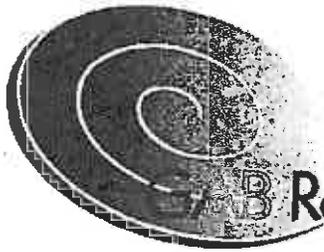
AB Radio Talent Institute

Georgia Association of Broadcasters
Grady College & University of Georgia

Tuesday, May 15, 2018

8:45am	Announcements & Agenda Preview	Karen Andrews
9:00-10:15am	<i>"Basics of Great Voice Work – How Not to Sound Like an Announcer"</i>	Kelley Buttrick Voice Over Talent KB Voiceovers, LLC Athens
10:30-11:45am	<i>"Writing for Radio"</i>	James Fairey Production Director Entercom Radio Atlanta
12:00noon	Lunch	
1:00-2:15pm	<i>"What You Have to Know to be the Program Director"</i>	Brian Michel Regional SVP Programming iHeartMedia Atlanta
2:30-3:45pm	<i>"Adjusting from College to the Pros"</i>	Dr. Dale Van Cantfort Chair, Mass Communication Dept. Piedmont College, Demorest, GA Emily Ward Account Executive Entercom Comm., Chattanooga Kelly Bradshaw Morning Show Co-Host US 101, WUSY- FM Entercom Comm., Chattanooga Joel Silverberg Producer Sports Radio WNML 99.1 FM / 990 AM Play-by-Play Broadcaster Knoxville Ice Bears Cumulus Media Knoxville
4:00-4:45pm	Air Check Sessions	
5:00-6:00pm	Social Hour at <i>Sauzehouse Barbeque</i> with Industry Professionals	

★ National
RADIO TALENT SYSTEM
★★★★★



Radio Talent Institute

Georgia Association of Broadcasters
Grady College & University of Georgia

Wednesday, May 16, 2018

8:45am	Announcements & Agenda Preview	Karen Andrews
9:00-10:15am	<i>"What the PD Looks for in You"</i>	Chris Eagan Director of Branding & Programming Cox Media Group Atlanta
10:30-11:45am	<i>"On-Air: Developing Your Voice, Your Style...You"</i>	Adam Bomb <i>"The Adam Bomb Show"</i> Westwood One Network and Afternoon Drive, Q100 Cumulus Atlanta
12:00noon	Lunch	
1:00-2:15pm	<i>"Now is the Time to Start Thinking Like a Pro"</i>	Allen Power Senior Vice President Salem Media Group Atlanta
2:30-3:00pm	Closing Comments	Bob Houghton President Georgia Association of Broadcasters Atlanta, GA Dan Vallie President National Radio Talent System Charlotte



KIPP:VISION

PRIMARY & MIDDLE SCHOOL

Career Recruitment
Initiative # 5

KIPP Vision

January 25, 2018

Dear Sir or Madame:

I am contacting your organization to request your assistance in providing our scholars with an awesome educational opportunity. Here at KIPP Vision Primary School, we are committed to exposing our scholars to different career paths. KIPP Vision Primary Career Day is scheduled for Thursday, March 29, 2018. The purpose of this event is to motivate students by working closely with the community to help improve their educational outcome. You are essential to the success of this day!

Upon acceptance, you will need to prepare a 15-20 minute presentation. You are encouraged to bring props, photos, or any other type of visual aid that will provide our scholars with a better understanding of your career. We are planning for each class to see 3-4 speakers.

The session times are as follows:

8:15pm-9:15am

9:15am-10:15am

10:45am-11:45am

1:10pm-2:10pm

2:30pm-3:30pm

If you are interested in participating, please fill out the form below. We would really appreciate your personal contribution toward a successful Career Day experience at KIPP Vision Primary School. However, if you are unable to speak with our scholars at this time, please share this information with your co-workers as we have several slots to fill. Thank you in advance for your involvement! If you have any questions, please feel free to contact me (Ms. Arnold, School Counselor) at 404-599-5413 or email me at the following: chuston-arnold@kippvisionprimary.org.

