

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM CLEVELAND**

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

Employment Unit: CBS Radio Stations, Inc.	Address: CBS Radio Stations, Inc. CBS Radio Cleveland 1041 Huron Road Cleveland, OH 44115	Contact Person/Title: Tom Herschel SVP, Market Manager
Unit Members, Community of License: WDOK -FM, Cleveland, OH WKRK - FM, Cleveland Heights, OH WNCX - FM, Cleveland, OH WQAL – FM, Cleveland, OH	Telephone Number: 216-861-0100	E-mail Address: Tom.Herschel@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	LinkedIn.com	1-13, 15
B	Account Executive	Employee Referral	1-13, 15
C	Full-Time Producer	Barrett Sports Media	1-6, 8-9, 11-12, 14, 16



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D	Morning Show Co-Host	Employee Referral	1-6, 8-9, 11-12, 14
E	Account Executive	Entercom.com	1-6, 11-12
F	Account Executive	Entercom.com	1-6, 11-12
G	Account Executive	Employee Referral	1-6, 11-12, 15

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	Yolanda Brown, Director of Career Services	Bryant & Stratton College	216-771-1700 216-771-7787 Fax ybelle@bryantstratton.edu	Yes	No	0
2	Maria Brathwaite, Career Services	Cuyahoga Community College Career Center	216-987-4913 216-987-3198 Fax Maria.Brathwaite@tri-c.edu	Yes	No	0
3	Robin Pijor, Assistant Director Career Services	Kent State University	330-672-2360 330-672-2057 Fax cscjobs@kent.edu	Yes	No	0



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4	Marc J. Spears, President	National Association of Black Journalists	301-405-0248 301-314-1714 Fax marcspears@yahoo.com	Yes	No	0
5	Career Services	Ohio Center for Broadcasting	216-503-5900 216-476-3435 Fax Jhardy@beonair.com	Yes	No	0
6	Anne Cummings, Placement Specialist	Vocational Guidance	216-881-6032 216-476-3435 Fax	Yes	No	0
7	Cindy Rogers, Recruiting Coordinator	Marietta College	740-376-4600 740-376-4935 Fax Cindy.Rogers@Marietta.edu	Yes	No	0
8	Jim Goldston, Account Executive, Recruitment	Cleveland.com website – Advance Ohio	216-386-4694 JGoldston@advance-ohio.com	Yes	No	0
9	Jim Goldston, Account Executive, Recruitment	Cleveland Plain Dealer Newspaper – Advance Ohio	216-999-3748 JGoldston@advance-ohio.com	Yes	No	0

COMPANY POSTINGS AND WEBSITES

10	CBS Radio	Cbsradio.com	Tom.collinsworth@cbsradio.com	216.861.0100	2
11	Entercom	Entercom.com	Thomas.collinsworth@entercom.com	216.861.0100	19

ADVERTISING

12	On-Air Announcements	Entercom Cleveland Radio Advertisement WDOK-FM, WKRK-FM, WNCX-FM, WQAL-AM,			0
13	Indeed.com	Indeed.com			1
14	Internal Candidate/Transfer	Internal Candidate/Transfer			12
15	LinkedIn.com	LinkedIn.com			5
16	Barrett Sports Media Website	Sportsradiopd.com			3

JOB FAIRS

CCI Career Expo Kent State University 2/15/2018		See Supplemental Initiative #3	0
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OTHER SOURCES	
Employee Referral	7
Industry Referral	1
Total # of New Interviewees Referred	50

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 Cleveland	Once a week, Entercom Cleveland airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Cleveland area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director Assistant Controller Air-Talent Production Traffic Coordinators HR Manager
2	University of Toledo Audio 1 Class	2/13/2018	Toledo, OH	The Morning Show Host for WQAL-FM participated in a live stream Skype interview with an Audio 1 class at the University of Toledo. During his interview he spoke about his experience in broadcasting and different career paths that students can take. He spoke to them about breaking into the radio business, the importance of networking and how to remain successful in the field.	Morning Show Host
3	CCI Career Expo Kent State University	2/15/2018	Kent, OH	The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Kent, Ohio. Employment Unit personnel staffed a job fair booth and were available to answer questions from interested parties about jobs in broadcasting and at the Employment Unit, and they provided listings and descriptions of open Employment Unit positions. Interested parties were directed to apply at www.entercom.com	HR Manager and Promotions Manager
4	Beck Center of the Arts	3/10/2018	Lakewood, OH	The Beck Center of the Arts is a non-profit performing arts and arts education organization. The Midday Host for WQAL-FM spoke to students about her personal radio experience in Cleveland, Saginaw and Detroit. She spoke for an hour and answered questions about careers in the broadcast industry.	Midday Host



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5	University of Akron Intro to Communication Class	4/10/2018	Akron, OH	The Morning Show Host for WQAL-FM went to the University of Akron to film a segment for incoming communication students. During his time at Akron, he was filmed discussing his career path and he provided tips for being successful at the University of Akron as well as in a media career. The film was created to provide insight to future communications classes.	Morning Show Host
6	John Carroll University Media Sales and Marketing Class	4/24/2018	University Heights, OH	The Cleveland Market Manager presented a lecture to a Media Sales and Marketing class of students at John Carroll University in University Heights, Ohio. During his time with the students, the Market Manager discussed his experience in sales management and media and also discussed career opportunities in broadcasting. General advice was also provided on how students could obtain employment in the broadcast industry as well as what they could do in the field after graduation.	Market Manager
6	Olmsted Falls Intermediate School Career Day	5/25/2018	Olmsted Falls, OH	The Midday Host for WDOK-FM spoke to a group of 500 students at Olmsted Falls Intermediate School during their Career Day event. During his time at the school he spoke to students about careers in radio, answered questions, and shared photos of the station with them.	Midday Host



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