

WNVZ, WPTE, WVKL, WWDE-FM
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

ENTERCOM Norfolk-Virginia Beach-Newport News, VA IS AN EQUAL OPPORTUNITY EMPLOYER.

<u>Address:</u> 236 Clearfield Ave., Suite 206, Virginia Beach, VA - 23462	<u>Contact Person/Title:</u> Bennett Zier SVP/Market Manager
<u>Telephone Number:</u> 757-497-2000	<u>E-Mail Address:</u> bennett.zier@entercom.com

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
On Air Talent	1-35	31
Sales Administration Manager	1-31, 35-36	36

WNVZ, WPTE, WVKL, WWDE-FM**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bryant and Stratton College 3121 Euclid Ave Cleveland, Ohio 44115 Phone : 216-771-1700 Email : mbenedik@bryantstratton.edu MJ Benedik	N	0
2	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 757-594-8286 Email : christina.sincere@cnu.edu Fax : 1-757-594-7639 Christina Sincere	N	0
3	City of Virginia Beach 297 Independence Blvd Pembroke 6 Suite 407 Virginia Beach, Virginia 23462 Phone : 757-385-0627 Email : kshanafe@vagov.com Krista Shanafelt	N	0
4	City of Virginia Beach 297 Independence Blvd Pembroke 6 Suite 407 Virginia Beach, Virginia 23462 Phone : 757-385-0620 Email : kmgrant@vbgov.com Karen Grant	N	0
5	City of Virginia Beach 297 Independence Blvd Pembroke 6 Suite 407 Virginia Beach, Virginia 23462 Phone : 757-385-0623 Email : klamica@vbgov.com Katherine Lamica	N	0
6	College of William and Mary P.O. Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3329 Cristen McQuillan Manual Posting	N	0

WNVZ, WPTE, WVKL, WWDE-FM**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Commonwealth of Va Rehabilitative Services 3248 Academy Ave Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : melissa.edmonds@dars.virginia.gov Melissa Edmonds	N	0
8	Dept of Veterans Affairs 2551 Eltham Ave #E Norfolk, Virginia 23513 Phone : 757-858-6154 Email : anthony.lorusso@va.gov Anthony Lorusso	N	0
9	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
10	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-838-9191 Email : pmirani@ecpi.edu C Johnson	N	0
11	Elizabeth City State University 1704 Weedsville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3318 Email : bnjackson@mail.ecsu.edu Makkita Gregory	N	0
12	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0

WNVZ, WPTE, WVKL, WWDE-FM

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Hampton University 100 E Queen St Hampton, Virginia 23668 Phone : 757-727-5331 Url : https://app.joinhandshake.com Lashel Wilson Manual Posting	N	0
14	International Black Women's Congress 645 Church Street Suite 200 Norfolk, Virginia 23510 Phone : 757-625-0500 Email : ibwc1609@verizon.net Job Listing	N	0
15	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Url : https://app.joinhandshake.com Logan Zeigler Manual Posting	N	0
16	Local Veterans Employment 600 Butler Farm Dev Center Suite B Hampton, Virginia 23666 Phone : 757-865-5810 Email : stephen.larosee@vec.virginia.gov Stephen LaRosee	N	0
17	NAACP 909 B Marshall Ave Norfolk, Virginia 23504 Phone : 757-490-7799 Email : vabnaacp@netzero.net Georgia Allen	N	0
18	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pam Saunders	N	0

