

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM BOSTON**

This report covers full-time vacancy recruitment for the period of December 1, 2016 through November 30, 2017

Employment Unit: Entercom Boston, LLC	Address: Entercom Boston, LLC 20 Guest Street, 3 rd Floor Brighton, MA 02135	Contact Person/Title: Phil Zachary VP/Market Manager
Unit Members, Community of License WAAF-FM, Westboro, MA WEEI-AM, Boston, MA WKAF-FM, Brockton, MA WEEI-FM, Lawrence, MA WRKO-AM, Boston, MA	Telephone Number: 617-779-5800	E-mail Address: pzachary@entercom.com

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

	Title	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)	Referral Source of Interviewees
A	WEEI On Air Host 12/5/16	Entercom Website	1-149	Entercom Website: 3 Employee Referral: 2
B	WKAF Program Director 12/18/2016	Confidential Search due to a new format change	Confidential Search	
C	WAAF Show Co-Host 12/22/2016	Employee Referral	1-149	Employee Referral: 1
D	WAAF Show Co-Host 12/27/2016	Industry Referral	1-149	Industry Referral: 1
E	Brand Personality 1/1/2017	PT Employee	1-149	PT Employee: 4 Employee Referral: 1
F	Account Executive 1/17/2017	Former Employee	1-149	Internal Posting: 1 Monster.com: 1 Indeed.com: 2 Former Employee: 1

G	Account Executive 1/25/2017	Internal Posting	1-149	Internal Posting: 1 Employee Referral: 1 Indeed: 1 LinkedIn: 1 Boston Red Sox Sports and Entertainment Career Fair: 1
H	Account Executive 1/30/2017	Employee Referral	1-149	LinkedIn: 1 Industry Referral: 1 Employee Referral: 1 From "Pool F": 1 Monster.com and 1 Indeed
I	WRKO Producer 1/30/2017	PT Employee	1-149	PT Employee: 4 Employee Referral: 1 Entercom Website: 1
J	97.7 On Air Talent 2/6/2017	Employee Referral	1-149	Industry Referral: 2 Employee Referral: 2 Entercom Website: 1
K	97.7 On Air Talent 2/6/2017	Employee Referral	1-149	Employee Referral: 4 Entercom Website: 1
L	WAAF Afternoon Show Producer 2/15/2017	PT Employee	1-149	PT Employee: 2 Industry Referral: 2 All Access: 3
M	Continuity Manager 2/15/2017	Indeed	1-149	Indeed: 3 All Access: 1 Entercom Website: 1
N	Account Executive 2/21/2017	Monster.com	1-149	From "Pool F": 1 Monster.com and 1 Indeed From "Pool H": 1 Industry Referral and 1 LinkedIn Employee Referral: 1
O	Sales Assistant 3/20/2017	Industry Referral	1-149	Industry Referral: 2 Employee Referral: 1 PT Employee: 1 Indeed: 1
P	Staff Accountant 3/29/2017	Indeed	1-149	Hollister Staffing: 2 Indeed: 4 Craiglist: 1 LinkedIn: 1
Q	WRKO Executive Producer 5/8/17	Employee Referral	1-149	Employee Referral: 1 LinkedIn: 2 Entercom Website: 3 Jock Line Daily: 1 All Access: 1
R	Promotions Coordinator 5/16/17	PT Employee	1-149	PT Employee: 6 Indeed: 1 Entercom Website: 1 Industry Referral: 1

S	Event Coordinator 6/13/17	PT Employee	1-149	Indeed: 6 PT Employee: 2
T	Account Executive 8/16/17	LinkedIn	1-149	LinkedIn: 3 Indeed: 2
U	Sales Assistant 8/22/17	LinkedIn	1-149	Monster.com: 1 Indeed: 2 Current Employee (Intern): 1 LinkedIn: 1
V	Account Executive 8/28/17	Former Employee	1-149	Former Employee: 1 Candidates from "Pool T"
W	Account Executive 9/18/17	Employee Referral	1-149	Employee Referral: 1 Candidates from "Pool T"
X	Staff Accountant 10/30/17	Hollister Staffing	1-149	Hollister Staffing: 7
Y	Payroll/HR Manager 11/13/17	Hollister Staffing	1-149	Hollister Staffing: 3 Entercom.com: 2
Total # of New Interviewees for full-time job vacancies during the reporting period:				116

