

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM PITTSBURGH**

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

Employment Unit: CBS Radio Stations Inc. CBS Radio East, LLC	Address: CBS Radio Stations Inc. CBS Radio East Inc. 651 Holiday Dr. Pittsburgh, PA 15220	Contact Person/Title: Michael Young General Manager
Unit Members, Community of License: KDKA(AM)/Pittsburgh, PA KDKA-FM/Pittsburgh, PA WBZZ(FM)/New Kensington, PA WDSY-FM/Pittsburgh, PA	Telephone Number: 412-920-9400	E-mail Address: Michael.Young@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	Morning Show Producer	Internal Candidate	1-3, 5, 7-13,16-19, 21-24, 27-35, 37-39, 41-46, 48, 51
B	Account Executive	Employee Referral	1-3, 5, 7-13,16-19, 21-24, 27-35, 37-39, 41-46, 48, 51
C	Account Executive	Entercom.com/careers	1-17, 19-45, 47-48, 51



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D	Sales Assistant	Employee Referral	1-17, 19-45, 48, 51
E	Digital Content Producer	Internal Candidate	1-17, 19-45, 48-51

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	Mike Sawyer	AfterCollege.com	Posted through Pittsburgh Post-Gazette msawyer@post-gazette.com	Yes	No	0
2	Sarah Orris	AllAccess.com	AllAccess.com	N/A	No	0
3	Paula Kubrick	Bidwell Training Center	1650 Metropolitan Ave Pittsburgh, PA 15233 pkubrick@mcg-btc.org	Yes	No	0
4	Sarah Orris	California University of PA	Posted through Handshake.com	Yes	No	0
5	Jennifer Holbert	Carlow College	Posted through Handshake.com jaholbert@carlow.edu	Yes	No	0
6	Sarah Orris	Carnegie Mellon University	Posted through Handshake.com	Yes	No	0
7	Monica Ritter	Chatham University	Posted through Handshake.com careers@chatham.edu	Yes	No	0



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8	Robert Martin	College of Communications	Penn State University 208D Carnegie Building University Park, PA 16802-4674 rpm163@psu.edu	Yes	No	0
9	Alvis Moore	Columbus Campus for the Ohio Media School	5330 East Main Suite 200 Columbus, OH 43213 amoore@beonair.com	No	Yes	0
10	Robert Kmetz	Community College of Allegheny County	800 Allegheny Avenue Pittsburgh, PA 15233 rkmetz@ccac.edu	Yes	No	0
11	JP Miller	Department of Labor and Industry	jpmiller@pa.gov	Yes	No	0
12	Samuel Green	Department of Veterans Affairs	Samuel.green@va.gov	Yes	No	0
13	Kim Pierce	Duquesne University Career Services Center	600 Forbes Avenue Pittsburgh, PA 15282 careerdevelopment@duq.edu	Yes	No	0
14	Sarah Orris	Gannon University	Posted through Consortium of Western PA www.collegecentral.com	Yes	No	0
15	Sarah Orris	Geneva College	Posted through Handshake.com	Yes	No	0
16	Andrew Sabo	Goodwill of Southwestern PA	Robert S. Foltz Building 118 52nd Street Pittsburgh, PA 15201 Andrew.Sabo@goodwillswpa.org	Yes	No	0
17	Linda Reash	Grove City College	200 Campus Drive Grove City, PA 16127 career@gcc.edu	Yes	No	0
18	Mike Sawyer	HiringPittsburgh.com	Posted through Pittsburgh Post-Gazette msawyer@post-gazette.com			
19	Sarah Orris	Indeed.com	Posted through Entercom.com/careers	Yes	No	12
20	Sarah Orris	Indiana University of PA	Posted through Handshake.com	Yes	No	0
21	Steve Monteleone	It's All About the Warrior Foundation	itsaboutthewarrior@zoominternet.net	Yes	No	0



