

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM HARTFORD**

**This report covers full-time vacancy recruitment for the period of November 22, 2017 through November 30, 2018**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom Hartford 10 Executive Dr. Farmington, CT, 06032	<b>Contact Person/Title:</b> Stephanie Perl Vice President/Market Manager
<b>Unit Members, Community of License:</b> WRCH-FM, Hartford, CT WTIC-AM, Hartford, CT WTIC-FM, Hartford, CT WZMX-FM, Hartford, CT	<b>Telephone Number:</b> 860-677-6700	<b>E-mail Address:</b> Stephanie.Perl@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 2/20/2018	Entercom.com	1 - 149
B	Account Executive 3/19/2018	Industry Referral	1 - 149
C	Payroll/HR Manager 4/5/2018	Former Employee	1 - 149
D	Assistant Engineer 4/5/2018	Entercom.com	1 - 149



E	Account Executive 4/30/2018	Industry Referral	1 - 149
F	General Sales Manager 5/14/2018	Industry Referral	1 - 149
G	Overnight New Anchor 5/20/2018	Current Employee PT to FT	1 - 149
H	Traffic Assistant 6/11/2018	Entercom.com	1 - 149
I	Board Operator 8/8/2018	Current Employee PT to FT	1 - 149
J	Sales Assistant 9/4/2018	Industry Referral	1 - 149
K	Executive Producer 9/17/2018	Industry Referral	1 - 149
L	Account Executive 10/8/2018	Former Employee	1 - 149
M	Evening New Reporter 10/29/2018	Sportscaster Talent Agency of America	1 - 149



## 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	Carol Sharick	Amherst College	careers@amherst.edu 413-542-2265	YES	NO	0
2	Judy Sparanges	Anna Maria College	Jsparanges@AnnaMaria.edu 508-849-3300	YES	NO	0
3	Carol McGuiggan	Assumption College	cmcguigg@assumption.edu 508-767-7000	YES	NO	0
4	Lois King	Atlantic Union College	lois.king@auc.edu 978-368-2000	YES	NO	0
5	Sally Schirmer Smith	Bay Path College	hr@baypath.edu 413-567-0621	YES	NO	0
6	Office of Career Services	Bay State College	careers@baystate.edu 617-217-9266	YES	NO	0
7	Office of Career Services	Bay State College	dsherman@baystate.edu 617-217-9230	YES	NO	0
8	Janet Kenney	Bentley University	jkenney@bentley.edu 781-891-3423	YES	NO	0
9	Office of Career Development	Berklee College of Music	CDC@Berklee.edu 617-266-1400	YES	NO	0
10	Office of Career Services	Berkshire Community College	jcornman@berkshirecc.edu 413-236-1611	YES	NO	0
11	Amy Demarest	Berkshire Works	ademarest@berkshireworks.org 413-499-2220	YES	NO	0



12	Dr. Lisa Cuklanz	Boston College	Cuklanz@bc.edu 617-552-4280	YES	NO	0
13	Student Employment Job Board	Boston University	stujobs@bu.edu 617-353-3594	YES	NO	0
14	Pat Nickerson	Boston Women's Commission	BostonWomen@cityofboston.gov 617-635-3138	YES	NO	0
15	Caroline O'Shea	Brandeis University	oshea@brandeis.edu 781-736-3618	YES	NO	0
16	Christine Tetreault	Bridgewater State University	careersrv@bridgew.edu 508-531-1328	YES	NO	0
17	Diane Bell	Bridgewater State University – Internship Program	diane.bell@bridgew.edu 508.531.2632	YES	NO	0
18	Juliana Horton	Bridgewater State University – Internship Program	juliana.horton@bridgew.edu 508-531-2632	YES	NO	0
19	Jeffrey Craig	Bristol Community College	human-resources@bristolcc.edu 508-678-2811 ext.2594	YES	NO	0
20	Delores Gatley	Bunker Hill Community College	JobPostings@BHCC.Mass.edu 617-228-2420	YES	NO	0
21	Office of Career Services	Cambridge College	careerservices@cambridgecollege.edu 617-873-0614	YES	NO	0
22	Alison Adams	Career Resource Library (Boston University)	Future@BU.edu 617-353-3650	YES	NO	0
23	Eric Saczawa	Clark University	careers@clarku.edu 508-793-7711	YES	NO	0
24	Office of Career Services	Colby-Sawyer College	welcome@colby-sawyer.edu 603-526-3000	YES	NO	0
25	Office of Career Services	College of the Holy Cross	PAHEARN@holycross.edu 508-793-3880	YES	NO	0
26	Hari Narayanan – Business Service Rep.	Workforce Central ONE-STOP Career Center	Hari.Narayanan@massmail.state.MA.US 508.478.4300 x122	YES	NO	0
27	Steven Godfrey	Community Minority Cultural Center	sgodfrey@conversent.net 781-477-1800	YES	NO	0
28	Krista Mazzuca	Community Renewal Team	mazzucak@crtct.org 860-560-5661	YES	NO	0
29	Steve Williams	Connecticut School of Broadcasting	swilliams@gocsb.com 781-444-0237	YES	NO	0