2. Recruitment Sources
OUTREACH ORGANIZATIONS

	Name	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1	Carol Sharick	Amherst College	careers@amherst.edu 413-542-2265	0	NO
2	Judy Sparanges	Anna Maria College	Jsparanges@AnnaMaria.edu 508-849-3300	0	NO
3	Carol McGuiggan	Assumption College	cmcguigg@assumption.edu 508-767-7000	0	NO
4	Lois King	Atlantic Union College	lois.king@auc.edu 978-368-2000	0	NO
5	Sally Schirmer Smith	Bay Path College	hr@baypath.edu 413-567-0621	0	NO
6	Office of Career Services	Bay State College	careers@baystate.edu 617-217-9266	0	NO
7	Office of Career Services	Bay State College	dsherman@baystate.edu 617-217-9230	0	NO
8	Janet Kenney	Bentley University	jkenney@bentley.edu 781-891-3423	0	NO
9	Office of Career Development	Berklee College of Music	CDC@Berklee.edu 617-266-1400	0	NO
10	Office of Career Services	Berkshire Community College	jcornman@berkshirecc.edu 413-236-1611	0	NO
11	Amy Demarest	Berkshire Works	ademarest@berkshireworks.org 413-499-2220	0	NO
12	Dr. Lisa Cuklanz	Boston College	Cuklanz@bc.edu 617-552-4280	0	NO
13	Student Employment Job Board	Boston University	stujobs@bu.edu 617-353-3594	0	NO
14	Pat Nickerson	Boston Women's Commission	BostonWomen@cityofboston.gov 617-635-3138	0	NO
15	Caroline O'Shea	Brandeis University	oshea@brandeis.edu 781-736-3618	0	NO
16	Christine Tetreault	Bridgewater State University	careersrv@bridgew.edu 508-531-1328	0	NO
17	Diane Bell	Bridgewater State University – Internship Program	diane.bell@bridgew.edu 508.531.2632	0	NO
18	Juliana Horton	Bridgewater State University – Internship Program	juliana.horton@bridgew.edu 508-531-2632	0	NO
19	Jeffrey Craig	Bristol Community College	human-resources@bristolcc.edu 508-678-2811 ext.2594	0	NO
20	Delores Gatley	Bunker Hill Community College	JobPostings@BHCC.Mass.edu 617-228-2420	0	NO
21	Office of Career Services	Cambridge College	careerservices@cambridgecollege.edu 617-873-0614	0	NO

22	Alison Adams	Career Resource Library (Boston University)	Future@BU.edu 617-353-3650	0	NO
23	Eric Saczawa	Clark University	careers@clarku.edu 508-793-7711	0	NO
24	Office of Career Services	Colby-Sawyer College	welcome@colby-sawyer.edu 603-526-3000	0	NO
25	Office of Career Services	College of the Holy Cross	PAHEARN@holycross.edu 508-793-3880	0	NO
26	Hari Narayanan – Business Service Rep.	Workforce Central ONE-STOP Career Center	Hari.Narayanan@massmail.state.MA.US 508.478.4300 x122	0	NO
27	Steven Godfrey	Community Minority Cultural Center	sgodfrey@conversent.net 781-477-1800	0	NO
28	Krista Mazzuca	Community Renewal Team	mazzucak@crtct.org 860-560-5661	0	NO
29	Steve Williams	Connecticut School of Broadcasting	swilliams@gocsb.com 781-444-0237	0	NO
30	Office of Career Services	Curry College	careerdevelopment@curry.edu 617-333-2195	0	NO
31	Office of Career Services	Dartmouth College	career.services@dartmouth.edu 603-646-1111	0	NO
32	Lolsa Costello	Dunbar Community Center	lcostello@springfieldy.org 413-788-6143	0	NO
33	Donna Lund	Dvision of Employment & Training	dlund@detma.org 617-626-5054	0	NO
34	Office of Career Services	Eastern Nazarene College	bradford.e.thorne@enc.edu 617-745-3000	0	NO
35	Office of Career Services	Elms College	davisn@elms.edu 413-594-2761 x272	0	NO
36	Sandy Rivet, Staff Assistant	Emerson College	Careers@emerson.edu 617-824-8586	0	NO
37	Career Development Center	Emmanuel College	careerdevelopment@emmanuel.edu 617-735-9930	0	NO
38	Office of Career Services	Endicott College	careers@endicott.edu 978-232-2330	0	NO
39	Anne Borges	Fall River Career Center	aborges@bristoljobs.org 508-730-5003	0	NO
40	Carol Spector	Framingham State College	careerservices@framingham.edu 508-620-1220	0	NO
41	Rosemary Nichols	Franklin Pierce College	nicholrm@franklinpierce.edu 603-899-4045	0	NO
42	Elizabeth Torres	Freedom House, Inc	info@freedomhouse.com 617-445-3700	0	NO
43	Office of Career Services	Girls Incorporated of Pittsfield	dariusg@brighamcenter.org 413-442-5174	0	NO
44	Cynthia Loftus	Goodwill Industries	cloftus@ourgoodwill.org 413-788-6981	0	NO
45	Office of Career Services	Gordon College	career-services@gordon.edu 978-927-2300	0	NO
46	Bettye Coney	Grace Church of All Nations	administration@gcoan.org 617-825-6757	0	NO

