

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM DETROIT**

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

Employment Unit: CBS Radio, Inc. CBS Radio Inc. of Detroit CBS Radio Inc. of Michigan	Address: CBS Radio, Inc. CBS Radio Inc. of Detroit CBS Radio Inc. of Michigan 26455 American Drive Southfield, MI 48034	Contact Person/Title: Debbie Kenyon Senior Vice President/Market Manager
Unit Members, Community of License: WZDZ(FM), Detroit, MI WOMC(FM), Detroit, MI WWJ(AM), Detroit, MI WXYT(AM), Detroit, MI WXYT(FM), Detroit, MI WYCD(FM), Detroit, MI	Telephone Number: 248.327.2900	E-mail Address: Debbie.Kenyon@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	Referral-Employee	1-21, 23-37, 42, 43
B	Account Executive	CBSRadio.com	1-21, 23-37
C	Account Executive	CBS Career Site	1-21, 23-37, 40, 41, 42, 44



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D	Account Executive	Entercom.com	1-21, 23-36, 38
E	Account Executive	CBSRadio.com	1-21, 23-37, 42, 43
F	Account Executive	CBSRadio.com	1-21, 23-37, 42, 43
G	Account Executive	Entercom.com	1-21, 23-36, 38
H	Account Executive	Indeed.com	1-21, 23-36, 38, 42, 45
I	Producer and Affiliate Relations Coordinator	Referral-Employee	1-21, 23-36, 38, 45, 46
J	On-Air Talent	Referral-Employee	1-21, 23-36, 45
K	On-Air Talent	Referral-Industry	1-21, 23-36
L	Sales Administration Manager	Entercom.com	1-21, 23-36, 38, 45
M	Digital Sales Specialist	Entercom.com	1-21, 23-36, 38, 45
N	Account Executive-National Sales Syndication	Entercom.com	1-21, 23-36, 38
O	Production Director and Talent	Internal Candidate	1-21, 23-26, 38, 45



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P	Account Executive	Entercom.com	1-21, 23-36, 38
Q	Producer	Entercom.com	1-21, 23-36, 38, 45

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	Joel Denver	All Access	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616	Yes	No	0
2	Kary L. Moss	American Civil Liberties Union of Michigan	60 West Hancock Detroit, MI 48201 313-578-6800	Yes	No	0
3	Lorain Alexander, Broadcast/Kim Melnynchenko Free	American Federation of Radio and Television Artists, Detroit	27777 Franklin Road Suite 300 Detroit, MI 48034 248-213-0264	Yes	No	0
4	Shadiya Bataya	Arab American And Chaldean Council	20300 Civic Center Drive Suite 318 Southfield, MI 48076 248-354-8460	Yes	No	0
5	Da-zong Wang	Chinese Association of Greater Detroit	CAGD PO Box 1343 Troy, MI 48099 313-845-3101	Yes	No	0



6		College- Saint Mary's College	3535 Indian Trail Orchard Lake, MI 48324 248.982.1885	Yes	No	0
7	Kathy Cox	College-Schoolcraft College	18600 Haggerty Road Livonia, MI 48152 734-462-4421	Yes	No	0
8	Jay Korinck	College-Henry Ford Community College	5101 Evergreen Rd. Dearborn, MI 48128 313.845.9676	Yes	No	0
9	Harry McLaughlin	College-Marygrove College-Academic Advising and Career Services	Madame Cadillac Building-Room 339 8425 West McNichol's Road Detroit, MI 48221 313-927-1479	Yes	No	0
10	Lori Linden	College-Oakland Community College	739 South Washington Building C Royal Oak, MI 48067 248-233-2819	Yes	No	0
11	Juan Taylor	College-Schoolcraft College	18600 Haggerty Rd. Livonia, MI 48152 734-462-4400	Yes	No	0
12	Laurie Siebert	College-Walsh College	3838 Livernois Road PO Box 7006 Troy, MI 48007 248-823-1625	Yes	No	0
13	Shashii Sharma	College-Wayne County Community College District, Career Planning and Placement	8551 Greenfield Detroit, MI 48228 313-943-4071	Yes	No	0
14	Henchie Greenfield	Communal Jobs	24777 Greenfield Road Southfield, MI 48075 248-569-4482	Yes	Yes	0
15		Detroit Area Film & Television	P.O. Box 1443 Royal Oak, MI 48068 248.547.0847	Yes	No	0