Please return this portion of the form as soon as possible.

I am interested in participating in Career Day on March 29th. _____

I know someone who is interested in participating in Career Day on March 29th. _____

Contact Name: _____

Email address/Phone number: _____

Career: _____

Great. Thanks Jean,

Recruitment Initiative #6
15th Annual Career Day

NV, since Ray will be there 10-12, can I also do the same time so we can be there together?

Chyna ☺

Chasity "Chyna" Lumpkin | On-Site Promotions Coordinator | WVEE | WAOK

Entercom Radio Atlanta | 1201 Peachtree St #800 | Atlanta, GA 30361

☎: 770.235.7534 | 📠: 404.832.2940 | ✉: chasity.lumpkin@entercom.com



Attendees
Chasity Lumpkin -
Onsite Promotions Coordinator
Ray Dyer - On-Air Talent

From: Jean Ross

Sent: Wednesday, April 25, 2018 12:28 PM

To: Chasity Lumpkin <Chasity.Lumpkin@entercom.com>

Subject: FW: RSTS Career Day - May 4, 2018

Ray will do this one 10 to 12 noon

From: Lericia Harris

Sent: Monday, April 23, 2018 11:30 AM

To: Jean Ross <Jean.Ross@entercom.com>

Subject: Fw: RSTS Career Day - May 4, 2018

From: Shemika Hubbard (Robert Shaw Theme) <Shemika_S_Hubbard@dekalbschoolsga.org>

Sent: Friday, April 20, 2018 11:10 AM

To: Lericia Harris

Subject: RSTS Career Day - May 4, 2018

Dear Parents, Community Members and Friends,

Robert Shaw Traditional Theme School is planning our 15th Annual Career Day on Friday, May 4, 2018. We want our students to be "College and Career Ready" and learn about the world of work through a variety of professions. Our program is aligned with the GA Department of Education HB 713. This bill mandates the implementation of the College and Career Readiness Performance Indicators (CCRPI). To assist with fulfillment of the Georgia General Assembly legislation requirements, the seventeen (17) elementary career awareness clusters will guide the focus of our career day program this year. The clusters include ALL career and promote the knowledge and skills needed for our students' future success in both college and career choices.

Since it is important to expose our students to a wide array of career options, on Friday, May 4, 2018 from 8:30 a.m. and 12:00 p.m., we would welcome you to speak on your career. As a guest speaker, our format will require you to speak to our students and answer questions they may have about your career for approximately 10 - 15 minutes. You are invited to spend a portion of the day or the entire day with us. Presenters will be scheduled to rotate to a different class in 10 - 15 minute intervals, depending on the confirmed time(s) of the presenter. A presenter schedule will be available upon your arrival to career day. Listed below are recommended suggestions to share with our students:

- Title/Position
- If profession requires a degree, certification, or training

Ameena Phelps

From: Eric Vandesteeg
Sent: Thursday, July 25, 2019 12:19 PM
To: Ameena Phelps
Subject: Fw: RSTS Career Day - May 4, 2018

Eric "Dutch" Van De Steeg
Marketing Director

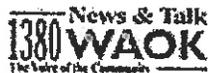
Entercom | Atlanta
1201 Peachtree St, N.E, Suite 800
Atlanta, Georgia 30361
O: 404-898-8908
M: 404-725-5170
entercom.com

From: Nicholas Vicente
Sent: Thursday, July 25, 2019 10:38 AM
To: Eric Vandesteeg
Subject: FW: RSTS Career Day - May 4, 2018

Nicholas "NV" Vicente | Onsite Event Manager | WVEE-FM | WAOK-AM

Entercom Atlanta | 1201 Peachtree St #800 | Atlanta, GA 30361

☎: 404.787.7095 | 📠: 404.898.8880 | ✉: nicholas.vicente@Entercom.com



From: Brenda Yelling
Sent: Wednesday, July 24, 2019 2:19 PM
To: Nicholas Vicente <Nicholas.Vicente@entercom.com>
Subject: FW: RSTS Career Day - May 4, 2018

Robert Shaw Traditional Theme School

From: Chasity Lumpkin
Sent: Wednesday, April 25, 2018 4:37 PM
To: Jean Ross <Jean.Ross@entercom.com>
Cc: Nicholas Vicente <Nicholas.Vicente@entercom.com>; Brenda Yelling <Brenda.Yelling@entercom.com>
Subject: RE: RSTS Career Day - May 4, 2018

Great. Thanks Jean,

NV, since Ray will be there 10-12, can I also do the same time so we can be there together?