30	Office of Career Services	Curry College	careerdevelopment@curry.edu 617-333-2195	YES	NO	0
31	Office of Career Services	Dartmouth College	career.services@dartmouth.edu 603-646-1111	YES	NO	0
32	Lolsa Costello	Dunbar Community Center	lcostello@springfieldy.org 413-788-6143	YES	NO	0
33	Donna Lund	Division of Employment & Training	dlund@detma.org 617-626-5054	YES	NO	0
34	Office of Career Services	Eastern Nazarene College	bradford.e.thorne@enc.edu 617-745-3000	YES	NO	0
35	Office of Career Services	Elms College	davisn@elms.edu 413-594-2761 x272	YES	NO	0
36	Sandy Rivet, Staff Assistant	Emerson College	Careers@emerson.edu 617-824-8586	YES	NO	0
37	Career Development Center	Emmanuel College	careerdevelopment@emmanuel.edu 617-735-9930	YES	NO	0
38	Office of Career Services	Endicott College	careers@endicott.edu 978-232-2330	YES	NO	0
39	Anne Borges	Fall River Career Center	aborges@bristoljobs.org 508-730-5003	YES	NO	0
40	Carol Spector	Framingham State College	careerservices@framingham.edu 508-620-1220	YES	NO	0
41	Rosemary Nichols	Franklin Pierce College	nicholrm@franklinpierce.edu 603-899-4045	YES	NO	0
42	Elizabeth Torres	Freedom House, Inc	info@freedomhouse.com 617-445-3700	YES	NO	0
43	Office of Career Services	Girls Incorporated of Pittsfield	dariusg@brighamcenter.org 413-442-5174	YES	NO	0
44	Cynthia Loftus	Goodwill Industries	cloftus@ourgoodwill.org 413-788-6981	YES	NO	0
45	Office of Career Services	Gordon College	career-services@gordon.edu 978-927-2300	YES	NO	0
46	Bettye Coney	Grace Church of All Nations	administration@gcoan.org 617-825-6757	YES	NO	0
47	Office of Career Services	Greenfield Community College	forster@gcc.mass.edu 413-775-1000	YES	NO	0

48	Jane Zerby	Hampshire College (Career Options Center)	corc@hampshire.edu 413-559-5520	YES	NO	0
49	Linda Roberts	Harriet Tubman House	Lroberts@uses.org 617-536-8610	YES	NO	0
50	Office of Career Services	Holyoke Community College	rpowers@hcc.edu 413-538-7000	YES	NO	0
51	Helena Marques	Immigrants Assistance Center	mrq729@aol.com 508-996-8113	YES	NO	0
52	Anne M. Marona	International Association for Administrative Professionals	anne.marie.marona@bhs.org 413-794-4111	YES	NO	0
53	Elizabeth Nunn	International Institute of Boston	enunn@iiboston.org 617-695-9990	YES	NO	0
54	Steven Vanaria	Career Solution	SVanaria@careersolution.org 617-399-3354	YES	NO	0
55	Office of Career Services	Keene State College	aca@keene.edu 603-358-2500	YES	NO	0
56	Office of Career Services	Lasell College	careerservices@lasell.edu 617-243-2307	YES	NO	0
57	Sarah Burrows	Lasell College – Director of the Internship Program	sburrows@lasell.edu 617-243-2394	YES	NO	0
58	Office of Career Services	Lesley College	crcjobs@lesley.edu 617-349-8550	YES	NO	0
59	Office of Career Services	Longy School of Music	admissions@longy.edu 617-876-0956	YES	NO	0
60	Office of Career Services	M.I.T.	career-www@mit.edu 617-253-4733	YES	NO	0
61	Office of Career Services	MA College of Liberal Arts	career@mcla.edu 413-662-5332	YES	NO	0
62	Heather Rose	Martin Luther King Center	hrose@mlkjrfamilyservices.org 413-746-4254	YES	NO	0
63	Marilyn Offer	Mass Commonwealth of Unemployment	moffer@bristoljobs.org 508-730-5033	YES	NO	0
64	Office of Career Services	Massachusetts College of Art	careerservices@massart.edu 617-232-1555	YES	NO	0
65	Office of Career Services	Massachusetts College of Liberal Arts	m.wooten@mcla.edu 413-662-5333	YES	NO	0

