

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM INDIANAPOLIS**

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

Employment Unit: Entercom Indianapolis License, LLC	Address: Entercom Indianapolis, LLC 9245 North Meridian Street, Suite 300 Indianapolis, Indiana 46260	Contact Person/Title: Jennifer Skjodt, VP / Market Manager
Unit Members, Community of License WXNT-AM, Indianapolis, IN WNTR-FM, Indianapolis, IN WZPL-FM, Greenfield, IN	Telephone Number: 317-816-4000	E-mail Address: jennifer.skjodt@entercom.com

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

	Title	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")
A	Traffic	Entercom.com	1-66
B	Promotions Assistant	Entercom.com	1-66
C	Digital Program Director	Indeed.com	1-66
D	Promotions Director	Entercom.com	1-66
E	Program Director	Employee Referral	1-65
F	Sales Assistant	Employee Referral	1-65
G	On-Air Personality	Entercom.com	1-65
H	Promotions Assistant	Current Employee (PT to FT)	1-66



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name/Title	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification?
1	Tom Hirons	American Advertising Club	Info@AAFIndianapolis.org 317-686-7926	0	No
2	Michelle McConnell	American Broadcasting School	michelle@radioschool.com 817-695-2474	0	No
3	Mike Zimmerman	Ben Davis High School	mike.zimmerman@wayne.k12.in.us 317-244-7691	0	No
4	LeeAnn Harris	Boys and Girls Club of Indpls.	lharris@bgcindy.org 317-920-4700	0	No
5	Tara Carter	Brown Mackie College	TCarter@BrownMackie.Edu 317-554-8355	0	No
6	Maggie McGlynn	Butler University	mmcglynn@Butler.edu 317-940-9828	0	No
7	Joan Essex	Civil Rights Commission	jessex@icrc.in.gov 317-232-2600	0	No
8	Elise Rogowski	Damien Center	erogowski@damien.org 317-632-0123	0	No
9	Pam Woodall	DePauw University	careercenter@depauw.edu 765-658-4280	0	No
10	Johnathan Ray	Fort Wayne Urban League	jray@fwurbanleague.org 260-745-3100	0	No
11	Kirk Bixler	Franklin College	kbixler@franklincollege.edu 317-738-8000	0	No
12	Marnie Glanner	Franklin University	Marnie.glanner@franklin.edu 317-738-8801	0	No
13	Camis Smith	Full Sail University	camis@fullsail.com 1-800-266-7625	3	No
14	Judy Floyd	Goodwill Industries of Central Indiana	Jfloyd@Goodwill-indy.org 317-524-4313	0	No
15	Andre LeDoux	Hampton University	Andre.Ledoux@HamptonU.Edu 757-727-5331	0	No
16	Sue Tilley	Hanover College	Careercenter@hanover.edu 812-866-7000	0	No
17	Elizabeth Watkins	Harrison College	Elizabeth.watkins@harrison.edu 317-264-5656	0	No
18	Marcy Fry	Harrison College of Anderson	Marcy.Fry@Harrison.edu 765-644-7514	0	No
19	Bonnie Howell	Hendricks Co. Employment & Training	bhowell@workonecentral.org 317-272-2174	0	No



20	Dr. Joan Browne	Howard University	HUCareersAndInternships@gmail.com HUOCRecruit@gmail.com 202-806-7513	0	No
21	Dave Cogozzo	Illinois Center for Broadcasting	placement.lombard@beonair.com 630-916-1700	0	No
22	Carl Jackson	Illinois Center for Broadcasting	cjackson@beonair.com 630-916-1700	0	No
23	Bruce Curry	Indiana Black Expo	bcurry@IndianaBlackExpo.com 317-925-2707	0	No
24	Maria Quiroz	Indiana Latino Institute	mquiroz@indianalatinoinstitute.com 317-472-1055	0	No
25	Martha Reed	Indiana State University	Martha.Reed@INDState.edu 812-237-5000	0	No
26	Courtney Leinenbach	Indiana University	cdbach@indiana.edu 812-856-4329	0	No
27	John Pafias	Indiana University	jpafias@iu.edu 812-856-4329	0	No
28	Pambana Uishi	Indianapolis Urban League	Puishi@indplsul.org 317-693-7603	0	No
29	Jennifer Wisby	ITT Technical Institute	JWisby@itt-tech.edu 317-875-8640	0	No
30	Dan Eilen	Kaplan College	DEilen@Kaplan.Edu 317-299-6001	0	No
31	Miriam Davis	LaPlaza	Miriam@LaPlaza-Indy.org 317-890-3292	0	No
32	Ildefonso Carbajal	Latino-Americana	info@laolalainindy.com 317-423-0345	0	No
33	Estela Espinosa	La Voz Latina de Indiana	estelavoz@cs.com 317-423-0957	0	No
34	Jennifer Fine Silver	Lincoln College of Technology	Jpizer@LincolnTech.com 317-851-3225	0	No
35	Elizabeth Hightower	National Able Network	ehightower@nationalable.org 317-489-6621	0	No
36	Nadine Walker	Martin Luther King Comm. Center	nadinedwalker@hotmail.com 317-923-4581	0	No
37	Yvette Booker	Martin University	ybooker@martin.edu 317-543-3235	0	No
38	Phyllis A. Carr	NAACP	pacarr@indynaacp.org 317-925-5127	0	No
39	Noel Denney	National College	nvdenney@nation-college.edu 317-578-7353	0	No
40	Tieriney Hendricks	National College	tjhendricks@national-college.edu 317-578-7353	0	No



