

Caitlynn Moore

April 4th Job Fair

From: Renee Brown
Sent: Friday, March 22, 2013 9:18 AM
To: Caitlynn Moore
Subject: FW: Registration Form

16

:)

-----Original Message-----

From: Karen Nettles [<mailto:karen@scba.net>]
Sent: Friday, March 22, 2013 9:13 AM
To: Renee Brown
Subject: Re: Registration Form

Thank you for registering to participate in the SC Broadcasters Association 13th Annual Collegiate Job Fair. As a reminder, this Job Fair will be held on Thursday, April 4, 2013 at the SC National Guard Armory in Columbia.

(Directions: http://www.scba.net/documents/ARNGDirections_001.pdf) The Fair is scheduled from 1:00-3:00 pm. Please have your representatives arrive no later than 12:30 pm the afternoon of the Fair so your booth set-up can be completed prior to the students' arrival. Each registered station (or group of co-owned stations) will have a draped display table with chairs, a station/company sign and name badges for each registered representative. Since we are supplying name badges, be sure to let us know if there are any changes to those manning your table. Because we wanted stations to have the discretion to conduct formal interviews or not, we have marketed this Job Fair to broadcast majors across the state as having a relaxed, unstructured format for introductions and perhaps informal interviews, with no appointments necessary. Students have been encouraged to arrive between 1:00 pm and 3:00 pm to visit the tables of their choice. Students who do not yet have resumes have been provided with a "Student Information Summary" form which they have been asked to bring in duplicate to provide stations with contact and background information. If you have any questions or name changes prior to the Job Fair, please call me at (803) 732-1186 or email me at karen@scba.net. Thank you for helping make this year's Job Fair another success!

-----Original Message-----

From: Renee Brown
Sent: Friday, March 22, 2013 9:00 AM
To: Karen Nettles ; scba@scba.net
Subject: Registration Form

Please find attached Entercom Greenville's Registration Form. I apologize for getting this in so late!

Thanks again & looking forward to it!

-----Original Message-----

From: officevue@entercom.com [<mailto:officevue@entercom.com>] On Behalf Of officevue@
Sent: Friday, March 22, 2013 9:14 AM
To: Renee Brown
Subject: Scanned image from Entercom

Reply to: Brown, Renee <ReneeBrown@Entercom.com> Device Name: MX-2600N Sales @ Entercom
Device Model: MX-2600N
Location: Sales Department

147

17

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:

Career Fair at Rainbow Lake Middle School

Date of Event/Program:

April 17, 2013

Scope of Station(s) Participation:

Entercom's Promotions Director attended a career fair at Rainbow Lake Middle School. She spoke to the students about job opportunities within a radio broadcasting company. They also discussed school subjects, education and training, as well as future curriculum to focus on at the high school and college level. She also provided opportunities for job shadows and future internships.

Job Titles (No names) of Station(s) Personnel Involved:

Promotions Director

Prepared by: Caitlyn E. Hume

Date: 6/9/14

148



Career Fair

April 2013

Rainbow Lake Middle School

1951 Riveroak Road
Chesnee, South Carolina
29322

17

Mr. Donald Barnette, Principal

Phone: 864-253-5700
Fax: 864-253-5701

Rainbow Lake Middle School Career Fair 2013 April 17th, 2013

attended by
Keaira Huffman

We want you to volunteer as a Career Fair guest speaker

We are looking for parent volunteers or community members who can volunteer their time to share their career choices with students at our school, Rainbow Lake Middle (6th, 7th, & 8th grades) on Wednesday, April 17th, 2013 from 7:45am – 11:00am. A light breakfast will be served from 7:45am – 8:05am for all of our guest speakers. Guest speakers will have a presentation room and are asked to speak to students for 15 minute sessions. Recommended format includes: related school subjects, education/training, personal skills, typical day, hand-outs, visuals, etc.

Please complete the below form and return it to Ms. Holly Poteat (School Career Specialist). Please provide contact information. Please feel free to contact Ms. Poteat at (864) 253-5708, fax (864) 253-5701 or via email at holly.jackson@spartanburg2.k12.sc.us if you have any questions.

Please mark below:

- YES! I'm looking forward to participating in your career fair!
I will attend Wednesday, April 17th, 2013.
- NO! I cannot attend Wednesday, April 17th, 2013.

Name: _____ Job Title / Occupation: _____

Agency / Company: _____

Phone Number(s): Work: _____ Cell: _____

Fax: _____ Email: _____

Address: _____

Please list any special accommodations needed such as a DVD player, PowerPoint, etc:

Name(s) of representatives that will be attending:

- 1)
- 2)

149

Thank you!

18

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:
Mauldin Elementary Career Day

Date of Event/Program:
May 29, 2013

Scope of Station(s) Participation:
Entercom's Account Executive attended the Mauldin Elementary School Career Day. He spoke with the students about radio jobs and what it takes to be successful in the real world. He gave them ideas about career paths and how to work toward their goals. They learned how the business side of radio works and encouraged them to learn about all aspects of the station.

Job Titles (No names) of Station(s) Personnel Involved:
Account Executive

Prepared by: Caitlyn S. Wilson

Date: 6/9/14

150

May 2013
Career Fair

Stacy Ransom

From: Caitlynn Moore
Sent: Tuesday, July 09, 2013 8:34 AM
To: Stacy Ransom
Subject: FW: please let me know of any OTHER than what's on the list attached!

18

Can you print this email? :)

Caitlynn Moore
Continuity Manager • Entercom Upstate

864.241.4235 (office)
cmoore@entercom.com (email)

NOTE: Please send all TRAFFIC instructions and SPOTS to gspspots@entercom.com

-----Original Message-----

From: Zackary Brown
Sent: Monday, July 08, 2013 5:19 PM
To: Caitlynn Moore
Subject: RE: please let me know of any OTHER than what's on the list attached!

May 29th, Mauldin Elementary School

I drove the B93.7 van out to the school and spoke with them about radio jobs. What they needed to go to school for, how our business works and all the fun we have. Nobody, shockingly, wanted to be a sales rep they all wanted to be a DJ!

Zack Brown
Account Executive • Entercom Upstate

864.241.4224 (office)
864-449-7522 (cell)
zbrown@entercom.com (email)

NOTE: Please send all TRAFFIC instructions and SPOTS to gspspots@entercom.com

-----Original Message-----

From: Caitlynn Moore
Sent: Monday, July 08, 2013 4:09 PM
To: Zackary Brown
Subject: RE: please let me know of any OTHER than what's on the list attached!

157

Could you write up a little synopsis about that career day? Where it was what day what you did talked about etc?

Caitlynn Moore

Continuity Manager • Entercom Upstate

864.241.4235 (office)

cmoore@entercom.com (email)

NOTE: Please send all TRAFFIC instructions and SPOTS to gspspots@entercom.com

-----Original Message-----

From: Zackary Brown

Sent: Monday, July 08, 2013 4:07 PM

To: Caitlynn Moore

Subject: Re: please let me know of any OTHER than what's on the list attached!

I did career day at Mauldin elementary in may

I volunteer for junior achievement in march-April for 7 weeks

Zack Brown

Account Executive • Entercom Upstate

864-241-4224 office

864-449-7522 cell

zbrown@entercom.com

Note: please send all traffic and spots to gspspots@entercom.com

On Jul 8, 2013, at 4:05 PM, "Caitlynn Moore" <CMoore@entercom.com> wrote:

> Please let me know ASAP of any supplemental initiatives that you've participated in OTHER than what is under supplemental initiatives on the attached file:

>

> • Job Fairs

> • Tours and Meetings with Recruitment Organizations • Corporate

> Training Programs (RAMP, PiLOT, etc) • Manager/Employee Speaking

> Engagements at Schools or Other Seminars • Job Shadows • Mock

> Interviews at Schools • Career Days • University/College Panels •

> Station Tours

>

> Thank you!

>

>

> Caitlynn Moore

> Continuity Manager • Entercom Upstate

> [Description: <cid:image001.jpg@01CE5D2C.97F93940>]

>

>

> 864.241.4235 (office)

> cmoore@entercom.com<<mailto:cmoore@entercom.com>> (email)

> 25 Garlington Road • Greenville SC 29615

> NOTE: Please send all TRAFFIC instructions and SPOTS to

> gspspots@entercom.com<<mailto:gspspots@entercom.com>>

>

>

152

19

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:
EEO Breakfast

Date of Event/Program:
July 9, 2013

Scope of Station(s) Participation:
Entercom Greenville hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview on their specific departments. Recruitment Sources were strongly encouraged to refer candidates for our open positions and available internship programs.

