

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM PHILADELPHIA**

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

Employment Unit: CBS Radio East Inc. CBS Radio Stations Inc.	Address: CBS Radio East Inc. CBS Radio Stations Inc. 1555 Hamilton Street, 6 th Floor, Philadelphia, PA 19106 400 Market Street, 9 th Floor, Philadelphia, PA 19106 555 City Avenue, Suite 333 Bala Cynwyd, PA 19004	Contact Person/Title: David Yadgaroff SVP/Market Manager
Unit Members, Community of License: KYW(AM) Philadelphia, PA WIP(FM) Philadelphia, PA WOGL(FM) Philadelphia, PA WPHT(AM) Philadelphia, PA WXTU(FM) Philadelphia, PA WTDY(FM) Philadelphia, PA	Telephone Number: 610.667.9000	E-mail Address: david.yadgaroff@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	Indeed.com	1-12, 14-19
B	Digital Sales Specialist	Indeed.com	1-19



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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).

C	Project Director	Entercom.com	1-19
D	Account Executive	LinkedIn.com	1-11,13-19
E	Account Executive	Entercom.com	1-11,13-19
F	Account Executive	Employee Referral	1-11,13-19
G	Account Executive	Employee Referral	1-11,13-19
H	Sales Administration Manager	Employee Referral	1-11, 13-19
I	Account Executive	Entercom.com	1-11,13-19



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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	Johnny Young	Congreso de Latinos Unidos	216 West Somerset Street, Philadelphia, PA 19133	No	No	0
2	Louis Kelley	Concillio	141 E. Hunting Park Avenue, Philadelphia, PA 19124	No	No	0
3	Mike Caputo	Delaware County Office of Employment & Training	1570 Garrett Road, Upper Darby, PA 19082	No	No	0
4	Joe West	Team Career Link	5847 Germantown Avenue, Philadelphia, PA 19144	No	No	0
5	John Brunkun	Team Career Link	701 Crosby Street, Suite B, Chester, PA 19013-6096	No	No	0
6	Theresa Spotwood	National Assoc. for the Advancement of Colored People (N.A.A.C.P.)	1722-42 Cecil B. Moore Avenue Suite 2346 Philadelphia, PA 19123	No	No	0
7	Customer Service	PA Careerlink	www.pacareerlink.state.pa.us	No	No	0
8	Career Services	LaSalle University	careers@lasalle.edu	No	No	0
9	Career Services	Penn State	www.psu.edu/careers	No	No	0



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10	Career Services	St. Joseph's University	www.sju.edu/careers	No	No	0
11	Career Services	Temple University	www.temple.edu/careers	No	No	0

COMPANY POSTINGS AND WEBSITES

12	Department Heads/Hiring Managers/HR	CBS Radio Website (www.cbsradio.com)	Various Department Heads/Hiring Managers and lisa.morton@cbsradio.com	215.238.2006/215.238.4547/610.822.1352	4
13	Department Heads/Hiring Managers/HR	Entercom Website (www.entercom.com)	Various Department Heads/Hiring Managers and lisa.morton@entercom.com	215.238.2006/215.238.4547/610.822.1352	7
14	Department Heads/Hiring Managers/HR	Internal Postings	Various Department Heads/Hiring Managers and lisa.morton@entercom.com	215.238.2006/215.238.4547/610.822.1352	5

ADVERTISING

15	On Air Radio Ads	KYW-AM/WIP-FM/WOGL-FM/WPHT-AM/WTDY-FM/WXTU-FM			0
16	Indeed.com	www.Indeed.com			2
17	LinkedIn	www.Linkedin.com			4
18	Facebook.com	www.Facebook.com			0
19	Philadelphia Ad Club	www.phillyadclub.com			0

JOB FAIRS

Temple University Media & Comm. Internship & Career Fair	Refer to Supplemental Recruitment #4	0
Drexel University Career Fair	Refer to Supplemental Recruitment #5	0

OTHER SOURCES

Employee Referral	13
Total # of New Interviewees Referred	35



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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Ongoing	KYW-AM WIP-FM WOGL-FM WPHT-AM WTDY-FM WXTU-FM	During this reporting period, the Employment Unit provided students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	Marketing Director Promotions Director Chief Engineer
2	Manager EEO Training	Ongoing	Philadelphia, PA Bala Cynwyd, PA	Management-level personnel received training on methods of ensuring equal employment opportunity and preventing discrimination.	All management-level employees
3	51 st Annual News Studies Program	10/14/2017 10/21/2017 10/28/2017 11/11/2017 12/16/2017	Temple University Baptist Temple	The Employment Unit participated in the 51 st Annual News Studies Program where high school juniors & seniors were taught the basics of broadcast journalism, heard from industry professionals, and researched and recorded an actual news story that airs on KYW (AM). Students learned about career opportunities in broadcasting through this program.	Market Manager, Director of News & Programming, News Director, Director of Digital News & Media, Newsroom Operations Coordinator, Promotions Director and General Sales Manager
4	Temple University Media & Communications Internship & Career Fair	02/15/2018	Temple University Howard Gittis Student Center, Philadelphia, PA	Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the Temple University Career Fair. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.	Human Resources Manager
5	Drexel University Career Fair	02/28/2017	Drexel University URBN Center, Philadelphia, PA	Station Employment Unit personnel with substantial responsibility in the making of hiring decisions participated in the Drexel University Career Fair. Station personnel conducted on-site interviews and accepted resumes for various positions at the event.	Digital Sales Manager



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