66	Peter White	Massachusetts Rehabilitation Comm.	peter.white@massmail.state.ma.us 413-499-2720	YES	NO	0
67	Office of Career Services	Massasoit Community College	kpryles@massasoit.mass.edu 508-588-9100 ext. 1407	YES	NO	0
68	Office of Career Services	Merrimack College	careerservices@merrimack.edu 978-837-5000	YES	NO	0
69	Office of Career Services	Montserrat College of Art	amy.ruiter@montserrat.edu 978-922-8222	YES	NO	0
70	Office of Career Services	Mount Ida College	rbrooks@mountida.edu 617-928-4602	YES	NO	0
71	Office of Career Services	Mt. Wachusett Community College	pbrewerton@mwcc.mass.edu 978-632-6600	YES	NO	0
72	Office of Career Services	Myrtle Baptist Church	myrtlebaptist@gmail.com 617-332-5870	YES	NO	0
73	Job Placement Officer	NAACP	washingtonbureau@naacpnet.org 508-991-4416	YES	NO	0
74	Human Resources	NAACP – National Office	nbailey@naacpnet.org 410-358-8900	YES	NO	0
75	Office of Career Services	NAACP/South Middlesex Branch	washingtonbureau@naacpnet.org	YES	NO	0
76	Karen Hunter	NAB Career Center	nab@nab.org 202-429-5497	YES	NO	0
77	Michelle Vignoli	National Association of Hispanic Journalists	nahj@nahj.org 202-662-7145	YES	NO	0
78	Marianne Wisheart	NE Conservatory of Music	marianne.wisheart@necmusic.edu 617-585-1118	YES	NO	0
79	Office of Career Services	New England College	edurkee@nec.edu 603-428-2000	YES	NO	0
80	Bill Devine	New England School of Communication	bill@nescom.edu 207-947-6083	YES	NO	0
81	Office of Career Services	Southern New Hampshire University	careerdevelopment@snhu.edu 603-668-221	YES	NO	0
82	Barbara Rivera	New North Citizens Council	klmorales@newnorthcc.org 413-746-4885	YES	NO	0
83	Office of Career Services	New School of Radio	tbrownlie@nsrt.org 518-438-7682	YES	NO	0
84	Office of Career Services	Newbury College	careers@newbury.edu 617-730-7000	YES	NO	0
85	Office of Career Services	Nichols College	careerservices@nichols.edu 508-943-1560	YES	NO	0