47	Office of Career Services	Greenfield Community College	forster@gcc.mass.edu 413-775-1000	0	NO
48	Jane Zerby	Hampshire College (Career Options Center)	corc@hampshire.edu 413-559-5520	0	NO
49	Linda Roberts	Harriet Tubman House	Lroberts@uses.org 617-536-8610	0	NO
50	Office of Career Services	Holyoke Community College	rpowers@hcc.edu 413-538-7000	0	NO
51	Helena Marques	Immigrants Assistance Center	mrq729@aol.com 508-996-8113	0	NO
52	Anne M. Marona	International Association for Administrative Professionals	anne.marie.marona@bhs.org 413-794-4111	0	NO
53	Elizabeth Nunn	International Institute of Boston	enunn@iiboston.org 617-695-9990	0	NO
54	Steven Vanaria	Career Solution	SVanaria@careersolution.org 617-399-3354	0	NO
55	Office of Career Services	Keene State College	aca@keene.edu 603-358-2500	0	NO
56	Office of Career Services	Lasell College	careerservices@lasell.edu 617-243-2307	0	NO
57	Sarah Burrows	Lasell College – Director of the Internship Program	sburrows@lasell.edu 617-243-2394	0	NO
58	Office of Career Services	Lesley College	crcjobs@lesley.edu 617-349-8550	0	NO
59	Office of Career Services	Longy School of Music	admissions@longy.edu 617-876-0956	0	NO
60	Office of Career Services	M.I.T.	career-www@mit.edu 617-253-4733	0	NO
61	Office of Career Services	MA College of Liberal Arts	career@mcla.edu 413-662-5332	0	NO
62	Heather Rose	Martin Luther King Center	hrose@mlkjrfamilyservices.org 413-746-4254	0	NO
63	Marilyn Offer	Mass Commonwealth of Unemployment	moffer@bristoljobs.org 508-730-5033	0	NO
64	Office of Career Services	Massachusetts College of Art	careerservices@massart.edu 617-232-1555	0	NO
65	Office of Career Services	Massachusetts College of Liberal Arts	m.wooten@mcla.edu 413-662-5333	0	NO
66	Peter White	Massachusetts Rehabilitation Comm.	peter.white@massmail.state.ma.us 413-499-2720	0	NO
67	Office of Career Services	Massasoit Community College	kpryles@massasoit.mass.edu 508-588-9100 ext. 1407	0	NO
68	Office of Career Services	Merrimack College	careerservices@merrimack.edu 978-837-5000	0	NO
69	Office of Career Services	Montserrat College of Art	amy.ruiter@montserrat.edu 978-922-8222	0	NO
70	Office of Career Services	Mount Ida College	rbrooks@mountida.edu 617-928-4602	0	NO
71	Office of Career Services	Mt. Wachusett Community College	pbrewerton@mwcc.mass.edu 978-632-6600	0	NO

