

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM NEW YORK**

This report covers full-time vacancy recruitment for the period of January 23, 2017 through January 22, 2018

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Unit Members, Community of License: WCBS-AM WINS-AM WCBS-FM WFAN-AM WFAN-FM WNEW-FM WBMP-FM	Telephone Number: 212-830-3708	E-mail Address: Margaret.Marion@entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)	Referral Source of Interviewees
A	Account Executive 1/30/17	Employee Referral	1-17, 19	Indeed.com – 4 Employee Referral - 1
B	Account Executive 1. 02/27/17 2. 02/27/17 3. 03/01/17 4. 03/27/17 5. 03/27/17 6. 05/22/17	1. Direct Sourcing 2. Industry Referral 3. Direct Sourcing 4. Direct Sourcing 5. Direct Sourcing 6. cbscorporation.com/careers	1-19	CBSRadio.com/careers-3 cbscorporation.com/careers- 8 Direct Sourcing – 3 LinkedIn.com – 6 Indeed.com – 5 Glassdoor.com- 1 Radio Ad- 2 Employee Referral –2



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	<ul style="list-style-type: none"> 7. 05/22/17 8. 06/01/17 9. 08/07/17 10. 10/04/17 11. 10/10/17 12. 11/07/17 13. 12/04/17 	<ul style="list-style-type: none"> 7. cbsradio.com/careers 8. Employee Referral 9. Industry Referral 10. Direct Sourcing 11. LinkedIn.com 12. Indeed.com 13. Employee Referral 		Industry Referral-1
C	Account Executive 3/23/17	cbscorporation.com/careers	01-17, 19	cbscorporation.com/careers- 3 Employee Referral - 1
D	Account Executive 05/22/17	CBSRadio.com/careers	01-20	CBSRadio.com/careers – 2 cbscorporation.com/careers – 8 LinkedIn.com – 7 Indeed.com – 7 Glassdoor.com- 1
E	Continuity Director 06/19/17	Indeed.com	01-17	cbscorporation.com/careers- 1 Indeed.com – 2 Employee Referral – 1
F	Digital Sales Coordinator <ul style="list-style-type: none"> 1. 09/18/17 2. 09/27/17 	<ul style="list-style-type: none"> 1. Employee Referral 2. LinkedIn.com 	01-17	Internal employee – 3 LinkedIn.com – 2 Indeed.com – 2 Employee Referral – 2
G	Traffic Editor <ul style="list-style-type: none"> 1. 03/23/17 2. 03/23/17 	<ul style="list-style-type: none"> 1. Indeed.com 2. Employee Referral 	01-17	CBSRadio.com/careers - 1 Indeed.com- 2 LinkedIn.com - 1 Employee Referral – 4
H	Sales Strategist <ul style="list-style-type: none"> 1. 02/02/17 2. 04/10/17 3. 06/05/17 4. 11/13/17 5. 01/21/17 	<ul style="list-style-type: none"> 1. Indeed.com 2. CBSRadio.com/careers 3. Indeed.com 4. Direct Sourcing 5. CBSRadio.com/careers 	01-17	CBSRadio.com/careers- 1 cbscorporation.com/careers – 1 Indeed.com- 2 Direct Sourcing- 2 Marist College Career Fair - 1 Employee Referral- 1 Industry Referral- 1



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I	Staff Accountant 1. 02/21/17 2. 12/18/17	1. Internal Referral 2. CBSRadio.com/careers	01-17	CBSRadio.com/careers- 1 Cbcorporation.com/careers-1 Indeed.com-1 LinkedIn.com-1 Internal Referral- 2
-J	Traffic Operations Manager 02/21/17	CBSRadio.com/careers	01-17	CBSRadio.com/careers-1 Indeed.com- 1 Industry Referral – 2 Employee Referral- 1
K	Traffic Reporter 1. 03/23/17 2. 03/23/17 3. 03/23/17 4. 03/23/17 5. 03/23/17	1. CBSRadio.com/careers 2. CBSRadio.com/careers 3. CBSRadio.com/careers 4. CBSRadio.com/careers 5. Internal Referral	01-17, 20	CBSRadio.com/careers-13 cbcorporation.com/careers-1 Indeed.com- 2 LinkedIn- 1 Billboard – 1 Internal Referral – 8 Industry Referral - 2
L	On Air Talent 01/01/18	Direct Sourcing	01-17	Direct Sourcing – 4 Industry Referral – 1
M	Director of Sales 01/04/18	Direct Sourcing	CONFIDENTIAL	Direct Sourcing- 2