Job Titles (No names) of Station(s) Personnel Involved:
Promotions Director, Sales Manager, Continuity Manager, Corporate HR, Market VP, Director of Engineering, Programming Director

Prepared by: Caitlyn E. Mann Date: 6/9/14

153

Caitlynn Moore

From: Jason Kelly <jkelly@goodwillsc.org>
Sent: Monday, June 17, 2013 11:28 AM
To: Caitlynn Moore
Subject: RE: EEO Breakfast

19

Hi Caitlynn,

I would like to attend the breakfast. Thanks!

Jason L. Kelly

Project Coordinator- Financial Stability Centers
Goodwill Industries of the Upstate/Midlands SC
P: 864.650.3738 F: 864.967.4286
www.goodwillsc.org

This message is confidential, intended only for the named recipient(s) and may contain information that is privileged, attorney work product or exempt from disclosure under applicable law. If you are not the intended recipient(s), you are notified that the dissemination, distribution or copying of this message is strictly prohibited. If you receive this message in error, or are not the name recipient(s), please notify the sender at either the e-mail address or telephone number above and delete this e-mail from your computer.

From: Caitlynn Moore [<mailto:CMoore@entercom.com>]

Sent: Wednesday, June 12, 2013 3:54 PM

To: Renee Brown; Stephanie Gilson; Keaira Huffman; Randy Cable; Stan Fisher; Mark Hendrix; Tias Schuster; Steve Sinicropi; Aaron Goldsmith (careerdevelopment@bju.edu); Alyson Young (alyson@nakatv.com); Amy Rusiloski (ARusiloski@itt-tech.edu); Ann McKeighan (native@unl.edu); Anna Haigler (ahaigler@scsu.edu); Asheville Buncombe Tech (PBulla@abtech.edu); Asheville Buncombe Tech Rodney Emblar (rodney.emblar@buncombecounty.org); Ashville Buncomb Tech (NMoore@abtech.edu); Brown Mackie College Hayden Bracknell (hbracknell@brownmackie.edu); Career Center (careercenter@scsu.edu); Career Services (jobs@morehouse.edu); Carol Karnes (ckarnes@ac.edu); Cathy Gowan (cathy.gowan@converse.edu); Claflin College Shirley Nichols (shnichols@claflin.edu); Coastal Carolina Yvonne Lasane (yvonne@coastal.edu); Col Schrader (admissions@camdenmilitary.com); Dusty New (new@erskine.edu); Erin Emory; Gary James (gary@beonair.com); Grey Parks (bparks@dew.sc.gov); Harold Bell (hbells@spelman.edu); Hispanic Comm Network Patricia Sainz (patricia.sainz@hcnmedia.com); Ileka Leaks (ileaks@limestone.edu); Jay Eubank (jeubank@email.unc.edu); Jennifer Pierce (jpierce@lander.edu); Johnny Smith (jsmith@isothermal.edu); Jason Kelly; Linda Robinson College of Charleston (robinsonl@cofc.edu); Linwood Hagin (lahagin@ngu.edu); Margaret Bailey (m Bailey@morris.edu); Minority Media and Telecommunications (info@mmtconline.org); President (aauwjobs@aauw.org); R. Angel (rangel@greenvillecounty.org); Regent University Kita Graham (kgraham@regent.edu); Robert Decker (rdecker@ecpi.edu); Sears Shelter James Hallums (jhallums@greenvillesc.gov); Sherry Mack Michael SC State University (smgladden@scsu.edu); Sherry McAdams (smcadams@uscupstate.edu); Shirley LeGette (president@awcgreenville.org); Sonja Johnson Benedict College Sonja Johnson (johnsons@benedict.edu); South Carolina State University (humanresources@scsu.edu); Suzanne Schaefer (sschaefer@ecpi.edu); Travis Ballenger (travis.ballenger@newberry.edu); Urban League Upstate Carol Martin (cmartin@ulus1.org); William Sanders (sandersb@gab.org); Witney Fisher (witney.fisher@converse.edu); Yvonne Duckett (yduckett@swu.edu)

Subject: EEO Breakfast



What: Entercom Upstate Meet and Greet Breakfast!

When: Tuesday, July 9th at 9:30 AM

Where: Entercom Upstate, 25 Garlington Rd. Greenville SC, 29615

154

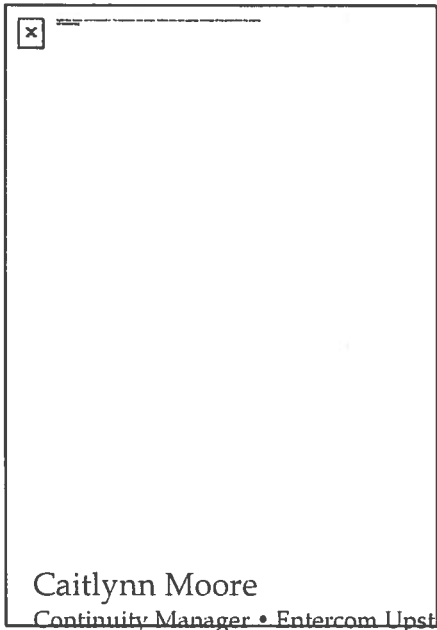
19

What better way to spend your Tuesday morning than to tour your favorite radio station and enjoy breakfast and refreshments!

Please join us for breakfast and get acquainted with Entercom Greenville on Tuesday, July 9th. We would love to have a brief discussion about our radio business and how we can work together to meet our recruitment initiatives.

We hope to see you there!

Please R.S.V.P. to cmoore@entercom.com by Monday, June 24th.



Caitlynn Moore
Continuity Manager • Entercom Upstate



864.241.4235 (office)

cmoore@entercom.com (email)

25 Garlington Road • Greenville SC 29615

NOTE: Please send all TRAFFIC instructions and SPOTS to gspspots@entercom.com

Click & Listen Online

[The Planet 93.3](#) | [B93.7](#) | [Magic 98.9](#) | [Rock 101](#) | [WORD 106.3](#) | [Get My PERKS](#)

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2013.0.3343 / Virus Database: 3199/6398 - Release Date: 06/10/13

155

ENTERCOM HOME

ABOUT US CAREERS INVESTORS CONTACT ADVERTISE

Search

FIND A STATION



Internship

Location: **Greenville, SC**

Department: **Internships**

*Initiatives
for Years*

2013-2014

Description

Internships are available for all stations in many departments: Promotions, Programming, Production, Sales and Web Development. Entercom Greenville offers an opportunity for students to apply classroom theory to practical work experience. Our internship program allows students to experience firsthand the reality of working in the radio broadcasting industry. Interns can test their creative talent, exercise their analytical skills and increase their understanding of broadcasting operations and trends. Internships are available year-round, and are 12-15 hours per week, with specific days and times agreed upon in advance. All interns must be enrolled in a College or University and receiving college credit. Students are expected to obtain and complete any forms necessary to receive credit for the internship experience. **INTERNS ARE NON-PAID POSITIONS.**

Legislation passed in 2008 requires all companies in South Carolina to only employ individuals who may legally work in the United States. Companies are required to use the federal government's E-Verify program to verify the work authorization of newly hired employees. Entercom Greenville uses E-Verify, which is an Internet-based system that allows businesses to determine the eligibility of their employees to work in the United States.

Entercom Greenville is an Equal Opportunity Employer.

[Apply for this Position](#)

[Send to a Friend](#)

Are you a returning applicant?

154

①

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Internship Program

Date of Event/Program: Periodically Throughout the Year

Scope of Station(s) Participation: Entercom Greenville 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. Ten (10) interns participated in this program.

Job Titles (No names) of Station(s) Personnel Involved: Program Directors, Promotions Director

Prepared by: Caitlyn E. Moore

Date: 7/21/14

157



ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: RAMP Sales Training Program

Date of Event/Program: Periodically Throughout the Year

Scope of Station(s) Participation: Entercom Greenville participates in Entercom RAMP Training. RAMP is a comprehensive training program designed to teach the AEs about the company, the industry, the market, the station and solving their client's marketing challenges. The program consists of 12 weekly training sessions conducted by the Sales Managers of all of Entercom's stations. After completing the twelve weekly sessions, the AEs become RAMP graduates. Two account executives graduated from this program during the annual reporting period.