72	Office of Career Services	Myrtle Baptist Church	myrtlebaptist@gmail.com 617-332-5870	0	NO
73	Job Placement Officer	NAACP	washingtonbureau@naacpnet.org 508-991-4416	0	NO
74	Human Resources	NAACP – National Office	nbailey@naacpnet.org 410-358-8900	0	NO
75	Office of Career Services	NAACP/South Middlesex Branch	washingtonbureau@naacpnet.org	0	NO
76	Karen Hunter	NAB Career Center	nab@nab.org 202-429-5497	0	NO
77	Michelle Vignoli	National Association of Hispanic Journalists	nahj@nahj.org 202-662-7145	0	NO
78	Marianne Wisheart	NE Conservatory of Music	marianne.wisheart@necmusic.edu 617-585-1118	0	NO
79	Office of Career Services	New England College	edurkee@nec.edu 603-428-2000	0	NO
80	Bill Devine	New England School of Communication	bill@nescom.edu 207-947-6083	0	NO
81	Office of Career Services	Southern New Hampshire University	careerdevelopment@snhu.edu 603-668-221	0	NO
82	Barbara Rivera	New North Citizens Council	klmorales@newnorthcc.org 413-746-4885	0	NO
83	Office of Career Services	New School of Radio	tbrownlie@nsrt.org 518-438-7682	0	NO
84	Office of Career Services	Newbury College	careers@newbury.edu 617-730-7000	0	NO
85	Office of Career Services	Nichols College	careerservices@nichols.edu 508-943-1560	0	NO
86	Linwood Hagin, Ph.D.	North Greenville College	career.services@ngu.edu 864-977-7137	0	NO
87	Office of Career Services	North Shore Community College	lmarcus@northshore.edu 978-762-4000	0	NO
88	Mika Benford	Northeast Minority News	mika_benford@yahoo.com 860-249-6065	0	NO
89	Office of Career Services	Northeast University Stern Cnt.	Student-Affairs@neu.edu 617-373-2000	0	NO
90	Maria K. Stein	Northeast University-Career Dev. & Placement	Student-Affairs@neu.edu 617-373-4010	0	NO
91	Eric Cohen	Office of Equal Opportunity	eric.cohen@newbedford-ma.gov 508-979-1446 ext.208	0	NO
92	Old Hill Neighborhood Council	Old Hill Neighborhood Council	oldhillcouncil@gmail.com 413-736-4575	0	NO
93	Career Development	Pine Manor College	careerdevelopment@pmc.edu 617-731-7000	0	NO
94	Jim Kuras (Career Services Manager)	Plymouth State College	jmkuras@mail.plymouth.edu 603-535-5000	0	NO
95	Office of Career Services	Puerto Rican Veteran's Association	sgtgomez@aol.com 413-731-0194	0	NO
96	Michael Patrick	Regent University	mackerman@regent.edu 757-3524916	0	NO

97	Office of Career Services-John Conway	Regis College	John.Conway@regiscollege.edu 781-768-7000	0	NO
98	Darrell Waldreon	Rhode Island Indian Council	dwaldron@rhodeislandindiancouncil.org 401-781-1098	0	NO
99	Raymond Lambert	RI State Equal Opportunity Office	Raymond.lambert@doa.ri.gov 401-222-3090	0	NO
100	Office of Career Services	Roxbury Multi-Service Center	fscott@roxmulti.org 617-427-0171	0	NO
101	HR Department	YMCA Boston	hrdepartment@ymcaboston.org 617-927-8060	0	NO
102	Office of Career Services	Rutgers University	thopkins@andromeda.rutgers.edu 973-353-5311	0	NO
103	Office of Career Services	Saint Anselm College	ocs@anselm.edu 603-641-7000	0	NO
104	African American Association	Salem State College	career@salemstate.edu 978-542-6000	0	NO
105	Office of Career Services	Salem State College	career@salemstate.edu 978-542-6145	0	NO
106	Deb Wijnhoven	Smith College	dwijsnoven@smith.edu 413-585-2597	0	NO
107	Mr. Swan	South End Community Center	southendcommunitycenter@yahoo.com 413-788-6173	0	NO
108	Sharon Mosier	Springfield College	smosier@springfieldcollege.edu 413-748-3000	0	NO
109	Office of Career Services	State Office of Affirmative Action	OHR@cityofboston.gov	0	NO
110	Elaine Lamonica	Supplier Diversity Office	Elaine.Lamonica@state.ma.us 617-502-8831	0	NO
111	Office of Career Services	Stonehill College	kshatas@stonehill.edu 508-565-1000	0	NO
112	Office of Career Services	Suffolk University	coopjobs@suffolk.edu 617-573-8000	0	NO
113	Dr. Jin Kim	SUNY	Jin.Kim@plattsburgh.edu 518-564-2285	0	NO
114	Dawn Blades	Suny-New Paltz	bladesd@newpaltz.edu	0	NO
115	Placement Office	Syracuse University	careers@syr.edu 315-443-1870	0	NO
116	Denise King	Thayer Academy	Dking@thayer.org 781-843-3580	0	NO
117	Office of Career Services	Twelfth Baptist Church	office@tcboston.org	0	NO
118	Linda Roberts	United South End Settlements	lroberts@uses.org 617-536-8610	0	NO
119	Placement Office	University of Delaware	hrhelp@udel.edu 302-831-2000	0	NO
120	Office of Career Services	University of Hartford	hrd@hartford.edu 860-768-4100	0	NO
121	Office of Career Services	University of MA at Dartmouth	cdcinfo@umassd.edu 508-999-8661	0	NO