**WNVZ, WPTE, WVKL, WWDE-FM
EEO PUBLIC FILE REPORT**

June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Old Dominion University 5115 Hampton Blvd Norfolk, Virginia 23529 Phone : 757-683-4388 Email : employers@odu.edu Career Services	N	0
20	OppInc One Stop Workforce Center 861 Glenrock Road Suite 223 Norfolk, Virginia 23502 Phone : 757-461-7537 Email : jrondeau@hamptonroadsworks.org Jackie Rondeau	N	0
21	Opportunity Inc. 500 E Plume Street Suite 700 Norfolk, Virginia 23510 Phone : 757-314-2370 Email : learl@oihr.org Shawn Avery	N	0
22	Paul D Camp Community College P.O. Box 500 Suffolk, Virginia 23439 Phone : 757-569-6700 Email : aharris@pdc.edu Alan Harris	N	0
23	Piedmont VA Community College 501 College Drive Charlottesville, Virginia 22902 Phone : 434-977-3900 Email : aluck@pvcc.edu Andre Luck	N	0
24	Regent University 1000 Regent University Dr Virginia Beach, Virginia 23464 Phone : 757-352-4204 Email : davidhur@regent.edu David Hurtado	N	0

WNVZ, WPTE, WVKL, WWDE-FM
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	South University 301 Bendix Road Suite 100 Virginia Beach, Virginia 23452 Phone : 757-823-2069 Email : jtallmadge@southuniversity.edu James Tallmadge	N	0
26	St Paul's College 115 College Drive Lawrenceville, Virginia 23868 Phone : 484-848-1805 Email : athomas@saintpauls.edu Alta Thomas	N	0
27	STOP 2552 Alameda Ave Norfolk, Virginia 23513 Phone : 757-858-1360 Email : mbryant@stopin.org Michelle Bryant	N	0
28	Tidewater Community College Chesapeake 1428 Cedar Road Chesapeake, Virginia 23320 Phone : 757-822-7228 Email : kmcarthy@tcc.edu Kevin McCarthy	N	0
29	US Army Education Center, Career Resources Dept. 1500 Madison Ave Fort Eustis, Virginia 23604 Phone : 757-878-3638 Email : aishay.bingham-day.ctr@mail.mil Aisha Bingham	N	0
30	VA Employment Commission 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7012 Email : teri.stankey@vec.virginia.gov Teri Stankey	N	0

WNVZ, WPTE, WVKL, WWDE-FM
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

b. Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Current Employee	N	2
32	Indeed.com	N	1
33	Non-Employee Referral	N	1
34	Other Source	N	1
35	Station Website	N	5
36	Station Website Posting (One or More SEU Stations)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

WNVZ, WPTE, WVKL, WWDE-FM
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	Ongoing throughout the year. Entercom Norfolk actively recruits for college students that will earn college credit for their work. This initiative is done on an ongoing basis.	4	EEO Coordinator
2	Ongoing Event	Participation in other activities designed by the station employment unit	Once a week, Entercom Norfolk airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Hampton Roads area of Entercom EOE policy and invite all organizations to be part of our recruitment process. This initiative is done on an ongoing basis.	4	EEO Coordinator
3	Ongoing Event	Participation in other activities designed by the station employment unit	The websites for each of the stations in the Employment Union include a link to the Entercom Careers page, which has information about careers in broadcasting. This initiative is done on an ongoing basis.	4	EEO Coordinator
4	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit including upper-level category openings is posted on the sites of organization that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.. This initiative is done on an ongoing basis.	4	EEO Coordinator

WNVZ, WPTE, WVKL, WWDE-FM
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/19/2019	Participation in other activities designed by the station employment unit	15 Girl Scouts and leaders were given a tour of Entercom Norfolk. The tour included an inside look at all four stations. They were educated on careers in radio.	4	On Air Personality
6	10/10/2019	Participation in other activities designed by the station employment unit	10 Boy Scout and their leaders were given a tour of Entercom Norfolk. The tour included an inside look at all four stations. They were educated on careers in radio.	4	On Air Personality
7	12/12/2019	Participation in Job Fairs	Entercom Norfolk Participated in National Career Fairs Hiring Event 2019. The DOS and EEO Coordinator met with attendees, discussed job openings and careers in radio at Entercom.	4	DOS EEO Coordinator
8	5/13/2020	Provision of training to management	The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination.	5	Market Hiring Managers