Job Titles (No names) of Station(s) Personnel Involved: Sales Managers, Account Executives

Prepared by: *Caitlyn E. Moore*

Date: *7/21/14*

158

3

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: On – Air EEO Policy and Invitation to Receive Job Openings

Date of Event/Program: Periodically Throughout the Year

Scope of Station(s) Participation: Periodically throughout the year, Entercom Greenville airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Greenville area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.

Job Titles (No names) of Station(s) Personnel Involved: EEO Coordinator

Prepared by: Caityln E. Moore

Date: 7/21/14

159

3

Caitlynn Moore

From: Steve Sinicropi
Sent: Monday, July 21, 2014 11:41 AM
To: Caitlynn Moore; Ashli Jarrett
Cc: Stephanie Gilson; Danielle Burns
Subject: RE: EEO On Air Policy and Invitation to Receive Job Openings

Ashli- Drop a schedule on each station to run for 12 months. Copy is below. Please confirm to all once the order has been placed. You can put Stephanie as the client contact. Flag it to have copy updated quarterly.

Thx.

Steve Sinicropi VP/GM
Entercom Upstate
Ssinicropi@entercom.com
864.241.4203

From: Caitlynn Moore
Sent: Monday, July 21, 2014 10:48 AM
To: Steve Sinicropi
Cc: Stephanie Gilson
Subject: FW: EEO On Air Policy and Invitation to Receive Job Openings

Please see below for EEO policy copy ☺

Caitlynn Moore
Continuity Manager • Entercom Upstate



864.241.4235 (office)

cmoore@entercom.com (email)

NOTE: Please send all TRAFFIC instructions and SPOTS to gspspots@entercom.com

Click & Listen Online

[ESPN UPSTATE](#) | [93.3 The Planet](#) | [B93.7](#) | [Magic 98.9](#) | [Classic Rock 101.1](#) | [WORD 106.3](#) | [Get My PERKS](#)

From: Stephanie Gilson
Sent: Monday, July 21, 2014 10:37 AM
To: Caitlynn Moore
Subject: FW: EEO On Air Policy and Invitation to Receive Job Openings

160

From: Renee Brown
Sent: Monday, July 08, 2013 4:22 PM
To: Stephanie Gilson
Cc: Caitlynn Moore
Subject: RE: EEO On Air Policy and Invitation to Receive Job Openings

4

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Scene on 7

Date of Event/Program: Periodically Throughout the Year

Scope of Station(s) Participation: An Account Executive from Entercom Greenville participates on a local news show, WSPA Channel 7, each month. As a guest, he is there to represent himself in the radio broadcasting industry by discussing his job as an Account Executive. He also represents our News Radio Station WORD 106.3.

Job Titles (No names) of Station(s) Personnel Involved: Account Executive

Prepared by: Caitlyn E. Moore

Date: 7/21/14

101

5

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Station Tours

Date of Event/Program: Periodically Throughout the Year

Scope of Station(s) Participation: Periodically throughout the year, our Promotions department provides station tours to local organizations such as Boy Scout and Girl Scout troops. The tours provide an overview of each department within a radio broadcasting company, and the various jobs that are available at Entercom. Six (6) station tours were provided throughout the year.

Job Titles (No names) of Station(s) Personnel Involved: Promotion Directors

Prepared by: Caitlyn E. Moore

Date: 7/21/14

162

5



ENTERCOM
UPSTATE

ON AIR, ON LINE AND ON SITE MARKETING SOLUTIONS

**STATION TOUR
REQUEST FORM**

Date of Tour: 3.11.14

Time of Tour: 6pm

Group Name: Tiger Cub Scout #Den#1

Age Range: 6-7 yrs

Group Contact: Shannon Harvey

Group Contact Number: 864-228-2122

Total Number in Group: 8-10

Signature of Contact: Shannon Harvey

Signature of Promotions: [Handwritten Signature]

**By signing this, the group contact is stating that Entercom Upstate provided a tour that was satisfactory to your needs and expectations based upon the above information.*

163



ENTERCOM
UPSTATE

ON AIR. ON LINE AND ON SITE MARKETING SOLUTIONS

5

**STATION TOUR
REQUEST FORM**

Date of Tour: 3.24.14

Time of Tour: 5 pm

Group Name: Pendleton place

Age Range: 12-18

Group Contact: Starr Hammond

Group Contact Number: 214-449-6227

Total Number in Group: 11

Signature of Contact: Starr Hammond

Signature of Promotions: [Signature]

**By signing this, the group contact is stating that Entercom Upstate provided a tour that was satisfactory to your needs and expectations based upon the above information.*

164

5

Ariane Rohr

From: Tias Schuster
Sent: Wednesday, March 05, 2014 10:57 AM
To: Ariane Rohr
Cc: Roy Hummers
Subject: Tour

Got a request for 3/17 at 5pm its with the girls from Pendleton Place. They need a tour and someone(me) to speak about radio in a conference room. They would have pizza delivered too. 10 girls (12-18yrs) and 4 adults.

Starr Hammond requested it. She is a close friend to the station and Mr. Greg Mckinney.

Tias Schuster
Operations Manager WFBC/WSPA • Entercom Upstate



864.241.4221 (office)
tias@entercom.com(email)
25 Garlington Road • Greenville SC 29615

Click & Listen Online
[ESPN UPSTATE](#) | [93.3 The Planet](#) | [B93.7](#) | [Magic 98.9](#) | [Classic Rock 101.1](#) | [WORD 106.3](#) | [Get My PERKS](#)

165



ENTERCOM
UPSTATE

ON AIR. ON LINE AND ON SITE MARKETING SOLUTIONS

5

**STATION TOUR
REQUEST FORM**

Date of Tour: 3.25.14

Time of Tour: 5:30pm

Group Name: Junior Troop #523

Age Range: 10 yr olds

Group Contact: Silvia Howard

Group Contact Number: 275-7154

Total Number in Group: 10

Signature of Contact: Silvia Howard

Signature of Promotions: [Signature]

**By signing this, the group contact is stating that Entercom Upstate provided a tour that was satisfactory to your needs and expectations based upon the above information.*

164



ENTERCOM
UPSTATE[®]

ON AIR. ON LINE AND ON SITE MARKETING SOLUTIONS

5

**STATION TOUR
REQUEST FORM**

Date of Tour: 4.10.14

Time of Tour: 10pm

Group Name: Cub Scout Pack 700

Age Range: 1st grade

Group Contact: JONATHAN CRUCE
Chris Doyle

Group Contact Number: 864-991-7629

Total Number in Group: 10

Signature of Contact: [Signature]

Signature of Promotions: [Signature]

**By signing this, the group contact is stating that Entercom Upstate provided a tour that was satisfactory to your needs and expectations based upon the above information.*

167

Caitlynn Moore

Station Tour

From: Kato Keller
Sent: Monday, July 21, 2014 10:28 AM
To: Reese Garcia; Caitlynn Moore
Subject: La Petite Tour

5

Hey.. Just wanted you to know that around 9:30am tomorrow (Tuesday), you'll have about 12 kids from La Petite coming in for a tour. Just let me know when they get here, I'll be showing them around..

Hey Caitlynn, is there anything I need to fill out and turn in for this tour?

Thanks..

Kato Keller

On-Air Personality

Hawk N' Tom • 5am-10am

(O) 864-241-4226

Kato@B937.com

Studio:(800) 386-0937 Text Line: 73807

25 Garlington Road • Greenville SC 29615



168

6

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Job Shadows

Date of Event/Program: Periodically Throughout the Year

Scope of Station(s) Participation: Morning Show Hosts participated in several student job shadow programs from February to March 2014. The On Air Personalities provided the students with first-hand knowledge and experience in the radio broadcasting industry. In addition to learning about jobs in programming, the students received an overview of all jobs and departments within Entercom. Eight students participated in the Job Shadow experience.

Job Titles (No names) of Station(s) Personnel Involved: On Air Personalities

Prepared by: Caitlyn S. Moore Date: 7/21/14

169

GREENVILLE COUNTY SCHOOLS EMPLOYER EVALUATION REPORT FOR SHADOWING

Student: ~~XXXXXXXXXXXXXXXXXXXX~~
 School: Hillcrest High School
 Shadowing Supervisor: MARK HENDRIX
 Shadowing Site: ENTERCOM UPSTATE

Please evaluate the student's performance using the following scale. Place a check in the space beside each rating which best describes the student's performance during the shadowing experience.

	Excellent	Good	Fair	Poor
Attitude	X			
Punctuality	X			
Cooperation	X			
Enthusiasm/Interest	X			
Courtesy	X			
Proper Attire	X			
Willingness to accept guidance	X			
Willingness to conform to rules/regulations	X			
How would you rate the Shadowing Program (Career Technology Education)?	X			

How could this program be improved?