122	Office of Career Services	University of Maine	umainecareercenter@umit.maine.edu 207-581-1283	0	NO
123	Susan Chinman	University of Massachusetts-Minority Graduate	Schinman@grad.umass.edu 413-545-5284	0	NO
124	Office of Career Services	University of New Hampshire	krystal.hicks@unh.edu 603-862-2010	0	NO
125	Office of Career Services	University of NH at Manchester	gaynelle.pratt@usnh.edu 603-641-4321	0	NO
126	Placement Office	University of Vermont	employment@uvm.edu 802-656-3368	0	NO
127	Grayce-Lynda R. Sypteras	Upper Hill Neighborhood Council	upperhill@yahoo.com 413-734-6522	0	NO
128	Robert DuBois	Urban Collaborative Accelerated Progeam (UC)	robd@ucap.org 401-272-0881	0	NO
129	Yvonne Matthews	Urban League	ymatthews@ulgh.org 860-527-0147	0	NO
130	Office of Career Services	Urban League	rlevine@ulem.org wwatkins@ulem.org	0	NO
131	Marsha Reeves Jews	US Black Engineers and Information Technology	jhamilton@ccgmag.com 410-244-7101	0	NO
132	Heather Graham	US Dept of Labor	graham.heather@dol.gov 617-565-3630	0	NO
133	Jill Houser	US Dept. of Labor/Apprentice & Training	houser.jill@dol.gov 617 -788-0177	0	NO
134	Adam Guttell	WBRS-FM (Brandeis University)	gm@wbrs.org 617-736-5277	0	NO
135	News Director	WBRU (Brown University)	wendell@wbru.com 401-421-9278	0	NO
136	Jeanne Hart-Steffes	Western New England College	jsteffes@wne.edu 413-782-1283	0	NO
137	Office of Career Services	Westfield State College	careers@westfield.ma.edu 413-572-5300	0	NO
138	Office of Career Services	Wheaton College	filene@wheatonma.edu 508-285-8200	0	NO
139	David Rempell	Williamstown Youth Center	david@williamstownyouthcenter.org 413-458-5925	0	NO
140	Office of Career Services	Worcester State University	careerservices@worcester.edu 508-929-8000	0	NO
141	Lou Conrad	WRBB-FM (Northeastern University)	promo@wrbbradio.org 617-437-2790	0	NO
142	Patricia Monteith	WUMB-FM (U-Mass Boston)	wumb@umb.edu 617-287-6900	0	NO
143	Meaghan O'Hare	WZBC-FM 90.3FM (Boston College)	internship.director@wzbc.org 617-552-3511	0	NO
144	Corinne Cremonti	YMCA of Greater Springfield	c cremonti@springfieldy.org 413-739-6951	0	NO
145	Kendra Strangis	YMCA of New Bedford	kstrangis@ymcasouthcoast.org 508-997-5362	0	NO
146	Office of Career Services	YWCA Cambridge	nobrien@cambymca.org	0	NO

			617-491-6050		
147	Dorothy Daoust	MassEdCO	ddaoust@massedco.org 508-754-6829	0	NO
148	Corporate Representatives	Entercom Communications Corp www.entercom.com/careers	ybong@entercom.com, sgilson@entercom.com, molly.engle@entercom.com 610-822-0857	13	N/A
149	EEO Coordinator	Internal postings (common area boards) or email to newenglandusers@entercom.com	elizabeth.ross@entercom.com ; mkirby@entercom.com 617-779-5344	2	N/A