Chyna ☺

Chasity "Chyna" Lumpkin | On-Site Promotions Coordinator | WVEE | WAOK

Entercom Radio Atlanta | 1201 Peachtree St #800 | Atlanta, GA 30361

☎: 770.235.7534 | ☎: 404.832.2940 | ✉: chasity.lumpkin@entercom.com



From: Jean Ross

Sent: Wednesday, April 25, 2018 12:28 PM

To: Chasity Lumpkin <Chasity.Lumpkin@entercom.com>

Subject: FW: RSTS Career Day - May 4, 2018

Ray will do this one 10 to 12 noon

From: Lericia Harris

Sent: Monday, April 23, 2018 11:30 AM

To: Jean Ross <Jean.Ross@entercom.com>

Subject: Fw: RSTS Career Day - May 4, 2018

From: Shemika Hubbard (Robert Shaw Theme) <Shemika_S_Hubbard@dekalbschoolsga.org>

Sent: Friday, April 20, 2018 11:10 AM

To: Lericia Harris

Subject: RSTS Career Day - May 4, 2018

Dear Parents, Community Members and Friends,

Robert Shaw Traditional Theme School is planning our **15th Annual Career Day on Friday, May 4, 2018**. We want our students to be **"College and Career Ready"** and learn about the world of work through a variety of professions. Our program is aligned with the GA Department of Education HB 713. This bill mandates the implementation of the College and Career Readiness Performance Indicators (CCRPI). To assist with fulfillment of the Georgia General Assembly legislation requirements, the seventeen (17) elementary career awareness clusters will guide the focus of our career day program this year. The clusters include **ALL** career and promote the knowledge and skills needed for our students' future success in both college and career choices.

Since it is important to expose our students to a wide array of career options, on Friday, May 4, 2018 from **8:30 a.m. and 12:00 p.m.**, we would welcome you to speak on your career. As a guest speaker, our format will require you to speak to our students and answer questions they may have about your career for approximately **10 - 15 minutes**. You are invited to spend a portion of the day or the entire day with us. Presenters will be scheduled to rotate to a different class in **10 - 15 minute intervals**, depending on the confirmed time(s) of the presenter. A presenter schedule will be available upon your arrival to career day. Listed below are recommended suggestions to share with our students:

- Title/Position
- If profession requires a degree, certification, or training

- The duties of your position
- The requirements for your job
- The dress attire or uniform that is required for your position
- Importance of education in your career (math, reading, science, social studies)
- Demonstrations, handouts, brochures, displays, or novelties that represent your company

Please RSVP by: Friday, April 20, 2018. You may confirm your attendance by emailing or mailing in your confirmation form (Pages 1 & 2). If you have any questions/concerns please feel free to call Shemika Hubbard at 678-676-6016. We would be honored if you would be one of our Career Day participants. If you or someone you know are interested in assisting us with educating our children about a specific career, your support will be greatly appreciated. Thank you for assisting Robert Shaw Traditional Theme School in promoting the importance of education through the world of work.