Comments NEZIA WAS A DELIGHTFUL STUDENT. VERY ENTHUSIASTIC AND INQUISITIVE ABOUT THE RADIO BUSINESS. SHE ASKED GREAT QUESTIONS.

Thank you for hosting a student. Please complete this evaluation and return this form to Ms. Fleming via student (please staple closed), email, or mail.

Ms. Janice Fleming, School Counselor, Hillcrest High School
 3665 S. Industrial Dr., Simpsonville, SC 29681
 jfleming@greenville.k12.sc.us

[Signature]
 2/5/14

Nezia 04/12/009
 0.111 - -



Campobello Gramling School

250 Fagan Avenue
Campobello, South Carolina 29322

(864) 472-9110

Fax: (864) 468-4210

John Hodge
Principal

Jennifer Still
Asst. Principal

Andrew McMillan
Asst. Principal

6
~~Handwritten scribbles~~

January 31, 2014

Dear Parent / Guardian:

Thank you so much for encouraging your student to participate in National Job Shadowing Day on Friday, February 3, 2014! As we've said many times, the purpose of this activity is to allow a student to actually see someone do the job he/she is interested in. We feel that this is a far more effective method of career exploration than just reading about a job or listening to someone talk about a job!

I need to remind you of several things as your student prepares for Job Shadowing Day:

- ✓ First of all, remember that you and your student are responsible for transportation to and from the job shadowing site. PLEASE do not be late (!), and please be sure to pick your child up on time, as well.
- ✓ To receive credit for school attendance, the student should shadow for at least 4 hours at the job shadowing site. I will try to visit most of our students, so please let me know if he/she does not go.
- ✓ Be sure that the student is dressed appropriately for the work site. If you are unsure about appropriate dress, please contact the work site. Remember: This could be a future employer, so your student will want to make a good impression!
- ✓ Don't forget to think about lunch! You may need to contact the person you plan to shadow to see what plans you need to make about lunch. If you are shadowing at a school in our school district, you can either take a lunch or go through the line, using your number.
- ✓ It was mentioned in the first letter about job shadowing that students have some work to do. ~~Materials are attached, and the student needs to take them to their job shadowing site!~~ Remember that the student will be counted as absent UNTIL the work is completed in its entirety. The deadline is Monday, February 10, 2014.
- ✓ Remind students that they not only are representing their families, but they also are representing Campobello-Gramling School.

If you should have any questions, please don't hesitate to give me a call here at the school at 472-9110. You may also choose to email me at brad.rothell@spart1.org.

I'm very proud of these students, and I wish them a fantastic experience on Job Shadowing Day!

Sincerely,

Brad Rothell
School Counselor

MI



DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:

Shadow Program w/ ~~Hunter Shaver~~

Date of Event/Program:

2/3/14

Scope of Station(s) Participation:

Giving students in studio experience of a radio morning show.

Names of Station(s) Personnel Involved:

Kato Keller
Hawk & Tom Show

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by: _____

Kato Keller

177



ENTERCOM | (Market)

6

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:

Shadow Program w/ ~~Kato Keller~~

Date of Event/Program:

2/3/14

Scope of Station(s) Participation:

Allowing students to get a hands-on experience of a radio morning show.

Names of Station(s) Personnel Involved:

- Kato Keller
- Hawk & Tom Show

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by:

Kato Keller

173



ENTERCOM (Market)

6

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:

Shadow Program w/ ~~Joshua Martin~~

Date of Event/Program:

2/4/14

Scope of Station(s) Participation:

Giving students an in studio experience on a radio morning show.

Names of Station(s) Personnel Involved:

Kato Keller

Hawk & Tom Show.

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by:

Kato Keller

174



ENTERCOM | (Market)

6

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:

Shadow Program w/ ~~Station Group~~

Date of Event/Program:

2/7/14

Scope of Station(s) Participation:

Allowing students to experience a morning radio show..

Names of Station(s) Personnel Involved:

Kato Keller
Hawk & Tom Show

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by:

Kato Keller

175



ENTERCOM | (Market)

6

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program:

Shadow Program w/ ~~James Wagner~~

Date of Event/Program:

2/2/14

Scope of Station(s) Participation:

Hands on experience of a live morning radio program.

Names of Station(s) Personnel Involved:

Kato Keller
Hawk & Tom Show

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by: Kato Keller

176

6

Wren Middle School

1010 Wren School Road
Piedmont, SC 29673
Telephone (864) 850-5930
Fax (864) 850-5941

Principal
Robin Fulbright

Assistant Principals
Charles M. Edmondson
Angela Phillips

Counselors
Fran Mooneyham
Rebekah Craig
Meagan Scott

Dear Job Shadow Mentor:

Wren Middle School will be celebrating National Job Shadowing Day on Friday, February 7th! This is part of the National School-to-Work initiative that helps students to use the skills they learn in the classrooms in real work situations. This day has been set aside for students all over America to enjoy experiences in job shadowing. **WREN MIDDLE SCHOOL** is encouraging our students to participate in National Job Shadowing Day.

As a mentor, you have agreed to allow one of our students to follow you through an entire day on the job. Our students should be looking for specifics as they fill out the questionnaire that is part of their assignment. They may also ask you some questions that will help them to complete an essay about the time they spent with you.

It is our hope that this experience will help students begin to look at the world of work as a reality. It is our hopes that being part of a "day on the job" can help the students begin to plan their educational courses and narrow their choice of careers.

Thank you for being a mentor and helping our students make the connection between academics and the workplace.

177

7

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: EEO Policy and Compliance Training

Date of Event/Program: Conference Call

Scope of Station(s) Participation: Entercom's Vice President of Human Resources facilitated our annual EEO Policy and Compliance Training. She reviewed the FCC's EEO guidelines as well as our internal practices and procedures to ensure a successful EEO Program. The training was facilitated for all EEO Coordinators and shared with management.

Job Titles (No names) of Station(s) Personnel Involved: VP/Human Resources, EEO Coordinators

Prepared by: Courtney E. Moore

Date: 7/21/14

178

7

Caitlynn Moore

From: Stephanie Gilson
Sent: Monday, July 21, 2014 10:40 AM
To: Caitlynn Moore
Subject: FW: REMINDER: EEO Policy and Compliance Training Web-Ex TODAY
Attachments: EEO Program_Feb 2014.pptx; EEO Rochester Annual 2014_Sample.docx; EEO Forms_Supplemental Initiative Form.doc; EEO GM Email to Employees_2014.doc

Importance: High

EEO Policy and Procedure Training

From: Shari Orenstein
Sent: Wednesday, February 12, 2014 3:01 PM
To: Anne Peterson; Brandon Wark; Carolyn Shaw; Christine Morelli; Cindy White; Denise Burt; Heather Cash; Heather Lane; Jill Christl; Julia Loya; June Magri-Smith; Kathy Madigan; Kerie Swepston; Laurie Hoover; Lisa Closterman; Lisa Klepadlo; Lisa Low; Mary Aispuro; Mike Kirby; Paula Elf; Preetika Devi; Steve Mohammed; Kate Savage; Vickie Richard; Lynn Hooper; Betty Portue; Noreen McCormack; Jatira Cotten-Dortch; Tish Johnson; Danielle Burns; Kortney Abercrombie; Rebecca Terrell; Jasmine Randolph; Patty Watson; Sheri Acquisto; David Turner; Cathy Buss; Elizabeth Dahlke; Lynne Greenamyre; Billie Jean Hager; Carrie Ward
Cc: Noreen McCormack; Shari Orenstein; Stephanie Gilson
Subject: REMINDER: EEO Policy and Compliance Training Web-Ex TODAY
Importance: High

Good afternoon,

Attached are 4 documents that will be reviewed during today's web-ex training.

It is strongly encouraged that you attend the training session today as we will be discussing new items that will be effective for 2014 reporting.

Thank you.

1. Join the meeting:

<https://www4.gotomeeting.com/join/892971295>

2. Join the conference call:

Phone: 1.866.951.1151

Conference Room Number: 5711972

Meeting ID: 892-971-295

GoToMeeting®

Online Meetings Made Easy®

Not at your computer? Click the link to join this meeting from your iPhone®, iPad® or Android® device via the GoToMeeting app.