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2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Organization	Name	Contact Information	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?	Total Number of Interviewees Referred
1	Bronxnet	Marissa White	250 Bedford Park Blvd. Bronx, NY 10468 marisa@bronxnet.org	Yes	No	0
2	Career Services Network	Rita Shabot	379 Kings Highway Brooklyn, NY 11223 rchristian@ccny.cuny.edu	No	Yes	0
3	Chinese American Planning Council	Vicki Wong	165 Eldridge Street 2 nd FL. New York , NY 10002 vwong@cpc-nyc.org	Yes	No	0
4	Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112 Sandra.rice@nbcuni.com	Yes	No	0



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ENTERCOM NEW YORK IS AN EQUAL OPPORTUNITY EMPLOYER

5	NAACP	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018 nysnaacp@aol.com	Yes	No	0
6	National Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469 dcoleman@nyul.org	Yes	No	0
7	Project Ezra	Leora Cohen/Jeff Mendelson	95 Cedar Lane Englewood, NJ 07631 leora@ezrah.org	Yes	No	0
8	Statewide Hispanic Chamber of Commerce of NJ	Erica Horton	One Gateway Center Suite 903 Newark, NJ 07102 changers@shccnj.org	Yes	No	0
9	The Career Center- City College of NY	Rhea Christian	North Academic Center Room 1/116 160 Covenant Avenue New York, NY 10031 rchristian@ccny.cuny.edu	No	Yes	0
10	The Harlem Business Alliance	Regina Smith	275 Lenox Avenue New York, NY 10027 rsmith@hbany.org	Yes	No	0
11	The NY Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	Yes	No	0



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COMPANY POSTINGS AND WEBSITES					
13	www.entercom.com/careers	n/a	n/a	n/a	0
14	www.cbsradio.com/careers	n/a	n/a	n/a	22
15	www.cbcorporation.com/careers	n/a	n/a	n/a	23

ADVERTISING					
16	Indeed.com				28
17	LinkedIn.com				18
18	Glassdoor.com				2
19	Radio Ad				2
20	Billboard				1

JOB FAIRS					
IRTS Multicultural Career Workshop		See Supplemental Initiative #5			0
Marist College Career Consultation Day		See Supplemental Initiative #6			1

OTHER SOURCES					
Industry Referral					7
Employee Referral					23
Direct Sourcing					11
Internal candidate					3

Total # of New Interviewees Referred					141
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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Ongoing	Entercom New York	Entercom New York provided 20 college students with an educational experience tailored to their interests and career aspirations in broadcasting. The paid internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions, digital media and sales.	Director, News Programming (WCBS-AM) Director, News Programming (WINS-AM) Sales Manager Promotion Director Director, Integrated Marketing & Events Director, Digital Sales Director, Human Resources
2	On-Air EEO Policy & Invitation to Receive Job Openings	Ongoing	Entercom New York	Once a week, Entercom New York airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the New York area of Entercom's EEO policy and invite all organizations to be a part of our recruitment efforts.	Program Director Traffic Manager Production Director
3	Manager EEO Training	Ongoing	Entercom New York	Management-level personnel received online training on methods of ensuring equal employment opportunity and preventing discrimination.	All management-level employees
4	Station Tours	Ongoing	Entercom New York	Entercom New York provides scheduled tours to organizations interested in the broadcast industry. During these tours, guests are shown studios and offices and are provided an opportunity to ask questions about the industry or careers in broadcasting.	Sales Managers Account Executives Program & News Directors Assistant Program Directors HR Director Promotion Manager
5	IRTS Multicultural Career Workshop	10/23/17	New York, NY	Entercom New York participated in this career workshop hosted by the IRTS Foundation. Recruiting Manager spoke to 100+ college students and recent college graduates from across the country about radio and broadcasting careers. Students received valuable advice on how to move ahead with their job searches and learned about available opportunities within Entercom New York.	Recruiting Manager