Sincerely,

Shemika S. Hubbard, PSC

Shemika S. Hubbard

Robert Shaw Elementary School Counselor

Chairperson

Shemika_S_Hubbard@dekalbschoolsga.org

Career Day

Shemika S. Hubbard, MS, FSC, CAC
Professional School Counselor
Robert Shaw Traditional Theme School
DeKalb County School District
385 Glendale Road
Scottdale, GA 30079
Office: 678-676-6016
Fax: 678-676-6010
[*shemika_s_hubbard@dekalbschoolsga.org*](mailto:shemika_s_hubbard@dekalbschoolsga.org)

"Counseling not just about the "means" by which you counsel students, teachers, parents, and other school stakeholders, but the "ends" you are counseling for" ---Shemika Hubbard

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it."---Lou Holtz

Ameena Phelps

From: Chasity Lumpkin
Sent: Wednesday, July 24, 2019 2:47 PM
To: Nicholas Vicente
Cc: Brenda Yelling
Subject: Fw: Robert Shaw ES - Career Day Invitation - May 4, 2018
Attachments: Career Day Participant Interest Sheets.doc; ATT00001.htm; RSTS 2018 Career Day - Community Member Invitation.pdf; ATT00002.htm

Chasity "Chyna" Lumpkin
Onsite Promotions Coordinator

Entercom | Atlanta
1201 Peachtree St. N.E, Suite 800
Atlanta, Georgia 30361
O: +1 404-832-2940
M: +1 770-235-7534
entercom.com

From: Chyna Marie <chynamarie@chynamarie.com>
Sent: Thursday, February 22, 2018 12:01 PM
To: Chasity Lumpkin
Subject: Fwd: Robert Shaw ES - Career Day Invitation - May 4, 2018

Sent from my iPhone

Begin forwarded message:

From: "Shemika Hubbard (Robert Shaw Theme)" <Shemika_S_Hubbard@dekalbschoolsga.org>
Date: February 21, 2018 at 1:39:20 PM EST
To: "chynamarie@chynamarie.com" <chynamarie@chynamarie.com>
Subject: Robert Shaw ES - Career Day Invitation - May 4, 2018

Dear Parents, Community Members and Friends,

Robert Shaw Traditional Theme School is planning our 15th Annual Career Day on Friday, May 4, 2018. We want our students to be "College and Career Ready" and learn about the world of work through a variety of professions. Our program is aligned with the GA Department of Education HB 713. This bill mandates the implementation of the College and Career Readiness Performance Indicators (CCRPI). To assist with fulfillment of the Georgia General Assembly legislation requirements, the seventeen (17) elementary career awareness clusters will guide the focus of our career day program this year. The clusters include **ALL** career and promote the knowledge and skills needed for our students' future success in both college and career choices.

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- Title/Position
- If profession requires a degree, certification, or training
- The duties of your position
- The requirements for your job
- The dress attire or uniform that is required for your position
- Importance of education in your career (math, reading, science, social studies)
- Demonstrations, handouts, brochures, displays, or novelties that represent your company

Please RSVP by: Friday, March 16, 2018. You may confirm your attendance by emailing or mailing in your confirmation form (Pages 1 & 2). If you have any questions/concerns please feel free to call Shemika Hubbard at 678-676-6016. We would be honored if you would be one of our Career Day participants. If you or someone you know are interested in assisting us with educating our children about a specific career, your support will be greatly appreciated. Thank you for assisting Robert Shaw Traditional Theme School in promoting the importance of education through the world of work.

Sincerely,

Shemika Hubbard

*Shemika S. Hubbard, MS, FSC, CAC
Professional School Counselor
Robert Shaw Traditional Theme School
DeKalb County School District
385 Glendale Road
Scottdale, GA 30079
Office: 678-676-6016
Fax: 678-676-6010
shemika_s.hubbard@dekalbschools.ga.org*

"Counseling not just about the "means" by which you counsel students, teachers, parents, and other school stakeholders, but the "ends" you are counseling for" ---Shemika Hubbard

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it."---Lou Holtz

Ms. Katrina K. Massey
Principal



Dr. R. Stephen Green
Superintendent

Robert Shaw Traditional Theme School
385 Glendale Road
Scottdale, Georgia 30079
678.676.6002 - phone
678.676.6010 - fax

February 21, 2018

Dear Parents, Community Members and Friends,

Robert Shaw Traditional Theme School is planning our **15th Annual Career Day on Friday, May 4, 2018**. We want our students to be "**College and Career Ready**" and learn about the world of work through a variety of professions. Our program is aligned with the GA Department of Education HB 713. This bill mandates the implementation of the College and Career Readiness Performance Indicators (CCRPI). To assist with fulfillment of the Georgia General Assembly legislation requirements, the seventeen (17) elementary career awareness clusters will guide the focus of our career day program this year. The clusters include **ALL** career and promote the knowledge and skills needed for our students' future success in both college and career choices.