OTHER SOURCES	
Indeed.com	22
All Access	5
LinkedIn.com	9
Current Employee (Intern)	1
Employee Referral	17
Former Employee	2
Industry Referral	9
PT Employee	19
Craigslist	1
Hollister Staffing	12
Monster.com	2
Jock Line Daily	1

JOB FAIRS			
1	Lasell College Career Fair	See Supplemental Recruitment Initiative # 5	0
2	Boston Red Sox Sports and Entertainment Career Fair	See Supplemental Recruitment Initiative # 6	1
3	Lesley University Career Fair	See Supplemental Recruitment Initiative # 7	0
4	Urban League of Eastern Massachusetts Job Fair	See Supplemental Recruitment Initiative # 11	0

Total # of New Interviewees Referred:	116
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3. Supplemental Recruitment Initiatives

Title		Date	Location	Description	Titles of Employees Involved
1	Entercom's EEO Policy and Compliance Training	March 23, 2017	Web-Ex	Entercom's VP of Human Resources facilitates a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance.	VP of Human Resources All Entercom Markets
2	Manager EEO Training	Periodically throughout the year	Entercom Boston	Managers are trained regarding EEO compliance rules, and are given forms and policy memos. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	EEO Administrator Department Heads
3	EEO Breakfast	April 19, 2017	Entercom Boston	Entercom Boston hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview of their specific departments. 8 recruitment contacts participated. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	General Manager Business Department Manager Payroll/HR Manager Program Director Marketing Director Sales Managers
4	Connecticut School of Broadcasting Scholarship Program	2016-2017 School year	CT School of Broadcasting	Through a partnership with the Connecticut School of Broadcasting, scholarships were awarded on WVEI-FM's behalf. The scholarships are awarded on the basis of talent and need and are paid for through a trade with the school for advertising on-air.	Business Manager
5	Lasell Career Fair	March 7, 2017	Lasell Campus	Entercom Boston's EEO Coordinator & Lead Street Teamers, attended a Job Fair at Lasell College in Newton, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	EEO Coordinator & Street Team Promotion Coordinators
6	Boston Red Sox Sports and Entertainment Career Fair	April 5, 2017	Fenway Park	Two of Entercom Boston's Lead Street Teamers, attended a Career Fair at Fenway Park in Boston, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
7	Lesley Career Fair	April 25, 2017	Lesley Campus	Entercom Boston's EEO Coordinator & Lead Street Teamers, attended a Job Fair at Lesley University in Cambridge, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	EEO Coordinator & Street Team Promotion Coordinators
8	Internship Program	Periodically throughout the year	Entercom Boston	Entercom Boston 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. 15 students participated in this program.	Director of Programming Promotions Director Business Manager

9	Year-Up Work Study Program	Periodically throughout the year	Entercom Boston	The Year-Up Work Study Program is designed to give Corporate Internships to students to prepare them to be successful in professional careers. Year Up students complete six months of training focusing on both technical and professional skills before beginning an internship with a corporate partner. Companies that host Year Up interns have the opportunity to train their talent for six months before making a hiring decision. Regular feedback and collaboration between Year Up and corporate partners ensures that interns meet company expectations and get the support and coaching they need to succeed. At the conclusion of the program, corporate partners may hire Year Up graduates without a placement fee, saving the company recruiting time and resources. In exchange for Year-Up for placing students with Entercom Boston, we run on-air commercials promoting the Year-Up Programs, helping them find new partners to place their students. The students participating in this program at Entercom receive experience in all aspects of Radio Sales. 2 students finished the program and 1 student is still participating.	Director of Sales General Sales Manager
10	Connecticut School of Broadcasting	May 17, 2017	Connecticut School of Broadcasting Newton, MA	Our Director of Operations spoke to the graduating class at the Connecticut School of Broadcasting. He talked about what his job entails, what Entercom is doing, and what we look for in future employees. He also spoke about skill sets, attitude and work ethic which are needed to be successful in the broadcasting industry.	Director of Operations
11	Urban League of Eastern Massachusetts Job Fair	June 1, 2017	Reggie Lewis Track & Athletic Center	Entercom Boston's Lead Street Teamers attended a Job Fair for the Eastern Massachusetts Urban League in Roxbury, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators