

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM BALTIMORE**

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

Employment Unit: CBS Radio WLIF-AM Inc. CBS Radio Stations Inc. CBS Radio WLIF Inc.	Address: CBS Radio WLIF-AM Inc. CBS Radio Stations Inc. CBS Radio WLIF Inc. 1423 Clarkview Road, Suite 100 Baltimore, MD 21209	Contact Person/Title: Tracy Brandys Sr. Vice President, Market Manager
Unit Members, Community of License: WJZ-AM, Baltimore, MD WJZ-FM, Catonsville, MD WLIF-FM, Baltimore, MD WWMX-FM Baltimore, MD	Telephone Number: 410-825-1000	E-mail Address: Tracy.Brandys@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	cbsradio.com	1-23, 25-30
B	Program Director/Operations Manager Sports	Employee Referral	1-23, 25-29



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C	Account Executive	Employee Referral	1-23, 25-30
D	Account Executive Sports	Indeed.com	1-30
E	Account Executive Sports	Linkedin.com	1-30
F	Account Executive	Employee Referral	1-23, 25-30
G	Director Live Events & Experiences	Entercom.com	1-23, 25-29
H	On Air Talent	AllAccess	1-23, 25-29
I	Account Executive Sports	Indeed.com	1-30
J	Account Executive Sports	Indeed.com	1-30
K	Account Executive Sports	Towson Sports Industry Speed Networking Event	1-30
L	Account Executive Sports	Indeed.com	1-30
M	Account Executive Sports	Employee Referral	1-30



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N	Account Executive	LinkedIn.com	1-23, 25-30
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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	N/A	All Access	28955 Pacific Coast Hwy Malibu California 90265 www.allaccess.com	YES	NO	1
2	Career Services Department	Bowie State University	310-457-6616	YES	NO	
3	N/A	Community College of Baltimore County Catonsville / Dundalk/ Essex	collegecentral.com/ccbc	YES	NO	
4	Mary Priebe	College Of Notre Dame	Mpriebemdm.edu	YES	NO	
5	N/A	Coppin State University	careerservices@coppin.edu	YES	NO	
6	career@jhu.edu	Johns Hopkins	Recruit2jhu.edu	YES	NO	
7	N/A	Hood University	careers@hood.edu	YES	NO	
8	Tonya Swain	Howard Community College	www.howard.edu/career	YES	NO	
9	N/A	Indeed.com	www.indeed.com	YES	NO	
10	Tova Jaffe	Jewish Vocational Services	info@jcsbaltimore.org	YES	NO	
11	N/A	Loyola College	thecareercenter@loyola.edu	YES	NO	



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12	Kelly Bishop	Maryland University	Kbishop1@umd.edu	YES	NO	
13	N/A	Maryland Workforce Exchange	MWEJobsmaryland.gov	YES	NO	
14	Jay Stewart	Maryland Works Inc.	info@mdworks.com	YES	NO	
15	Chip Weinman	MD/DC/DE Broadcast Association	Associationdatabase.com/aws/M	YES	NO	
16	Josh Ambrose	McDaniel College	jambrose@mcdaniel.edu	YES	NO	
17	William M. Carson	Morgan State University	www.morgan.edu/careers	YES	NO	
18	N/A	Salisbury University	kcfallon@salisbury.edu	YES	NO	
19	Josh Scarff	Sheffield Institute For Recording Arts	13816 Sunnybrook Road, Phoenix, MD 21131	YES	NO	
20	Cary Smedley	Stevenson University	www.csmedley.edu	YES	NO	
21	N/A	Towson University	www.myinterface.com/towson	YES	NO	
22	Joan Allen	University Of Maryland Baltimore County	jallen@umbc.edu	YES	NO	
23	N/A	Washington College	careercenter@washcoll.edu	YES	NO	
24	N/A	Work In Sports	Workinsports.com	YES	NO	



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COMPANY POSTINGS AND WEBSITES					
25	Corporate Representatives	CBS Radio Website (www.cbsradio.com)	Ann.Peters@cbsradio.com	410-825-1000	11
26	Corporate Representatives	Entercom Website (www.entercom.com)	Ann.Peters@entercom.com	410-825-1000	17
26	Ann Peters	In-House Postings Current Employees	Ann.Peters@entercom.com	410-825-1000	

ADVERTISING					
27	On-Air Radio Ads	<i>Entercom Baltimore Radio Advertisement WWMX,WLIF,WJZ</i>			
28	Indeed	www.indeed.com			15
29	Linkedin	www.linkedin.com			15
30	Facebook	www.facebook.com			

JOB FAIRS					
United Career Fair		See Supplemental Initiative #4			10
Towson Sports Industry Speed Networking Night		See Supplemental Initiative #6			1

OTHER SOURCES					
Industry Referral					11
Employee Referral					4

Total # of New Interviewees Referred					85
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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically Throughout The Year	Entercom Baltimore	Entercom Baltimore offers internships at the radio stations in or Promotions, Programming, Sales and Business Departments. Interns must be college students and receive college credit for the internship. The Department Managers oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	Promotions Directors Program Directors Sales Managers Market Controller
2	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically Throughout The Year	Entercom Baltimore	Once a week, Entercom Baltimore airs recruitment advertisements on all stations seeking applicants across all departments. Advertisements inform the Baltimore area of Entercom's EEO Policy and invite all organizations to be a part of our recruitment process.	VP of Programming Program Directors Operations Manager Continuity Directors Production Manager
3	Station Tours	11/17/17 12/5/17 12/7/17 2/6/18 4/11/18	Entercom Baltimore	Entercom Baltimore provides scheduled tours to the public and organizations interested in the broadcast industry. During these tours, we show our studios and offices, explain the various roles in the stations, and answer any questions with regard to the industry or careers at Entercom.com.	Sales Managers Program Directors On-Air Staff Account Executives Operations Manager
4	United Career Fair	11/16/17	Radisson North, Timonium, MD	Entercom Baltimore participated in the United Career Fair. The General Sales Manager of Sports and the General Sales Manager of Music represented the stations. They greeted job seekers, discussed various career opportunities and distributed information on current job openings.	General Sales Managers
5	Sports Marketing Class Loyola University	2/12/18	Loyola University, Baltimore, MD	Entercom Baltimore's Sr. Vice President/Market Manager spoke to students in the Sports Marketing Program at Loyola University regarding the radio industry and career opportunities. She answered questions and discussed available opportunities.	Sr. Vice President/Market Manager
6	Towson Sports Industry Speed Networking Night	2/26/18	Towson University, Towson, MD	Entercom Baltimore's General Sales Manager attended the 3 rd Annual Sports Industry Speed Networking Night. He met with students and discussed career opportunities and answered questions regarding the radio industry and available careers, and distributed information on current job openings.	General Sales Manager



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7	Network After Work	4/25/18	Sangria Patio Bar, Baltimore, MD	Entercom Baltimore's General Sales Manager attended the Network After Work where he met with potential candidates, answered questions about careers in radio and opportunities at Entercom Baltimore. He distributed information on current job openings.	General Sales Manager
8	Job Shadow Program	5/7/18 – 5/18/18	Entercom Baltimore	Entercom Baltimore offers job shadows at the radio stations in our Promotions, Programming and Sales Departments. These two-week job shadows are for high school and college students who are receiving school credit for attending. The student shadow different employees over the course of two weeks to learn about careers in radio.	Promotions Directors Program Directors Sales Managers



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