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- ◆ Title/Position
- ◆ If profession requires a degree, certification, or training
- ◆ The duties of your position
- ◆ The requirements for your job
- ◆ The dress attire or uniform that is required for your position
- ◆ Importance of education in your career (math, reading, science, social studies)
- ◆ Demonstrations, handouts, brochures, displays, or novelties that represent your company

Please RSVP by: Friday, March 16, 2018. You may confirm your attendance by **emailing or mailing** in your confirmation form (Pages 1 & 2). If you have any questions/concerns please feel free to call **Shemika Hubbard at 678-676-6016**. We would be honored if you would be one of our Career Day participants. If you or someone you know are interested in assisting us with educating our children about a specific career, your support will be greatly appreciated. Thank you for assisting Robert Shaw Traditional Theme School in promoting the importance of education through the world of work.

Sincerely,

Shemika S. Hubbard, PSC
Shemika S. Hubbard
Robert Shaw Elementary School Counselor
Career Day Chairperson
Shemika_S_Hubbard@dekalbschools.ga.org

Carla Charles

EEO Policy and Compliance Training 6/20/18

Subject: Management Training: Preventing Discrimination, Harassment and Retaliation
Location: 9th Floor Conference

Start: Wed 6/20/2018 12:00 PM
End: Wed 6/20/2018 1:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Freida Johnson
Required Attendees: Rick Caffey; Mike Fowler; Dave Demer; Ashley Roberson; Josh Melnick; Eugene Brooks; Terry Foxx; Sean Thompson; Mike McKenzie; Terry Cooper; Jean Ross; Reggie Rouse; Eric Vandesteeg; James Fairey; Nicholas Vicente; Carla Charles; Paul Diaz

Paul Diaz, Regional HR Director, will be visiting the Atlanta Market the week of June 18th and conducting this EEOC training. All managers with direct reports are required to attend.

Thanks!

Freida Johnson
Human Resource Manager

Entercom | Atlanta
1201 Peachtree St, N.E, Suite 800
Atlanta, Georgia 30361
O: +1 404-898-8904
M: +1 678-637-6279
F: +1 404-898-8898
entercom.com

V-103 | Star 94.1 | 92-9 The Game | 1380 WAOK
Falcons Radio Network | ATL Hawks | ATL UnitedFC
Smart Reach Digital



EXHIBIT D

Exhibit D



EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

Overview

Entercom is committed to providing equal employment opportunities in all of our employment programs and decisions, and to ensuring that all employment decisions are based only on valid job requirements. Discrimination, harassment, or retaliation on the basis of any classification protected under federal, state or local law is a violation of our policy. Specifically, Entercom offers equal employment opportunities to qualified individuals regardless of their race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state or local law. This policy applies to all terms and conditions of employment, including, but not limited to, recruitment and hiring, placement, promotion, demotion, termination, reductions in force, recall, transfer, leaves of absence, compensation and training. Any applicant or employee who needs a reasonable accommodation to apply for employment or to perform the essential functions of his/her job should contact the Human Resources Department.

Overall responsibility for the direction of the Company's Equal Employment Opportunity Policy rests with the Company's Senior Vice President of Human Resources. Any questions regarding this policy or its implementation should be directed to that office.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an Equal Employment Opportunity Program, which includes the following elements:

Responsibility for Implementation

The SVP/Market Manager is ultimately responsible for ensuring the Business Manager is implementing the EEO program. The Business Manager may delegate some of the duties, but remains responsible for the implementation of the program.

The Business Manager is our EEO Officer and is available to employees in event of a discrimination concern or claim. The EEO Officer is responsible for reporting discrimination claims or concerns to our Senior Vice President of Human Resources.