179

8

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Junior Achievement

Date of Event/Program: March – April 2014

Scope of Station(s) Participation: An Account Executive from Entercom Greenville participates in the Junior Achievement Program at a local high school, Carolina Academy. The AE participates in 3 to 5 sessions per semester where he talks about his career in radio broadcasting and gives the students some real world insight on the "working world" and how to be successful.

Job Titles (No names) of Station(s) Personnel Involved: Account Executive

Prepared by: Caityln E. Moore

Date: 7/21/14

150
2014

9

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Spartanburg Community College Job Fair

Date of Event/Program: March 11, 2014

Scope of Station(s) Participation: Entercom representatives participated in a job fair at Spartanburg Community College. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom.

Job Titles (No names) of Station(s) Personnel Involved: Promotion Directors

Prepared by: Caitlyn S. Moore

Date: 7/21/14

181



DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Spartanburg Community College Job Fair

Date of Event/Program: March 11, 2014

Scope of Station(s) Participation: Van presence, tent, table, station gear, applications with job description, business cards, and 2 representatives

Names of Station(s) Personnel Involved: Ariane Rohr/Jeff Crane

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by: Ariane Rohr

187

9

**Registration Form
Spartanburg Community College
CAREER FAIR 2014**

**Tuesday, March 11, 2014
9:30 am – 12:00 noon**

Commissioners' Dining Room – Student Services Building

Please complete the following information to assist us with planning this event:

Name of Contact Person: Roy Hummers

Title of Contact Person: Promotions Manager

Name of Company/Organization: Entercom Upstate

Address: 25 Garlington Road Greenville SC 29615
(Street/PO Box) (City) (State) (Zip)

Phone #: 864-271-9200 Fax #: 864-527-5644 Email: RHummers@Entercom.com

Website: http://www.entercom.com We are an Equal Opportunity Employer: _____
(Please initial)

X Yes, we do plan to attend the Career Fair
 We will be willing to bring a door prize

_____ No, we are not able to attend, but would be interested in
 Providing material to display
 Having our website posted to advertise current job/career opportunities
 Both options

_____ No, we are not available for either opportunity

IF YOU CHECKED "YES", PLEASE COMPLETE THE FOLLOWING:

- Person(s) Attending: Roy Hummers, Ariane Rohr (Promotions Assitant)
- Title: Promotions Manager, Promotions Assistant
- Brief description of company/organization (i.e. sales, government, hospitality, manufacturing, etc.): Entercom Communications Corp. (NYSE: ETM), led by President and CEO David Field, is one of the largest radio broadcasting companies in the United States, with a nationwide portfolio of over 100 stations in 23 markets, including San Francisco, Boston, Seattle, Denver, Portland, Sacramento and Kansas City.
- Careers related to your company/organization (i.e. accounting, computer technology, welding, machine tool, etc.):
Accounting, Marketing/Promotions, Communications, Computer Technology, Sales, Production
- Special needs you require for set-up/display (1 table and 2 chairs will be provided):
None X Placed near an electrical outlet
Extension cord _____ Use of Audio-Visual Equipment. Please specify: _____

Other Needs: Room for a 6'x6' table.

Thank you for returning this completed form by *Friday, February 21, 2014*
via FAX at (864) 592-4792 – or email to lindseyj@sccsc.edu

Spartanburg Community College – Career Services
PO Box 4386, Spartanburg SC 29305-4386
(864) 592-4820

183

9

**Registration Form
Spartanburg Community College
CAREER FAIR 2014**

**Tuesday, March 11, 2014
9:30 am – 12:00 noon**

Commissioners' Dining Room – Student Services Building

Please complete the following information to assist us with planning this event:

Name of Contact Person: Roy Hummers

Title of Contact Person: Promotions Manager

Name of Company/Organization: Entercom Upstate

Address: 25 Garlington Road Greenville SC 29615
(Street/PO Box) (City) (State) (Zip)

Phone #: 864-271-9200 Fax #: 864-527-5644 Email: RHummers@Entercom.com

Website: http://www.entercom.com We are an Equal Opportunity Employer: _____
(Please initial)

X Yes, we do plan to attend the Career Fair
 We will be willing to bring a door prize

_____ No, we are not able to attend, but would be interested in
 Providing material to display
 Having our website posted to advertise current job/career opportunities
 Both options

_____ No, we are not available for either opportunity

IF YOU CHECKED "YES", PLEASE COMPLETE THE FOLLOWING:

• **Person(s) Attending:** Roy Hummers, Ariane Rohr (Promotions Assitant)

• ~~**Title:** Promotions Manager, Promotions Assistant~~

• **Brief description of company/organization** (i.e. sales, government, hospitality, manufacturing, etc.): Entercom Communications Corp. (NYSE: ETM), led by President and CEO David Field, is one of the largest radio broadcasting companies in the United States, with a nationwide portfolio of over 100 stations in 23 markets, including San Francisco, Boston, Seattle, Denver, Portland, Sacramento and Kansas City.

• **Careers related to your company/organization** (i.e. accounting, computer technology, welding, machine tool, etc.):

Accounting, Marketing/Promotions, Communications, Computer Technology, Sales, Production

• **Special needs** you require for set-up/display (1 table and 2 chairs will be provided):

_____ None X Placed near an electrical outlet
_____ Extension cord _____ Use of Audio-Visual Equipment. Please specify: _____

Other Needs: Room for a 6'x6' table.

Thank you for returning this completed form by *Friday, February 21, 2014*
via FAX at (864) 592-4792 – or email to lindseyj@sccsc.edu

Spartanburg Community College – Career Services
PO Box 4386, Spartanburg SC 29305-4386
(864) 592-4820

184

10

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: USC Upstate Job Fair

Date of Event/Program: March 24, 2014

Scope of Station(s) Participation: Entercom representatives participated in a job fair at USC Upstate. Applications, open position lists, and business cards were distributed to the students who attended the job fair. The students were also encouraged to ask questions about the different departments and jobs within Entercom.

Job Titles (No names) of Station(s) Personnel Involved: Promotions Directors

Prepared by: Caitlyn E. Mann

Date: 7/21/14

1585



ENTERCOM | (Market)

10

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: USC Upstate

Date of Event/Program: March 24, 2014

Scope of Station(s) Participation: Van presence, tent, table, station gear, applications with job description, business cards, and 2 representatives