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6	Marist College Career Consultation Day	2/15/17	Poughkeepsie, NY	Entercom New York participated in this Career Consultation Day. It was an open forum for students to seek career advice and ask questions about the broadcasting industry and the company. A General Sales Manager and an Account Executive attended this event and spoke to 40+ students.	General Sales Manager Account Executive
7	CBI National Student Electronic Media Convention	11/02/17 - 11/04/17	San Antonio, TX	Entercom New York News Anchor attended a College Broadcaster Inc (CBI) conference in San Antonio, Texas and appeared on three panels. Sessions were well attended on a broad range of broadcasting topics. The News Anchor also individually critiqued about 20+ tape/resumes from student submissions.	New Anchor
8	Fordham University Tour of Broadcast Facility	11/08/17	New York, NY	Entercom New York hosted 20 students from Fordham University in one of the facility's newsroom. Several key members of the news operation spoke to students about news radio broadcasting.	Director, News Programming Assistant News Director News Anchor News Reporter
9	University Of Maryland Robert H Smith School of Business Tour of Broadcast Facility	07/20/17	New York, NY	Entercom New York hosted a group of 35 college students accompanied by a University of Maryland Academic Advisor; the visit was part of their career trek to New York City. Several key members of Entercom New York spoke about their roles, responsibilities and work experiences as well as potential career paths within Entercom New York. It was an engaging session filled with questions and answers and a tour of the broadcast facility.	Director, News Programming On Air Talent Sales Manager Producer, Sports
10	Pelham Lab High School Career & College Day	03/03/17	Bronx, NY	Entercom New York's Assistant News Director visited this high school and talked to students about his career path and the importance of news.	Assistant News Director



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11	St Thomas Aquinas College Communication Arts Seminar	03/09/17	Rockland, NY	Entercom New York's Assistant News Director spoke to 50+ students at this seminar about his duties in radio and news. He also gave career advice on topics including internships and preparing for job interviews.	Assistant News Director
12	Girl Scout Troop Tour of Broadcast Facility	10/11/17	New York, NY	Entercom New York hosted a 4 th grade Girl Scout Troop from Lincroft, NJ. 15 scouts and students attended, accompanied by their parents. The HR Director gave the students a tour of the broadcast facility and spoke to the students about career opportunities in radio broadcasting. The students also worked with the Production Director in WFAN's production booth, the Music Director showed the students how a mix is played on air at the music station, and the Director, News Programming and News Production Director worked with the students on a news broadcast with stories from the day. It was an interactive session and students learned about the radio broadcast in different formats.	HR Director Director, News Programming News Production Director Production Director Music Director
13	WCBS-AM Kidscast Program	04/26/17 04/27/17 05/10/17 05/16/17 05/18/17 10/11/17	New York, NY	News reporters and anchors from Entercom New York visited several New York City High School classrooms and delivered classroom lessons on "a day in the life" of a radio broadcaster including writing, reporting, ethics and storytelling. Students were prepared with questions on index cards for the reporters and anchors.	Director, News Programming News Reporter News Anchor
14	Contributions to Entercom Career Website	Ongoing	New York, NY	Entercom New York has made significant contributions to the Entercom career website (www.entercom.com), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit the website to view all available job opportunities with Entercom New York.	



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15	Participation in Job Path Program, New York, NY	Ongoing	New York, NY	Entercom New York works with Job Path, a nonprofit organization based in New York City, which supports people with developmental disabilities. Job Path helps people with developmental disabilities find and excel in mainstream jobs. During this reporting period, Entercom New York continues to employ 1 person through Job Path to work on a part time basis in our New York broadcast facility.
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