The EEO Administrative Coordinator is responsible for the documentation of our Equal Employment Opportunity Program recruitment procedures and prepares the stations' annual EEO public file reports.

All managers are required to follow our EEO Program. Any manager or supervisor that is responsible for making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees should ensure that our policy and program are adhered to and that no person is discriminated against in employment because of race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state or local law.

Training

Training is provided for EEO Officers to ensure the EEO program is implemented accurately.

We provide training for managers and individuals responsible for making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program are adhered to and that no person is discriminated against in employment because of their race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state or local law.

Enforcement

We vigorously enforce our EEO program. In the event an individual who is responsible for making employment decisions fails to adhere to our policy and procedure, the EEO Officer will report the individual to the SVP/Market Manager and the SVP of Human Resources. Steps will be taken to address and resolve the issue.

Policy Dissemination

Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state or Federal agency if they believe they have been the victims of discrimination.

We ensure our personnel policies and practices and working conditions exclude all unlawful forms of prejudice or discrimination based upon race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state or local law.

All of our printed advertisements and our over-the-air job announcements state that we are an Equal Opportunity Employer.

Recruitment

We advertise all full-time available position by disseminating the information to a wide variety of recruitment sources including minority and women's organizations, media, employment services, educational institutions and others to encourage the referral of qualified applicants whenever job vacancies occur.

Exceptions to this procedure should be extremely rare and must be pre-approved by our Senior Vice President of Human Resources.

We engage in at least four "outreach initiatives" in a two-year period.

Audit

Our Senior Vice President of Human Resources audits compliance and effectiveness of our program.

Record-Keeping

Documentation for the recruitment process for each full-time position will be maintained by the EEO Administrative Coordinator. The records include:

- List of all full-time (30 hours or more defined by the FCC) open positions (by title) that were filled by the station.
- List of recruitment sources that were notified for each vacancy.
- Dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing vacancies.
- Documentation of "outreach programs" that were executed.
- Total number of interviewees for each vacancy and the referral source for each vacancy.
- Date the vacancy was filled and the referral source for the vacancy.

Annually, on the anniversary of the date a station is due to file its renewal application, the station shall place in its public file and on its website, an EEO public file report containing the following information:

- o List of all full-time (30 hours or more) vacancies filled by the station's employment during the preceding year, identified by job title and recruitment source.
- o List of all recruitment sources utilized to fill vacancies throughout the year.
- o Data listing the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by recruitment sources.
- o List and brief description of initiatives executed during the year.

Equal Employment Opportunity Policy

Entercom is committed to providing equal employment opportunities in all of our employment programs and decisions, and to ensuring that all employment decisions are based only on valid job requirements. Discrimination, harassment, or retaliation on the basis of any classification protected under federal, state or local law is a violation of our policy. Specifically, Entercom offers equal employment opportunities to qualified individuals regardless of their race, color, religion or religious creed, sex/gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state or local law. This policy applies to all terms and conditions of employment, including, but not limited to, recruitment and hiring, placement, promotion, demotion, termination, reductions in force, recall, transfer, leaves of absence, compensation and training. Any applicant or employee who needs a reasonable accommodation to apply for employment or to perform the essential functions of his/her job should contact the Human Resources Department.

Entercom will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

In addition to a commitment to provide equal employment opportunities to all qualified individuals, Entercom has established an EEO program to assist with achieving a diverse workforce.

Overall responsibility for the direction of the Company's Equal Employment Opportunity Policy rests with the Company's Senior Vice President of Human Resources. Any questions regarding this policy or its implementation should be directed to that office.

Anti-Harassment Policy

Statement of Philosophy

Entercom has a firm commitment to a work environment that respects the dignity and worth of each individual. The purpose of the policy set forth below is to foster a work environment that is free from all forms of harassment, whether that harassment is on the basis of race, color, religion or religious creed, sex/ gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state, or local law.