Names of Station(s) Personnel Involved: Ariane Rohr/Jeff Crane

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by: _____

Ariane Rohr

156

2

2013-2014 PARKING

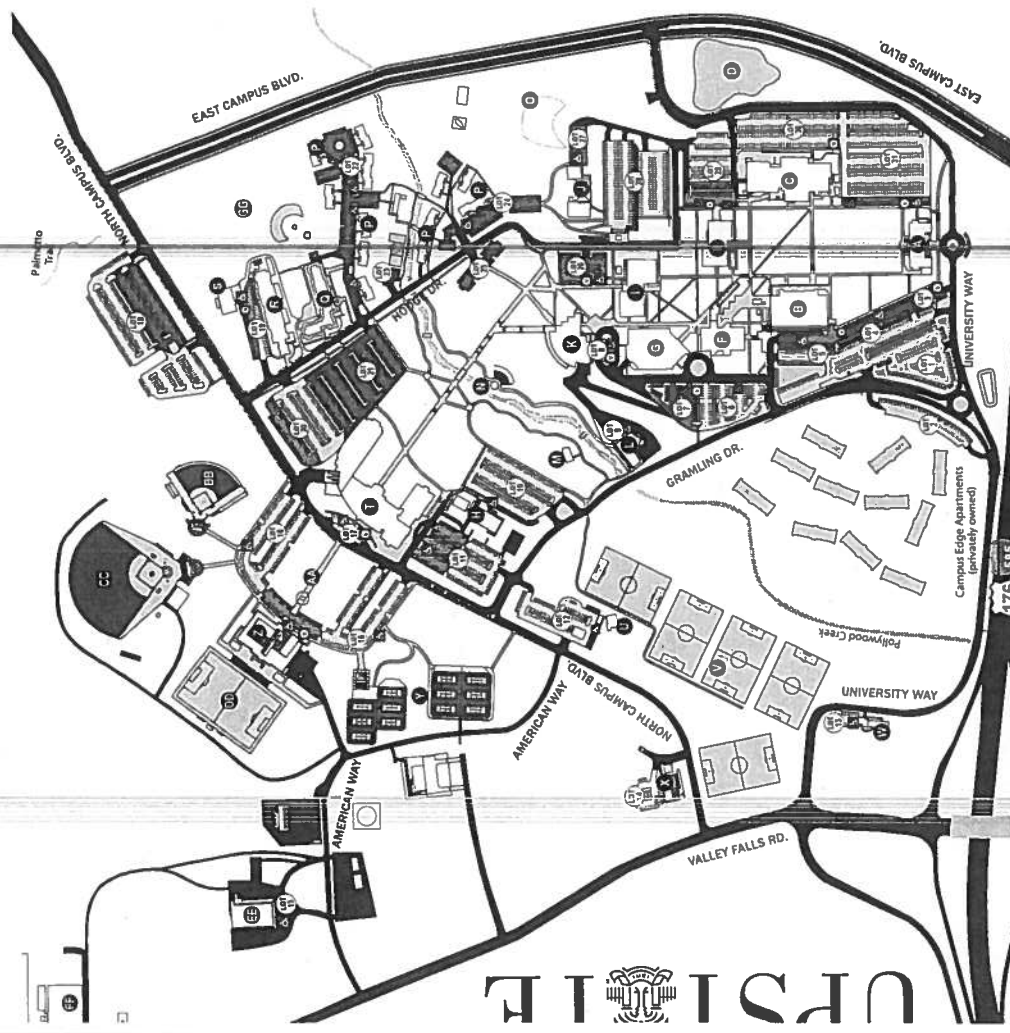
USC UPSTATE UNIVERSITY PUBLIC SAFETY

800 University Way
Spartanburg, SC 29693
Phone: 864-503-5873
Fax: 864-503-5911
EMERGENCY PHONE
864-503-5911
www.uscstate.edu/police

Office Hours
Monday-Friday
8:30 a.m. - 5:00 p.m.

COMPUTER FACULTY & STAFF RESIDENT

- A. John C. Stockwell
- B. Administration Building
- C. Library/Honors Program Office(252)
- D. Richard E. Tukey Theatre
- E. G.B. Hodge Center/Arena
- F. Upstate Rotary International
- G. Peace Park
- H. Media Center. WRET-TV
- I. Horace C. Smith Science Building
- J. Humanities & Performing Arts Center
- K. Curtis R. Harley Art Gallery
- L. Academic Annex 1 and 2 (ACAD/ACAN)
- M. College of Arts & Sciences Building
- N. Burroughs Child Development Center
- O. Olin B. Sansbury, Jr.
- P. Campus Life Center
- Q. The P. Kathryn Hicks Visual Arts Center
- R. Dr. Lawrence E. Roel Garden Pavilion
- S. Susan Jacobs Arboretum
- T. Science Trail
- U. The Villas
- V. Palmetto House
- W. Magnolia House
- X. John M. Rampey Center
- Y. Health Education Complex
- Z. Wellness Center
- AA. Mary Black School of Nursing
- BB. School of Education
- CC. Enrollment Management
- DD. Bookstore
- EE. Smith Farmhouse/Athletic Annex
- FF. Soccer Fields
- GG. Health Services
- HH. University Public Safety
- II. Tennis Complex
- JJ. University Readiness Center
- KK. SC National Guard
- LL. Louis P. Howell Athletic Complex
- MM. Cyrril Softball Stadium
- NN. Cleveland S. Harley Baseball Park
- OO. County University Soccer Stadium
- PP. Facilities Management Complex
- QQ. University Services Building
- RR. Postal/Shipping & Receiving
- SS. Intramural Field



Campus Map Legend

- residential student
- commuting student
- faculty & staff
- visitor
- handicap

UPSTATE

181

PARKING

Welcome to the University of South Carolina Upstate! It is our sincere desire that your experience here will be challenging, rewarding and fulfilling. For your safety, parking rules and regulations are enforced at all times and apply to all persons operating motor vehicles on or around campus. For detailed information on all USC Upstate Parking Regulations call the University Public Safety Department at 864.503.5450 or visit www.uscupstate.edu/parking.

WHO NEEDS A PARKING PERMIT?

Anyone who parks on campus must register his/her vehicle with University Police in order to receive a parking permit. This permit must be displayed on the vehicle in order to park on university property. Exceptions may be made for special events as defined by the Chief of Police. Visitors to campus may freely park in the designated visitor parking spaces around campus. Visitors who will be parking on campus for more than one day need to stop by the Department of Public Safety and pick up a Visitors Parking Pass.

IMPORTANT PARKING & TRAFFIC REGULATIONS

- Unless otherwise posted, the campus speed limit is 25 mph. The maximum speed limit in parking lots is 10 mph.
- Parking is prohibited at fire hydrants, on sidewalks, behind trash bins, in fire lanes, all curbs, areas designated with "No Parking" signs, loading zones, around the circle of the fountain, designated handicapped parking areas, and all lawn or landscaped areas. Backing into a space or pulling through is prohibited.
- Visitor parking at the CLC is reserved for short term 60 minute parking. The "HEC circle" and Administration Building visitor parking is limited to 60 minutes only.
- Parking decals must be clearly visible in the lower driver's side rear window.

PARKING PERMIT INFORMATION

To register your vehicle, you will need:

1. University ID
2. Vehicle Registration Card
3. Proof of Insurance

Replacement and additional parking decals are \$5. This fee can be waived if you peel off and turn in your old decal. Once your vehicle is registered, you are responsible for knowing all parking rules and regulations. Student parking permits are valid for one academic year and must be renewed prior to the beginning of each fall semester. If you change enrollment status from either commuter student to residential student or vice-versa, you must procure a new parking sticker within seven days. If you drive an unregistered vehicle on campus, you must first pick up a temporary parking pass at the Department of Public Safety. These passes are free and can be issued for up to two weeks. You must present proof of insurance in order to obtain a temporary hang tag. Temporary passes for residential students must be obtained at the Housing Office.

WHERE CAN I PARK?

Parking lots are color-coded with signs designating the type of permit required to park in each area. Park only in areas designated for your permit.



faculty & staff



commuter student



residential student

IF YOU RECEIVE A PARKING CITATION

The driver and/or registered owner of a vehicle is responsible for all violations incurred. Parking citations must be paid within 30 days of the date on the citation. After 30 days, fines will increase and holds will be placed on student accounts. If the citation has not been paid within 30 days, a notice letter will be sent to the registered owner of the vehicle. If the citation is not paid within 15 days of the date on the notice letter, the citation will be sent to the Williams & Fudge collections agency for further action. If the citation has already been sent to collections, you must call Williams & Fudge at 1-800-949-9791 in order to pay the citation. Online and in-office payments for tickets sent to collections will not be accepted. If you wish to appeal a parking citation, you must do so within three business days from the date of issuance. The online appeal form can be accessed at www.uscupstate.edu/parkingappeal. If you would like to pay a citation with a credit or debit card, you must do so online at www.remit-online.com/86464001.

VEHICLE BOOTING

The Department of Public Safety will "immobilize" vehicles under the following conditions:

- The vehicle receives a third parking citation for "failure to register vehicle."
- When university parking ordinances have been violated that threaten the welfare or safety of the university community or when a vehicle is the subject of a criminal investigation and it is prudent to identify the owner or operator of the vehicle.
- Unregistered vehicles parked in residential areas are subject to immediate vehicle immobilization.
- Habitual offenders (five + unpaid citations) are subject to vehicle immobilization.
- All outstanding parking citations must be paid before a boot can be removed.

EMERGENCY PHONES

Emergency telephones connect automatically to a representative of the Public Safety Department when the receiver is lifted off the cradle. These telephones are located at the entrances to most campus buildings.

1. Lift the plunger located on the right side of the weatherproof box.
2. Open the door and lift the telephone receiver.
3. Wait for a public Safety Department representative to answer the call.
4. When the operator answers, speak clearly into the mouthpiece.

UNIVERSITY PUBLIC SAFETY CALL BOXES

University Public Safety call box stations have been placed in strategic locations across campus to facilitate contact with an on-duty police officer.

1. Press the call button and release.
2. Wait for a representative of the University Public Safety Department to answer.
3. Press the call button again and hold down while speaking slowly and clearly into the speaker. Release the call button when you are finished. Listen for instructions.

TOBACCO FREE CAMPUS

Smoking is prohibited on campus grounds. Fines will be issued based on the number of offenses.

- \$25 1st Offense
- \$50 2nd Offense
- \$75 3rd+ Offense



58

11

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Rainbow Lake Middle School Career Fair

Date of Event/Program: April 2, 2014

Scope of Station(s) Participation: An On Air Personality from WTPT-FM attended a career fair at Rainbow Lake School Middle School. The Entercom representative discussed the radio broadcasting industry and the different jobs that are available in radio.

