

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM WILKES-BARRE/SCRANTON**

This report covers full-time vacancy recruitment for the period of November 17, 2017 through March 31, 2018

Employment Unit: Entercom Wilkes-Barre License, LLC	Address: Entercom Wilkes-Barre/ScrantonLicense, LLC 305 Highway 315 PO Box 729 Pittston, PA 18640	Contact Person/Title: Ryan Flynn/General Manager
Unit Members, Community of License WBZU-AM, Scranton, PA WILK-AM, Wilkes-Barre, PA WKZN-AM, West Hazleton, PA WGGI-FM, Benton, PA WKRZ-FM, Freeland, PA WGGY-FM, Scranton, PA WMQX-FM, Pittston, PA WILK-FM, Avoca, PA WKRF-FM, Tobyhanna, PA	Telephone Number: (570) 883-9850	E-mail Address: rflynn@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)
A	Account Executive	Corporate Website	1-45



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* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	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	Career Services	East Stroudsburg University	careerdevelopment@esu.edu	Yes	No	0
2	Laura McCay Career Services	Bloomsburg University	ajohnson@bloomu.edu 570-389-4070	Yes	No	0
3	Career Development Center	Keystone College	cdc@keystone.edu 570-945-5141	Yes	No	0
4	Mary Ghilani Director of Career Services	Luzerne County Community College	Mghilani@luzerne.edu 570-470-0200	Yes	No	0
5	Cheryl Boyer	Ithaca College	cboyer@ithaca.edu 607-274-3011	Yes	No	0
6	Victoria Kerr Kuchauer Career Services	Shippensburg University	career@ship.edu 717-532-9121	Yes	No	0
7	Sue Casson	Syracuse University	careers@syr.edu 315-443-2009	Yes	No	0
8	Career Development Office	Lesley College	jcrcjobs@lesley.edu 617-868-9600	No	No	0
9	Career Development	Misericordia University	brushmer@misericordia.edu 570-674-6343	Yes	No	0
10	Christina Whitney	University of Scranton	Scranton.edu/careers 800 Linden Ave, Scranton PA 18510-4580	Yes	Yes	0



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11	Renee Coyne	Slippery Rock University	Renee.coyne@sru.edu 724-738-2028	Yes	No	0
12	Susan Campbell	Georgetown University	Sfc38@georgetown.edu 202-687-7121	Yes	No	0
13	Theresa Kinney	King's College	theresakinney@kings.edu 570-208-5874	Yes	Yes	0
14	Sharon Castragano	Wilkes University	careers@wilkes.edu 570-408-4060	Yes	Yes	0
15	Christina Brundage	Marywood University	careerservices@marywood.edu 570-348-6247	Yes	No	0
16	Career Services	Albright College	elcdc@albright.edu 610-921-7630	Yes	No	0
17	Megan Adams	Bucknell University	Acs.bucknell.edu 570-577-1599	Yes	No	0
18	Jim Fitch	Allegheny College	jfitch@allegheny.edu career@allegheny.edu 814-332-2381	Yes	No	0
19	Jim McLaughlin	Temple University	Owlnetwork.templeuniversity 215-204-7000	Yes	No	0
20	Joan Welker	Lock Haven University	jwelker@ihup.edu 570-484-2181	Yes	No	0
21	Kerri Gardi	Kutztown University	careerhelp@kutztown.edu 610-683-4067	Yes	No	0
22	Career Services	Indiana University of PA	Career-development@iup.edu 724-357-2100	Yes	No	0
23	Career Services	Bowling Green University	Collegecentral.com/bowlinggreenuaulti@bgsu.edu 41-372-2356	Yes	No	0
24	Career Services	PSU University	Sa.psu.edu/career 570-865-4700	Yes	No	0
25	Jennifer Warabak	CEO People Helping People	jwarabak@ceopeoplehelpingpeople.org 570-208-7010	Yes	No	0