Discriminatory Harassment Prohibited

Discriminatory harassment, including sexual harassment, by supervisors, managers, coworkers, and third parties over whom the Company has control is strictly prohibited and will not be tolerated by the Company. This policy applies to all harassment affecting the work environment, whether on Company premises or in any Company related setting, and applies regardless of the gender (or other protected class) of the individuals involved. This policy covers all employees of

the Company, as well as applicants for employment, interns, contractors, volunteers, and third parties over whom the Company has control.

Sexual Harassment Defined

For purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is either explicitly or implicitly made as a term or condition of employment;
- Submission to or rejection of such conduct is used as the basis for employment decisions; or
- Such conduct unreasonably interferes with work performance or creates an intimidating, hostile or offensive working environment.

Some examples of conduct that may constitute sexual harassment are: threatening to take or taking employment actions such as discharge, demotion or reassignment, if sexual favors are not granted; demanding sexual favors in exchange for favorable or preferential treatment; unwelcome and repeated flirtations, propositions or advances; unwelcome physical contact; whistling; leering; improper gestures; horseplay; use of stereotypes; offensive, insulting, derogatory or degrading remarks; unwelcome comments about appearance; sexual jokes or use of sexually explicit or offensive language; gender or sex based pranks; and the display of sexually suggestive objects or pictures, including electronically, in the workplace. The above list of examples is not intended to be all inclusive. Care should be taken to comply with this policy in informal business situations as well, including but not limited to Company parties, conferences, retreats, and business trips.

Other Harassment Defined

For purposes of this policy, other harassment is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion or religious creed, sex/ gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, national origin, ancestry, age (over 40), physical or mental disability, medical condition, genetic information, marital status, military or veteran status, or other classification protected by applicable federal, state, or local law and that:

- creates an intimidating, hostile or offensive work environment; or
- unreasonably interferes with an individual's work performance.

Some examples of such harassment are: using epithets or slurs; mocking, jokes, pranks, ridiculing or mimicking another's culture, accent, appearance or customs; threatening, intimidating or engaging in hostile or offensive acts because an individual has made a complaint or engaged in other protected activity; or displaying on walls, bulletin boards, or elsewhere on Company premises, or circulating in the workplace, written or graphic material that denigrates or shows hostility or aversion toward a person or group because of his/her or their membership in a protected class. The above list of examples is not intended to be all inclusive.

Reporting Discrimination or Harassment

The Company strongly encourages the prompt reporting of all incidents of discrimination or harassment. If an employee believes they are being discriminated against or harassed or have

observed harassment, the Company encourages employees to promptly notify their supervisor or, if preferred not to advise their supervisor: the local Market Manager, the local Human Resources contact, or the Company's Senior Vice President of Human Resources. If, at any time, it would be unreasonable to use this procedure to report harassment because of unusual or unique circumstances, the Company encourages employees to discuss their concerns with the stations Regional President.

Investigation

When an employee reports an incident of harassment as specified above, the Company will undertake a prompt investigation appropriate to the circumstances. The steps to be taken during the investigation cannot be fixed in advance, but will vary depending upon the nature of the allegations. Confidentiality will be maintained throughout the investigative process to the extent practicable and consistent with the Company's need to undertake a full investigation.

Resolving the Matter

Upon completion of the investigation, appropriate remedial action will be taken, if necessary and supported by the facts. Remedial action may include oral or written counseling, referral to formal counseling, disciplinary suspension or probation, or discharge from the Company.

Non-Retaliation

An individual who reports incidents, that the employee, in good faith believes to be in violation of this policy, or who is involved in the investigation of harassment, will not be subject to reprisal or retaliation. Retaliation is a serious violation of this policy and should be reported immediately. The report and investigation of allegations of retaliation will follow the procedures set forth in this policy. Any person found to have retaliated against an individual for reporting discriminatory harassment or participating in an investigation of allegations of such conduct will be subject to appropriate disciplinary action.

Communication

This policy is part of the Company's overall commitment to open communication. The Company encourages any employee with workplace concerns of any nature (including, but not limited to, any alleged discrimination or harassment) to bring those concerns to the attention of the Senior Vice President of Human Resources.