Job Titles (No names) of Station(s) Personnel Involved: On Air Personality

Prepared by: Caitlyn E. Mann

Date: 7/21/14

1564



Rainbow Lake Middle School

//

1951 Riveroak Road
Chesnee, South Carolina 29323

Mr. Donald Barnette, Principal

Phone: 864-253-5700
Fax: 864-253-5700

Rainbow Lake Middle School Career Fair 2014 April 2, 2014

We want you to volunteer as a Career Fair guest speaker

We are looking for parent volunteers or community members who can volunteer their time to share their career choices with students at our school, Rainbow Lake Middle (6th, 7th, & 8th grades) on Wednesday, April 2, 2014 from 7:45am – 11:00am. A light breakfast will be served from 7:45am – 8:05am for all of our guest speakers. Guest speakers will have a presentation room and are asked to speak to students for 15 minute sessions. Recommended format includes: related school subjects, education/training, personal skills, typical day, hand-outs, visuals, etc.

Please complete the below form and return it to Ms. Holly Poteat (School Career Specialist). Please provide contact information. Please feel free to contact Ms. Poteat at (864) 253-5708, fax (864) 253-5701 or via email at holly.poteat@spartanburg2.k12.sc.us if you have any questions.

Please mark below:

- YES! I'm looking forward to participating in your career fair!
I will attend Wednesday, April 2, 2014.
- NO! I cannot attend Wednesday, April 2, 2014.

Name: Richard "Twisted" Todd Holcombe Job Title / Occupation: WTPT Music Director/Afternoon Personality

Agency / Company: Entercom Upstate

Phone Number(s): Work: 864-241-4309 Cell: 864-420-6128

Fax: 864-242-1567 Email: twistedtodd@entercom.com

Address: 25 Garlington Rd Greenville, SC 29615

Please list any special accommodations needed such as a DVD player, PowerPoint, etc:

None that I can think of at the moment

Name(s) of representatives that will be attending:

- 1) Just me, myself and I!
- 2)

190

Thank you!

12

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: SCBA Career Fair

Date of Event/Program: April 10, 2014

Scope of Station(s) Participation: Entercom representatives attended the South Carolina Broadcaster's Association Career Fair. Applications, open position lists, and business cards were distributed to the job fair attendees.

Job Titles (No names) of Station(s) Personnel Involved: Promotions Directors

Prepared by: Caitlyn E. Vane Date: 7/21/14

1a1



ENTERCOM | (Market)

12

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: SCBA Career Fair

Date of Event/Program: April 10, 2014

Scope of Station(s) Participation: tent, table, on-air personalities/jocks

Names of Station(s) Personnel Involved:

Ariane Rohr

Roy Hummers

Tias Schuster

Attach copies of documentation demonstrating performance of chosen initiatives, such as pamphlets, advertisements, letters, e-mails, and faxes.

Prepared by: 

12



12

April 14, 2014

Ms. Danielle Burns
Entercom
25 Garlington Rd.
Greenville, SC 29615

Dear Danielle:

Thank you so much for your station's participation in the SCBA Job Fair last Thursday, April 10th in Columbia. This year's event was a great success due to the strong support from our member stations. Over 75 radio and television stations were represented and approximately 185 broadcasting students from all across the state were in attendance!

The event provided students a unique and valuable opportunity to learn first hand about career opportunities in the broadcasting industry in SC. The stations had management, human resources and other hiring personnel on hand to counsel students, collect resumes and even conduct interviews on site.

We hope the Job Fair was beneficial to your company's recruiting efforts and we appreciate your participation in supporting the next generation of SC broadcasters.

Sincerely,

Shani White
Shani White
Executive Director

193

13

ENTERCOM Greenville

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

The following is a description for every event or program established by, sponsored by or participated in by the station(s) as part of the Supplemental Outreach Initiatives:

Name of Event/Program: Georgia Association of Broadcasters Convention

Date of Event/Program: June 24, 2014

Scope of Station(s) Participation: An On Air Personality from Entercom spoke at a broadcasting convention at the University of Georgia. He educated rising juniors, seniors, and graduates on the radio broadcasting industry. He spoke about his experience in radio, and how he became successful. Internship and job opportunities were also discussed.

Job Titles (No names) of Station(s) Personnel Involved: On Air Personality

Prepared by: Caitlyn E. Mann

Date: 7/21/14

194



13

GAB Radio Talent Institute

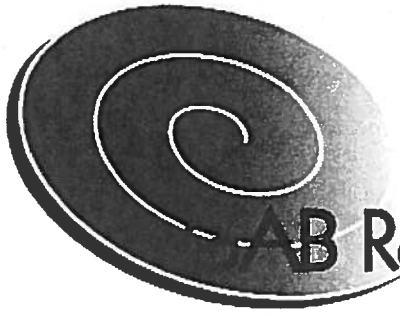
Georgia Association of Broadcasters
Grady College, University of Georgia

June 16-25, 2014



★ National RADIO TALENT SYSTEM ★★★★★

145



13

GAB Radio Talent Institute

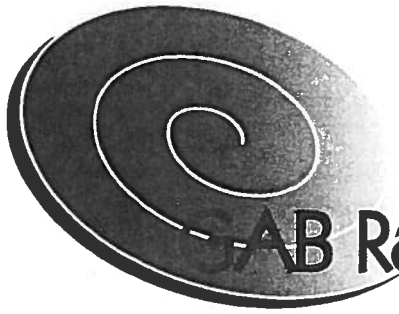
Georgia Association of Broadcasters
Grady College & University of Georgia

Tuesday, June 24, 2014

8:45am	Announcements and Agenda Preview	Joe Dennis/Karen Andrews
9:00-10:20am	<i>"Writing for Radio"</i>	James Fairey Production Director CBS Radio Atlanta, GA
10:30-11:50am	<i>"Basics of Great Voice Work and Production"</i>	John Willyard Owner, President & Sole Talent John Willyard Productions, Inc. Marietta, GA
12:00noon	Lunch	
1:00-2:20pm	<i>"What You Have to Know to Be the Program Director"</i>	Rob Roberts Operations Manager/PD Cumulus Media Inc. Atlanta, GA
2:30-3:50pm	<i>"Adjusting from College to the Pros"</i>	Dr. Dale Van Cantfort Moderator Chair, Mass Comm. Dept. Piedmont College Demorest, GA Greg Abee Air Talent & Production Asst. 93.3 The Planet, WTPT-FM Entercom Upstate Greenville/Spartanburg, SC Brendan Croghan Program Director & Air Talent WXMK-FM / WRJY-FM Golden Isles Broadcasting Brunswick, GA



196



13

SAB Radio Talent Institute

Georgia Association of Broadcasters
Grady College, University of Georgia

Greg Abee
Air Talent & Production Assistant
93.3 The Planet, WTPT-FM
Entercom Upstate
Greenville, SC



Greg graduated from Appalachian State University in 2007, and attended the first-ever Kellar Radio Talent Institute in Boone, NC. After graduation, he went to work at Entercom Upstate in Greenville/ Spartanburg in the promotions dept.

He started as a part-timer on Top-40 B93.7 where he worked as a fill-in wherever needed and worked over nights, as well as other job responsibilities. Greg transitioned to Active Rock 93.3 The Planet in 2009, where he worked part time, fill-ins, and hosted a 1 hour metal show on the weekend. He was hired full time to work nights in January 2012.

Karen Andrews
Director of Special Events and Student Leadership
Grady College of Journalism & Mass Communication
University of Georgia
Athens, GA

Karen is Grady College's Director of Special Events and Student Leadership. A native of Savannah, she comes to Grady from the town

of Kiawah Island, South Carolina, where she served as a Communications Specialist.

In 2012, Karen was recognized for her exemplary work with college events and received the college's Vera Penn Staff Award for Excellence.



An alumnus of the Grady College in Telecommunication Arts and a Masters in Public Relations, Andrews has also worked for American

Port Services in Savannah, the Savannah Chamber of Commerce and the Savannah Visitor's Center.

Don Anthony
Founder & President, Talentmasters
Publisher, *The Morning Mouth*
Magazine & *Jockline Daily*
Creator & Host, Morning Show & Talk Show Boot Camp

197



As the titles suggest, for over 25 years, Don's life has been consumed by the business of personality radio. Each summer, 25 years running, Don brings together hundreds of the top

personalities from throughout the US and abroad for his highly acclaimed Morning Show Boot Camp.