86	Linwood Hagin, Ph.D.	North Greenville College	career.services@ngu.edu 864-977-7137	YES	NO	0
87	Office of Career Services	North Shore Community College	lmarcus@northshore.edu 978-762-4000	YES	NO	0
88	Mika Benford	Northeast Minority News	mika_benford@yahoo.com 860-249-6065	YES	NO	0
89	Office of Career Services	Northeast University Stern Cnt.	Student-Affairs@neiu.edu 617-373-2000	YES	NO	0
90	Maria K. Stein	Northeast University-Career Dev. & Placement	Student-Affairs@neiu.edu 617-373-4010	YES	NO	0
91	Eric Cohen	Office of Equal Opportunity	eric.cohen@newbedford-ma.gov 508-979-1446 ext.208	YES	NO	0
92		Old Hill Neighborhood Council	oldhillcouncil@gmail.com 413-736-4575	YES	NO	0
93	Career Development	Pine Manor College	careerdevelopment@pmc.edu 617-731-7000	YES	NO	0
94	Jim Kuras (Career Services Manager)	Plymouth State College	jmkuras@mail.plymouth.edu 603-535-5000	YES	NO	0
95	Office of Career Services	Puerto Rican Veteran's Association	sgtgozmez@aol.com 413-731-0194	YES	NO	0
96	Michael Patrick	Regent University	mackerman@regent.edu 757-3524916	YES	NO	0
97	Office of Career Services-John Conway	Regis College	John.Conway@regiscollege.edu 781-768-7000	YES	NO	0
98	Darrell Waldron	Rhode Island Indian Council	dwardron@rhodeislandindiancouncil.org 401-781-1098	YES	NO	0
99	Raymond Lambert	RI State Equal Opportunity Office	Raymond.lambert@doa.ri.gov 401-222-3090	YES	NO	0
100	Office of Career Services	Roxbury Multi-Service Center	fscott@roxmulti.org 617-427-0171	YES	NO	0
101	HR Department	YMCA Boston	hrdepartment@ymcaboston.org 617-927-8060	YES	NO	0
102	Office of Career Services	Rutgers University	thopkins@andromeda.rutgers.edu 973-353-5311	YES	NO	0
103	Office of Career Services	Saint Anselm College	ocs@anselm.edu 603-641-7000	YES	NO	0
104	African American Association	Salem State College	career@salemstate.edu 978-542-6000	YES	NO	0
105	Office of Career Services	Salem State College	career@salemstate.edu 978-542-6145	YES	NO	0
106	Deb Wijnhoven	Smith College	dwijnhoven@smith.edu 413-585-2597	YES	NO	0



107	Mr. Swan	South End Community Center	southendcommunitycenter@yahoo.com 413-788-6173	YES	NO	0
108	Sharon Mosier	Springfield College	smosier@springfieldcollege.edu 413-748-3000	YES	NO	0
109	Office of Career Services	State Office of Affirmative Action	OHR@cityofboston.gov	YES	NO	0
110	Elaine Lamonica	Supplier Diversity Office	Elaine.Lamonica@state.ma.us 617-502-8831	YES	NO	0
111	Office of Career Services	Stonehill College	kshatas@stonehill.edu 508-565-1000	YES	NO	0
112	Office of Career Services	Suffolk University	coopjobs@suffolk.edu 617-573-8000	YES	NO	0
113	Dr. Jin Kim	SUNY	Jin.Kim@plattsburgh.edu 518-564-2285	YES	NO	0
114	Dawn Blades	Suny-New Paltz	bladesd@newpaltz.edu	YES	NO	0
115	Placement Office	Syracuse University	careers@syr.edu 315-443-1870	YES	NO	0
116	Denise King	Thayer Academy	Dking@thayer.org 781-843-3580	YES	NO	0
117	Office of Career Services	Twelfth Baptist Church	office@tbcboston.org	YES	NO	0
118	Linda Roberts	United South End Settlements	lroberts@uses.org 617-536-8610	YES	NO	0
119	Placement Office	University of Delaware	hrhelp@udel.edu 302-831-2000	YES	NO	0
120	Office of Career Services	University of Hartford	hrd@hartford.edu 860-768-4100	YES	NO	0
121	Office of Career Services	University of MA at Dartmouth	cdcinfo@umassd.edu 508-999-8661	YES	NO	0
122	Office of Career Services	University of Maine	umainecareercenter@umit.maine.edu 207-581-1283	YES	NO	0
123	Susan Chinman	University of Massachusetts-Minority Graduate	Schinman@grad.umass.edu 413-545-5284	YES	NO	0
124	Office of Career Services	University of New Hampshire	krystal.hicks@unh.edu 603-862-2010	YES	NO	0
125	Office of Career Services	University of NH at Manchester	gaynelle.pratt@usnh.edu 603-641-4321	YES	NO	0
126	Placement Office	University of Vermont	employment@uvm.edu 802-656-3368	YES	NO	0
127	Grayce-Lynda R. Sypteras	Upper Hill Neighborhood Council	upperhill@yahoo.com 413-734-6522	YES	NO	0