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22	Pam Golubski	LaRoche College	Posted through Consortium of Western PA www.collegecentral.com deemm1@laroche.edu	Yes	No	0
23	Bernie Varacalli	Lee Hecht Harrison	381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, PA 15220 BERNIE.VARACALLI@LHH.COM	Yes	No	0
24	Tasha Pokrzywa	Life's Work of PA	1323 Forbes Avenue Pittsburgh, PA 15219 PR@lifesworkwpa.org	Yes	No	0
25	Sarah Orris	LinkedIn.com	Posted through Entercom.com/careers	N/A	No	1
26	Mike Sawyer	Max Recruit	Posted through Pittsburgh Post-Gazette msawyer@post-gazette.com	N/A	No	0
27	Mike Sawyer	Monster.com	Posted through Pittsburgh Post-Gazette msawyer@post-gazette.com	N/A	No	1
28	Debra Ayers	NAACP	PO Box 215 Leechburg, PA 15656 d.ayers5@comcast.net	Yes	No	0
29	Kerry Jevsevar	Native American Employment and Training Program	120 Charles Street Dorseyville, PA 15238 kjevsevar@cotraic.org	Yes	No	0
30	Shannon A. Austin	Office of Vocational Rehabilitation	531 Penn Ave., Pittsburgh, PA 15222 shaaustin@state.pa.us	Yes	No	0
31	Gail Ponti	Pennsylvania Association of Broadcasters	8501 Paxton Street Hummelstown, PA 17036 gponti@pab.org	Yes	No	0
32	Carol Greco	Point Park College	Posted through Handshake.com careerdev@pointpark.edu	Yes	No	0
33	Beth Miller	Robert Morris University	6001 University Boulevard Moon Township, PA 15108 Careers@rmu.edu	Yes	No	0
34	Donna Fencik	Salvation Army	PO Box 742 700 North Bell Ave. Carnegie, PA 15107 Donna.Fencik@USE.SalvationArmy.Org	Yes	No	0
35	Sarah Orris	Seton Hill University	Posted through Handshake.com	Yes	No	0



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36	Sarah Orris	St. Francis University	Posted through Consortium of Western PA www.collegecentral.com	Yes	No	0
37	Courtney Baum	St. Vincent College	Posted through Consortium of Western PA www.collegecentral.com	Yes	No	0
38	Tonya Vaccaro	Syndicus	2532 Hopkins Church Road, Sewickley, PA 15143 tonya.vaccaro@syndicusinc.com	No	Yes	0
39	Heather Balas	Thiel College	Posted through Consortium of Western PA www.collegecentral.com	Yes	No	0
40	Sarah Orris	University of Pittsburgh, Greensburg Campus	Posted through Consortium of Western PA www.collegecentral.com	Yes	No	0
41	Darlene Wanamaker	Urban League of Pittsburgh	1 Smithfield Street – 3 rd Floor Pittsburgh, PA 15222 dwanamaker@ulpgh.org	Yes	No	0
42	Michelle Gainey	Veterans Leadership Program of Western PA, Inc.	gaineym@vlpwpa.org	Yes	No	0
43	Roberta Cross	Washington & Jefferson College	Posted through Consortium of Western PA www.collegecentral.com	Yes	No	0
44	Marie Coffman	Waynesburg University	Posted through Consortium of Western PA www.collegecentral.com	Yes	No	0
45	Sherri Ely	Western PA Career Transition Services	7175 Highland Dr., Pittsburgh, PA 15206 Ely.Sherri@jobcorps.org	No	Yes	0
46	Sarah Orris	Direct Employers	CBS Radio.com/careers	N/A	N/A	0
47	Sarah Orris	Pennsylvania Job Bank	Careerlink.com	N/A	N/A	0

COMPANY POSTINGS AND WEBSITES						
48	Corporate Representative	Entercom Website	Entercom.com/careers	N/A		9
49	Social Media	Facebook.com	KDKA-AM, KDKA-FM, WBZZ-FM, WDSY-FM	Jeff Oravitz		0
50	Social Media	Twitter.com	KDKA-AM, KDKA-FM, WBZZ-FM, WDSY-FM	Jeff Oravitz		0



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ADVERTISING			
51	Pittsburgh Post-Gazette	Job Advertisement. 34 Blvd of the Allies, Pittsburgh, PA 15222	0
JOB FAIRS			
	Entercom Pittsburgh Spring Job Fair	See Supplemental Initiative #1	0
OTHER SOURCES			
	Internal Candidate		11
	Employee Referral		5
	Sales Careers Radio Spot on KDKA-AM, KDKA-FM, WBZZ-FM, WDSY-FM		1
Total # of New Interviewees Referred			40



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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 Pittsburgh	Entercom Pittsburgh airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Pittsburgh area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director Controller Air-Talent Production Traffic Coordinators
2	Station Tours	Periodically throughout the year	Entercom Pittsburgh	Entercom Pittsburgh provides scheduled tours to the public and organizations interested in the broadcast industry. During these tours we show them our studios and offices and answer any questions they have about the industry or careers at Entercom.	Account Executives Sales Managers Program Directors Sales Assistants Event Manager
3	Entercom Pittsburgh Spring Job Fair	03/08/2018	Entercom Pittsburgh	Entercom Pittsburgh hosted a Spring Job Fair at their Pittsburgh location. Hiring managers from Programming, Promotions and Sales, represented our stations, greeted job seekers and handed out station information along with a list of current job openings. They also answered questions about job opportunities in radio and collected resumes. Joe seekers were instructed to apply online at Entercom.com/careers.	Operations Manager Programming Director News Director Promotions Director Sales Manager Events Manager



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