**ENTERCOM GREENVILLE
EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

Overview

Entercom is committed to providing equal employment opportunities in all of our employment programs and decisions. Discrimination on the basis of any classification protected under federal, state or local law is a violation of our policy and is illegal. Specifically, Entercom does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation or gender identification, gender expression, covered-veteran status, marital status, genetic information, or any other classification protected under 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, 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

It is also our policy to promote equal employment opportunity through a broad outreach recruitment program, incorporating specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, gender, national origin, age, disability, sexual orientation or gender identification, gender expression, covered-veteran status, marital status, genetic information, or any other classification protected under federal, state or local laws.

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 VP/General 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 VP/General Manager is ultimately responsible for ensuring our Equal Opportunity Program compliance. Our Controller is responsible for implementing our EEO plan.

The Human Resources Manager is our EEO Officer and EEO Administrative Coordinator, who is responsible for the documentation of our Equal Employment Opportunity Program procedures 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 Vice President of Human Resources.

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, national origin or gender.

Training

Training is provided for EEO Officers and EEO Administrative 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 race, color, religion, national origin or gender.

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 Administrative Officer or the EEO Officer will report the individual to the VP/General Manager and the VP of Human Resources.

Policy Dissemination

We regularly distribute a memo reminding employees of the station's EEO Policy and ask for their help in recruiting, hiring and promoting consistent with the EEO policy and program.

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, national origin or sex.

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 Vice President of Human Resources.

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

Audit

Our 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 Officer. 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 proceeding 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.

Entercom Greenville

Equal Employment Opportunity Policy

Entercom is committed to providing equal employment opportunities in all of our employment programs and decisions. Discrimination on the basis of any classification protected under federal, state or local law is a violation of our policy and is illegal. Specifically, Entercom does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation or gender identification, gender expression, covered-veteran status, marital status, genetic information, or any other classification protected under 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, 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 us with achieving a diverse workforce.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their General Manager, EEO Officer or to Entercom's Vice President of Human Resources. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Noreen McCormack

From: Steve Sinicropi
Sent: Wednesday, February 19, 2014 10:06 AM
To: GREENVILLE USERS
Cc: Noreen McCormack; Stephanie Gilson
Subject: Entercom's Equal Employment Opportunity Policy

TO: All Entercom Greenville team members
FROM: Steve Sinicropi, Vice President / Market Manager
DATE: February 19, 2014
RE: Entercom's Equal Employment Opportunity Policy
CC: Noreen McCormack

I just want to remind you of Entercom's Equal Employment Opportunity Policy.

As stated in our policy, any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to my attention, our EEO Officer, Danielle Burns or to Stephanie Gilson, Entercom's Corporate Human Resources and Noreen McCormack, Entercom's Vice President of Human Resources. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

In addition, we would also like to enlist your assistance with our recruitment process. If you are aware of qualified individuals for any of our open positions, please contact Danielle Burns who receives applications for employment and distributes them to the hiring managers.

Below you will find our Equal Employment Opportunity Policy. I am also including a copy of our company harassment policies. As you know, it is Entercom's policy and my practice to provide a positive, respectful workplace environment. Harassment of any kind will not be tolerated. The policy outlines the steps to take if you feel you are being harassed. If you have any questions or concerns, feel free to contact me, Danielle Burns, Stephanie Gilson or Noreen McCormack.

Let me know if you have any questions. Please continue selling radio advertising and working on our mission of making 2014 our Best Year Ever. Thank you.

Steve

Equal Employment Opportunity Policy

Entercom is committed to providing equal employment opportunities in all of our employment programs and decisions. Discrimination on the basis of any classification protected under federal, state or local law is a violation of our policy. Specifically, Entercom does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identification or expression, covered-veteran status, marital status, genetic information, or any other classification protected under 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, termination, reductions in force, recall, transfer, leaves of absence, compensation and training. Any applicant or employee who, due to a qualified disability or handicap, requires a reasonable accommodation to apply for employment or to perform the essential functions of his / her job should contact the Human Resources Department.

Entercom has established an EEO program to assist us in maintaining a diverse workforce. For additional information please contact the local Business Office or Human Resources Department.

Overall responsibility for the direction of the Company's Equal Employment Opportunity Policy rests with the Company's 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. Inappropriate workplace behavior and unlawful harassment create conditions that are wholly inconsistent with this commitment. The purpose of the policy set forth below is not to regulate the personal morality of employees, but rather to foster a work environment that is free from all forms of harassment, whether that harassment is because of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identification or expression, covered-veteran status, marital status, genetic information, or any other classification protected under federal, state or local law.

Discriminatory Harassment Prohibited

Discriminatory harassment, including sexual harassment, will not be tolerated by the Company. This policy applies to all harassment occurring in 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 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 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 an individual's employment;
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual; or
- Such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Some examples of what may constitute sexual harassment are: threatening to take or taking employment actions such as discharge, demotion or reassignment, if sexual favors are not granted; demands for 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 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 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 race, color, religion, gender, national origin, age, disability, sexual orientation, gender identification or expression, covered-veteran status, marital status, genetic information, or any other classification protected under federal, state or local law 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 that focus on an individual's race, color, religion, gender, national origin, age, disability, sexual orientation, gender identification or expression, covered-veteran status, marital status, genetic information, or any other classification protected under federal, state or local law. This also includes the displaying on walls, bulletin boards or elsewhere on Company premises, or circulating in the workplace, of written or graphic material that denigrates or shows hostility or aversion toward a person or group because of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identification or expression, covered-veteran status, marital status, genetic information, or any other classification protected under federal, state or local law. The above list of examples is not intended to be all inclusive. In addition, nothing in this policy is intended or will be applied in a manner to limit employee complaints or discourse which is protected by law.

Consensual Relationships

Consensual romantic and/or sexual relationships between an employee with supervisory authority and any subordinate, including one not directly reporting to the supervisor, may compromise the Company's ability to enforce its policy against sexual harassment. Consequently, if such relationships arise, they will be considered carefully by the Company, and appropriate action will be taken. Such action may include a change in the responsibilities of the individuals involved in such relationships or transfer of department or location within the Company to diminish or eliminate the supervisory relationship and workplace interactions that may exist. Any supervisory employee involved in such a relationship is required to report the relationship to his / her supervisor and to the Vice President of Human Resources.

Reporting Discriminatory Harassment

The Company strongly encourages the prompt reporting of all incidents of discriminatory harassment. The Company requires supervisory and management employees to promptly report all incidents of discriminatory harassment observed by them or brought to their attention by others. If an employee believes they are being harassed or have observed harassing behavior, the Company encourages employees to promptly notify their supervisor or, if they prefer not to advise their supervisor: the local Market Manager, the local Human Resources contact, or the Company's 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 either the Station Group President or 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 and take effective remedial action.

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 employee that reports an incident 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. 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.

Open 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) to bring those concerns to the attention of the Vice President of Human Resources.

Steve Sinicropi
Vice President & Market Manager • Entercom Upstate



P: 864.241.4203
ssinicropi@entercom.com
25 Garlington Road • Greenville SC 29615

Click & Listen Online
[93.3 The Planet](#) | [B93.7](#) | [Magic 98.9](#) | [CLASSIC ROCK 101.1](#) | [WORD 106.3](#) | [Get My PERKS](#)

2017
2017

ENTERCOM GREENVILLE

EEO POLICY NOTICE

Entercom is committed to providing equal employment opportunities in all of our employment programs and decisions. Discrimination on the basis of any classification protected under federal, state or local law is a violation of our policy and is illegal. Specifically, Entercom does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation or gender identification, gender expression, covered-veteran status, marital status, genetic information, or any other classification protected under 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, 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

It is also the policy of these stations to promote equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, gender, national origin, age, disability, sexual orientation or gender identification, gender expression, covered-veteran status, marital status, genetic information, or any other classification protected under federal, state or local law.

To make this policy effective, and to ensure that we comply with the requirements of the Federal Communications Commission, we have developed an Equal Employment Opportunity Program. Copies of our Equal Employment Opportunity Program are available to all interested persons upon request made to our Human Resources Department.

We would like your cooperation and assistance in our efforts to recruit, hire and promote qualified women and minorities. In this regard, if you know of individuals who might be interested in and qualified to work at this station, we encourage you to refer them to us.

All applicants and employees are entitled to equal employment opportunity. If you believe you have been discriminated against, you have the right to notify the Federal Communications Commission, 1919 M Street, NW, Washington, DC 20554, the Equal Employment Opportunity Commission, 301 N. Main Street, Suite 1402 Greenville, SC 29601-9916

208
7