128	Robert DuBois	Urban Collaborative Accelerated Progeam (UC)	robd@ucap.org 401-272-0881	YES	NO	0
129	Yvonne Matthews	Urban League	ymatthews@ulgh.org 860-527-0147	YES	NO	0
130	Office of Career Services	Urban League	rlevine@ulem.org wwatkins@ulem.org	YES	NO	0
131	Marsha Reeves Jews	US Black Engineers and Information Technology	jhamilton@ccgmag.com 410-244-7101	YES	NO	0
132	Heather Graham	US Dept of Labor	graham.heather@dol.gov 617-565-3630	YES	NO	0
133	Jill Houser	US Dept. of Labor/Apprentice & Training	houser.jill@dol.gov 617-788-0177	YES	NO	0
134	Adam Guttell	WBRS-FM (Brandeis University)	gm@wbrs.org 617-736-5277	YES	NO	0
135	News Director	WBRU (Brown University)	wendell@wbru.com 401-421-9278	YES	NO	0
136	Jeanne Hart-Steffes	Western New England College	jsteffes@wne.edu 413-782-1283	YES	NO	0
137	Office of Career Services	Westfield State College	careers@westfield.ma.edu 413-572-5300	YES	NO	0
138	Office of Career Services	Wheaton College	filene@wheatonma.edu 508-285-8200	YES	NO	0
139	David Rempell	Williamstown Youth Center	david@williamstownyouthcenter.org 413-458-5925	YES	NO	0
140	Office of Career Services	Worcester State University	careerservices@worcester.edu 508-929-8000	YES	NO	0
141	Lou Conrad	WRBB-FM (Northeastern University)	promo@wrbbradio.org 617-437-2790	YES	NO	0
142	Patricia Monteith	WUMB-FM (U-Mass Boston)	wumb@umb.edu 617-287-6900	YES	NO	0
143	Meaghan O'Hare	WZBC-FM 90.3FM (Boston College)	internship.director@wzbc.org 617-552-3511	YES	NO	0
144	Corinne Cremonti	YMCA of Greater Springfield	c cremonti@springfielddy.org 413-739-6951	YES	NO	0
145	Kendra Strangis	YMCA of New Bedford	kstrangis@ymcasouthcoast.org 508-997-5362	YES	NO	0
146	Office of Career Services	YWCA Cambridge	nobrien@cambymca.org 617-491-6050	YES	NO	0
147	Dorothy Daoust	MassEdCO	ddaoust@massedco.org 508-754-6829	YES	NO	0

<b>COMPANY POSTINGS AND WEBSITES</b>					
148	Corporate Representative	Entercom website www.entercom.com/careers	liz.ross@entercom.com		8
149	EEO Coordinator	Internal postings newenglandusers@entercom.com	liz.ross@entercom.com		0

<b>ADVERTISING</b>					

<b>JOB FAIRS</b>					
C&S Job Fair		See Supplemental Initiative #3			
Goodwill Hired Event		See Supplemental Initiative #4			

<b>OTHER SOURCES</b>					
Indeed.com					5
Sportscaster Talent Agency of America					1
LinkedIn.com					1
Former Employee					2
Industry Referral					15
Current Employee					10



### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	Entercom Hartford	Entercom Hartford offers paid internships at the radio stations in our Promotions and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to ensure they are receiving information and education. Internships are ongoing throughout the year.	Director of Programming Promotions Director Business Manager
2	Manager EEO Training	Periodically throughout the year	Entercom Hartford	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.	EEO Administrator Department Heads
3	C&S Job Fair	10/29/18	C&S Windsor Locks, CT	Entercom Hartford spoke to the local community about career opportunities with Entercom Communications and in the broadcast industry. Station personnel explained available positions and job requirements in detail to attendees. All interested parties were directed to apply at <a href="http://entercom.com/careers">http://entercom.com/careers</a> .	WZMX Program Director
4	Goodwill Hired Event	10/26/18	CT Convention Center Hartford, CT	Entercom Hartford spoke to the local community about career opportunities with Entercom Communications and in the broadcast industry. Station personnel explained available positions and job requirements in detail to attendees. All interested parties were directed to apply at <a href="http://entercom.com/careers">http://entercom.com/careers</a> .	WZMX Program Director