41	Cheryl Jurgens	Noblesville/Fishers Library	jurgens@hepl.lib.in.us 317-773-1384	0	No
42	Gary James	Ohio & Illinois Centers for Broadcasting	Gary@BeOnAir.com 216-503-5900	0	No
43	Renee Thomas	Purdue University	RAThomas@Purdue.edu 765-494-3092 765-494-6542	0	No
44	Cheryl Gray	Purdue University	cjgray@purdue.edu 765-494-3304	0	No
45	Joe Deschler	Radio 1 Broadcast School	Radio1school@charterinternet.net 1-800-889-2221	0	No
46	Carol Weeden	Salvation Army	Carol_Weeden@USC.SalvationArmy.org 317-937-7000	0	No
47	Pastor Paul Barrett	Second Baptist Church	pastor@secondbaptistchurch.net 765-477-7259	0	No
48	David Gora	Strayer University	david.gora@strayer.edu 317-810-7745	0	No
49	Debbie Mitchell	Sycamore Services, Inc.	DAMitchell@sycamoreservices.com 317-415-0334	0	No
50	Lori Stewart	United Way of Central IN	lori.stewart@uwci.org 317-923-1466	0	No
51	Scott Uecker	University of Indianapolis	SUecker@uindy.edu 317-788-3296 317-788-3280	0	No
52	Kathy Stapleton	Urban League of Madison County	urban8190@sbcglobal.net 317-649-7126	0	No
53	Anjanette Carson	Urban League of Northwest Indiana	info@urbanleagueofnwi.org 219-887-9621	0	No
54	Martha Jackson	Vocational Rehabilitation Job Placement	Martha.jackson@fssa.in.gov 317-845-1637	0	No
55	Phillip Smith	Vincennes University	PSmith@vinu.edu 812-888-8888	0	No
56	MaryJoe Eberle	Walker Career Center	meberle@wareen.k12.in.us 317-532-6150	0	No
57	Robin Winston	Winston Terrell	robin@winstonterrell.com 317-917-1953	0	No
58	Lisa Shoemake	Indy Recorder	LisaS@indyrecorder.com 317-924-5143	0	No
59	Kimberly Coveney,	Sheridan Chamber of Commerce	kjcoveney@prodigy.net 317-758-1311	0	No
60	Gary Beaulieu	Butler Internship and Career Services	gbeaulie@butler.edu 317-940-9383	0	No
61	Richard Griffin, Jr	Opportunities for Ohioans with Disabilities	Griffinjr.2@wright.edu 937-746-0881	0	No



COMPANY POSTINGS AND COMPANY WEBSITES					
62	IBA Website	Indiana Broadcasters Website	www.iba.com/careers	1	N/A
63	Corporate Representative	Entercom Corp Website	www.Entercom.com/careers	13	N/A
64	Patty Watson	Internal Postings/ Current Employees	indianapolisusers@entercom.com	2	N/A

ADVERTISING					
65	On-Air Radio Ads	WZPL, WNTR, WXNT		0	N/A
66	LinkedIn	www.Linkedin.com		7	N/A

OTHER SOURCES					
	Employee Referral			10	N/A
	Industry Referral			1	N/A
	Current Employee			1	N/A
	Indeed.com			10	N/A

JOB FAIRS					
1	Indiana Black Expo Job Fair	See Supplemental Initiative #5		0	N/A
2	Indiana Broadcasters Association Career and Internship Fair	See Supplemental Initiative #7		0	N/A
3	Indiana Broadcaster's Association Career Fair	See Supplemental Initiative #12		2	N/A