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16	Raymond Xu	Detroit Chinese Business Association	Ford Motor Company PO Box 2769 Dearborn, MI 48123 313-323-8631	Yes	No	0
17	Shirley Manus	Detroit Workforce Development-Michigan Works	1641 Porter Street Detroit, MI 48216 313-628-2264	Yes	Yes	0
18	Eleanor Josaitis	Focus Hope	Human Resources 1355 Oakman Boulevard Detroit, MI 48238 (313) 494-4775	Yes	No	0
19	Gene McKay	Inside Radio	365 Union Street Littleton, NH 03561 603-444-5720	Yes	No	0
20	Teresa Schwartz	Jewish Vocational Services & Community Workshop	29699 Southfield Road Southfield, MI 48076 248-559-5000	Yes	No	0
21	Kathy Sirois	Jewish Vocational Services-Employment	4250 Woodward Detroit, MI 48201 313-233-8100	Yes	Yes	0
22	Paul Lefkowitz	JVS	29699 Southfield Road Southfield, MI 48076 248-233-4481	Yes	Yes	0
23	Randall Cripe	Michigan Works-Oakland County-Southfield Service Center	26000 Evergreen Road PO Box 2055 Southfield, MI 48037 248-796-4577	Yes	No	0
24	Stacie Mottley	National Academy of Television Arts and Sciences-Job Bank	24903 Lois Lane Drive Southfield, MI 48075 888-430-3669	Yes	No	0
25	Valencia Parker	National Black MBA Association-Detroit	180 North Michigan Avenue Suite 1400 Detroit, MI 48202 313-972-4832	Yes	No	0
26	Nancy Shiner	Specs Howard School of Media Arts	19900 West Nine Mile Road Southfield, MI 48075 248-358-9000	Yes	Yes	0



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27	Tracey Knowles	University of Detroit Mercy-Career Development	143 Reno Hall 4001 West McNichol's Road Detroit, MI 48221 313-993-1017	Yes	No	0
28	Mai Qazzaz	University of Michigan Dearborn-Career Services	2149 University Center Dearborn, MI 48128 313-593-5020	Yes	No	0
29	Heather Fowler or Svetlana Maksimchux	University-Davenport University Livonia Campus	19499 Victor Parkway Livonia, MI 48152 734-943-2800	Yes	No	0
30	Jing Sellers	University-Lawrence Technological University	21000 West Ten Mile Rd Southfield, MI 48075 248-204-3140	Yes	No	0
31	Arlinda Pringle	University-Wayne State University	656 Reuter Mall 1001 Faculty/Administration Building Detroit, MI 48202 313-577-3390	Yes	No	0
32	Cassasandra Nelson-Pruitt	Urban League-Detroit Urban League	208 Mack Avenue Detroit, MI 48201 313-832-4600	Yes	No	0
33	Rose Ann Nicolai	Women in Communications of Detroit	2744 Ellwood Berkley, MI 48072 248-582-8465	Yes	No	0
34	Nageep Ismial	Yemeni American Association	10415 Dix Dearborn, MI 48120 313-842-8402	Yes	No	0
35	Rose Ann Nicolai	Women in Communications of Detroit	2744 Ellwood Berkley, MI 48072 248-582-8465	Yes	No	0
36	Nageep Ismial	Yemeni American Association	10415 Dix Dearborn, MI 48120 313-842-8402	Yes	No	0



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COMPANY POSTINGS AND WEBSITES					
37	CBS Radio	Cbsradio.com	Kristen.Adams@cbsradio.com	248.327.2900	11
38	Entercom	Entercom.com	Kristen.Adams@entercom.com	248.327.2900	29

ADVERTISING				
39	On-Air Announcements	Entercom Detroit Radio Advertisement WZLH-FM, WOMC-FM, WWJ-AM, WXYT-AM, WXYT-FM, WYCD-FM		0
40	CBS Career Site	CBS.com		1
41	CBS Corporation Jobs	CBSCorporation.jobs.com		1
42	Indeed.com	Indeed.com		10
43	LinkedIn	LinkedIn.com		1
44	LinkedInJobWrapping.com	LinkedInJobWrapping.com		1
45	Internal Candidate/Transfer	Internal Candidate/Transfer		15
46	Michigan Association of Broadcasters	MichMAB.com		1

JOB FAIRS		
Rochester College Fall 2017 Job Fair	Supplemental Recruitment Initiative #1	0
Great Lakes Media Show Career Fair	Supplemental Recruitment Initiative #3	0

OTHER SOURCES	
Referral-Employee	8
Referral-Industry	4

Total # of New Interviewees Referred	82
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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Rochester College Fall 2017 Job Fair	December 6, 2017	Rochester Hills, MI	The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Rochester Hills, Michigan. 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 Promotion Manager
2	Wayne State University Management Class	February 1, 2018	Detroit, MI	The WWJ-AM News Director presented a lecture to students at the Wayne State University Management class in Detroit, Michigan. The lecture from the News Director described his experience with managing the newsroom along with discussing career opportunities in the broadcast field. Advice was also provided on how students could obtain employment in the broadcast industry generally and what they could do in the broadcast industry after graduation.	News Director
3	Great Lakes Media Show Career Fair	March 7, 2018	Lansing, MI	The Employment Unit sent a representative with substantial responsibility in the making of hiring decisions to this job fair held in Lansing, Michigan. 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 . The stations also aired promotional spots for the Michigan Association of Broadcasters Career Fair prior to the fair.	Promotion Director Promotion Manager



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