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26	Career Services	Lackawanna County Career Link	jmendzex@pa.gov c-Cgerald@pa.gov 570-963-3110	Yes	No	0
27	Career Services	Luzerne County Human Resources	Hr-office@luzernecounty.org 570-829-2401	Yes	No	0
28	Reverend Smith	Mt Zion Baptist Church	mtzionbapch@epix.net 570-824-0477	No	No	0
29	Adam Goodman	Goods Entertainment/voice Hunter.com	esimedinger@voicehunter.com agood@goodsentertainment.com 1-866-810-1922	No	No	0
30	Career Services	Wilkes-Barre Chamber	dsedor@wilkesbarre.org joseph.boylan@wilkes-barre.org 570-8221101	Yes	No	0
31	Human Resources	Junior League of Scranton	Juniorleagueofscranton@gmail.com 570-961-8120	No	No	0
32	Angela Petrucco	Whitman School of Management	Whitman/syr.edu 315-443-4140	Yes	No	0
33	Maureen Iskra	PA Careerlink Luzerne County	miskra@edisolutions.com 75 North Laurel St 570-459-3854	Yes	No	1
34	Nancy Fowler	TREHAB	nfowler@trehab.org	No	No	0
35	Mari Potis	Greater Scranton Chamber of Commerce	mpotis@scrantonchamber.com kaugustine@scrantonchamber.com	Yes	Yes	0
36	Career Services	Institute for Human Resources and Services	jpost@hser.com	No	No	0
37	Career Services	NAACP	2306wbnaacp@gmail.com	No	No	0
38	Donna Veater	Community Service Offices	410 Olive St, Scranton, PA 18509 570-207-4950	No	No	0
39	Career Services	YMCA of Hazleton	75 S Church St Hazleton, PA 570-455-2046	No	No	0
40	Career Services	Catholic Social Services-Wyoming Valley	33 East Northampton St Wilkes-Barre, PA 18701 570-822-7118	No	No	0



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41	Career Services	Catholic Social Services-Scranton	516 Fig Street Scranton, PA 18505 570-207-2283	No	No	0
42	Career Services	Catholic Social Services-Hazleton	214 West Walnut St Hazleton, PA 1820 570-455-1521	No	No	0
43	Human Resources	United Neighborhood Centers	777 keystone Industrial Park Road Throop, PA 18512 570-346-0759	No	No	0

COMPANY POSTINGS AND WEBSITES

44	Corporate Representative	Entercom Corp Website	www.entercom.com/careers			4
45	Lisa Klepadlo	Internal Postings/Current Employees (Common Bulletin Board-Email)	lklepadl@entercom.com 570-602-5799			0

ADVERTISING

46	On-Air Radio Ads	Entercom Wilkes-Barre/Scranton Radio Advertisement WKRZ-FM / WGGY-FM / WILK-AM / WMQX-FM				0
47	Times Leader Newspaper	News Paper Classified by Kerry Miscavage @ kmiscavage@civitasmedia.com				0

JOB FAIRS

Entercom Online Job Fair		See Supplemental Initiative # 4	
Wilkes University Job Fair		See Supplemental Initiative # 6	
Kings College Job Fair		See Supplemental Initiative # 7	

OTHER SOURCES

Employee Referral	1
Total # of New Interviewees Referred	6



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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Wilkes-Barre Scranton	Once a week, Entercom Wilkes-Barre/Scranton airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Wilkes-Barre Scranton area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	Business Manager Traffic Manager Director of Creative Services
2	Internship Program	Periodically throughout the year	Entercom Wilkes-Barre Scranton	Entercom Wilkes-Barre/Scranton offers internships at the radio stations in the Promotions, Digital, IT and Programming departments. Interns must be college students and receive college credit for the internships. The department managers oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	Director of Programming Promotions Director Sales Manager Chief Engineer IT Manager Digital Coordinator Business Manager
3	Manager EEO Training	Periodically throughout the year	Entercom Wilkes-Barre Scranton	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.	Director of Programming Promotions Director Sales Manager Chief Engineer IT Manager Digital Coordinator Business Manager
4	Entercom Online Career Fair 2018	January 29,2018 – February 25,2018	EntercomCareerFair.com	Entercom Wilkes-Barre Scranton held an online job fair and promoted current job opportunities at Entercom Wilkes-Barre Scranton. Approximately 800 candidates viewed the website	Director of Sales Local Sales Manager
5	EEOC Brunch	February 13,2018	Entercom Wilkes-Barre Scranton	Entercom Wilkes-Barre/Scranton hosted a meeting for our Recruitment Source contacts. The Entercom Business Manager discussed the opportunities and internships available and provided an overview of the Entercom departments. A station tour was provided, and Recruitment Sources were encouraged to refer candidates for our open positions	Business Manager
6	Wilkes University Job Fair	March 15, 2018	Wilkes University, Wilkes-Barre, PA	Entercom Wilkes-Barre Scranton had a booth at the Wilkes University Job Fair and handed out information regarding current opportunities at Entercom Wilkes-Barre/Scranton. Approximately 250 candidates attended the job fair	Business Manager Local Sales Manager



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7	Kings College Job Fair	March 20,2018	Kings College, Wilkes-Barre, PA	Entercom Wilkes-Barre Scranton had a booth at the Kings College Job Fair and handed out information regarding current opportunities at Entercom Wilkes-Barre/Scranton. Approximately 250 candidates attended the job fair.	Business Manager Local Sales Manager
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