3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Indianapolis	Once a week Entercom Indianapolis airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Indianapolis area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Directors
2	Internship Programs	Entercom Indianapolis	Entercom Indianapolis offers internships at the radio stations in the Promotions, Digital, IT and Programming departments. Interns must be college students and receive college credit for the internships. The department managers oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 5 participated in this program.	Promotion Directors Program Directors On-Air Staff Director of Engineering
3	Indiana Black Expo Job Fair	Indianapolis, IN	Entercom Indianapolis participated in the Indiana Black Expo Job Fair held at the Indianapolis Convention Center. Entercom's Chief Engineer greeted prospective job applicants and handed out station information along with a list of current job openings. The Chief Engineer spoke with over 50 people in attendance, answered questions about careers at Entercom, the radio industry and collected resumes.	Chief Engineer
4	Salesforce Training	Indianapolis, IN	Entercom Indianapolis participated in the Salesforce training initiative conducted by our Sales Administration Manager of WZPL, WNTR and WXNT.	Sales Assistant Account Executives Director of Sales Local Sales Manager
5	Entercom Speaking	Indianapolis, IN	Entercom Indianapolis, Production Director, spoke to 20 students at the University of Indianapolis. She addressed careers in radio broadcasting and answered student's questions.	Production Director
6	Entercom Sales Training	Indianapolis, IN	Entercom Indianapolis Market Manager, Director of Sales, and Local Sales Manager participated in the Entercom Sales Training "Solutions Based Selling" on-line course.	Market Manager Director of Sales Local Sales Manager
7	Indiana Broadcasters Association Career and Internship Fair	Indianapolis, IN	Entercom's Indianapolis participated in the Indiana Broadcasters Association Career and Internship Fair. Entercom's Market Manager and Entercom's Local Sales Manager greeted prospective job applicants and handed out station information along with a list of current job openings. They both spoke with over 25 people in attendance, answered questions about careers at Entercom, the radio industry and collected resumes.	Market Manager Local Sales Manager
8	IBA Technical Training Seminar	Carmel, IN	Entercom Indianapolis technical employees' attended a one day technical training seminar. It was organized by the Indiana Broadcaster's Association. Over 75 people attended this event. This technical training seminar was beneficial to our IT and Engineering department, as it also included training in workplace efficiency and career advancement.	Director of Engineering, Chief Engineer and IT Manager
9	Butler University	Indianapolis, IN	Entercom Indianapolis, Digital Program Director's, old recording industry professor asked for our participation in delivering a speech about the radio industry and a Q & A with the class.	Digital Program Director
10	Indiana Broadcasters Association Website	Student Scholarship Program	Entercom Indianapolis participated in the Indiana Broadcaster's Scholarship Program, donated \$900.00, and aired announcements on all three Indianapolis stations publicizing the student scholarship opportunity. This program awarded successful high school, college and minority students with college funding. Applications were made available through the Indiana Broadcasters Association website.	Director of Engineering



11	Radio Station Girl Scout Tour	Indianapolis, IN	Girl Scouts from Troop 1291 toured the Indianapolis radio stations. Entercom's Sales Coordinator conducted the tour and discussed the operation of the stations as well as potential careers in radio. This tour helped give the students an inside look at a jobs in the radio broadcasting field. This tour was followed by a Q & A Session and had 9 attendees.	Sales Coordinator
12	IBA Career Fair	Indianapolis IN	Entercom Indianapolis participated in the Indiana Broadcasters Association Career Fair. The Entercom Indianapolis Business Manager and Operations Manager greeted prospective job applicants and handed out station information along with a list of current job openings. Part of this career fair was a panel discussion by radio experts. The experts discussed careers in radio and TV. There were 80 people in attendance.	Business Manager Operations Manager
13	Speaking Initiative	Indianapolis, IN	On-air, WZPL, personality addressed 150 Alpha Chi honor students at the University of Indianapolis providing tips for successful careers in radio broadcasting.	On-Air Personality
14	EEO Breakfast	Indianapolis, IN	Entercom Indianapolis hosted an informative breakfast for our recruitment source contacts. Entercom's Director of Engineering/EEO Coordinator discussed radio job opportunities available and provided an overview of radio jobs in all departments within a radio broadcasting company. After the session, a station tour of WZPL, WNTR and WXNT was conducted. Recruitment Sources in attendance were encouraged to refer candidates for our open positions now and in the future.	Director of Engineering Corporate Regional Engineer
15	Speaking Initiative	Indianapolis, IN	WZPL on-air personality, spoke to approximately 100 high school students affiliated with the Indiana Association of Student Broadcasters, at the University of Indianapolis about Social Media in radio, also including careers in broadcasting.	On-Air Personality
16	EEO Program Policy & Procedure Training	Web-Ex	Entercom's VP of Human Resources facilitated the annual EEO Program Policy and Procedure Training via WebEx. The training reviewed Entercom's EEO policies and best practices for EEO compliance.	VP/Human Resources HR Manager Assistant Business Manager

