

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM ORLANDO**

This report covers full-time vacancy recruitment for the period of November 17, 2017 through September 30, 2018

Employment Unit: CBS Radios Stations, Inc.	Address: CBS Radio Stations, Inc. 1800 Pembroke Drive, Suite 400 Orlando, Florida 32810	Contact Person/Title: Claudia Menegus Senior Vice President/Market Manager
Unit Members, Community of License: WQMP(FM), Daytona Beach, FL WOCL(FM), Deland, FL WOMX-FM, Orlando, FL	Telephone Number: 407-919-1000	E-mail Address: Claudia.menegus@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	Live Events & Experiences Coordinator	Employee Referral	1-27, 30, 32, 33
B	On-Air Talent	Employee Referral	1-27, 32
C	General Sales Manager	Employee Referral	1-28, 30, 32, 33



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D	Program Director	Employee Referral	1-29
E	Music Director/On-Air Talent	Current Employee (PT to FT)	1-27
F	Live Events & Experiences Coordinator	Employee Referral	1-27, 34
G	Account Executive	Linkedin.com	1-27



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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	Xavia Sullivan	African American Chamber of Commerce of Central Florida	info@blackcommerce.org 3201 E. Colonial Drive S A-20 Orlando, FL 32803 407-420-4870	Yes	No	0
2	Alison Reagin	Barry University	careerservices@barry.edu https://app.joinhandshake.com 11300 NE 2 nd Ave., Miami, FL 33161 305-899-4842	Yes	No	0
3	Davita Bonner	Bethune-Cookman University	bonnerd@cookman.edu 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32115 386-481-2143	Yes	No	0
4	Claire Perischilli	City College	cpersichilli@citycollege.edu 1401 West Cypress Rd., Ft. Lauderdale, FL 33309 954-492-5353 X34	Yes	No	0
5	Ray Thomas	Connecticut School of Broadcasting	5323 Millenia Lakes Blvd., Ste 120 Orlando, FL 32839 407-704-8910	Yes	No	0
6	Terri Peidro	Eastern Florida State College	peidrot@easternflorida.edu 1519 Clearlake Rd., Cocoa, Florida 32922 321-433-7324	Yes	No	0



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7	Shereada Harrell	Florida Agricultural and Mechanical University (FAMU)	Shereada.harrell@famu.edu The C.C. Cunningham Career Center The Commons, Room 104 1610 S. Martin Luther King Blvd. Tallahassee, FL, 32307 850-599-8514	Yes	No	0
8	Lindsay Tidwell	Florida Association of Broadcasters	lvarn@fab.org 101 East College Ave., Ste 301, Tallahassee, FL 32301 850-681-6444	Yes	No	0
9	Harold Clayton	Florida International University	Harold.clayton@fiu.edu 3000 N.E. 151 st St., WUC 255 North Miami, FL 33181 305-919-4298	Yes	No	0
10	Leslie Ertel	Florida State College at Jacksonville	lertel@fscj.edu www.collegecentral.com/fscj/ 3939 Roosevelt Blvd. Jacksonville, FL 32205 904-381-3594	Yes	No	0
11	Keith Hernandez	Full Sail University	khernandez@fullsail.com 3300 University Blvd., Winter Park, FL 32792 866-807-3140	Yes	No	0
12	Wynn Davis	Full Sail University	wdavis@fullsail.com 3300 University Blvd., Winter Park, FL 32792 866-807-3140	Yes	No	0
13	Sebastian Sanchez	Hispanic Chamber of Commerce	ssanchez@hispanicchamber.net 3201 E. Colonial Dr., Suite A20, Orlando, FL 32803 407-428-5870	Yes	No	0
14	Cindy Mullee	IADT	cmullee@iadt.edu 6039 S. Rio Grande Ave., Orlando, FL 32809 407-857-2300	Yes	No	0
15	Melissa Rodriguez	Metropolitan Orlando Urban League	mrodriguez@cful.org 2804 Belco Dr., Orlando, FL 32808 407-841-7654 X4	Yes	No	0
16	Kyle Nelson	Rollins College	kanelson@rollins.edu 1000 Holt Ave., 2587, Winter Park, FL 32789 407-646-2195	Yes	No	0



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17	Nathanial Ferguson	Seminole State College	ferguson@seminolestate.edu 1055 AAA Drive Heathrow FL 32746 407-708-4512	Yes	No	0
18	Sandra Macaulay Leon-Barth	Univeristy of Central Florida (UCF)	smacula@mail.ucf.edu 4000 Central Florida Blvd. CSEL, Ste 300, Orlando, Florida 32816 407-823-2667	Yes	No	0
19	Yaniece Jimenez	Univeristy of Central Florida (UCF)	marketinginternships@bus.ucf.edu 4000 Central Florida Blvd. Bldg. 7F, Room 185, Orlando, FL 32816 407-823-1438	Yes	No	0
20	Chinyen Chuo	University of Central Florida	Chinyen.chuo@ucf.edu 4000 Central Florida Blvd., CSEL, Ste 300 Orlando, FL 32816 407-823-4063	Yes	No	0
21	Denise Moore	University of Central Florida	dmoore@mail.ucf.edu 4000 Central Florida Blvd., CSEL, Ste 300 Orlando, F 32816 407-823-2667	Yes	No	0
22	Ana Romero	University of Florida	Ana.romero@cba.ufl.edu 2081 Weimer Hall, P.O. Box 118400 Gainesville, FL 32611 352-273-3258	Yes	No	0
23	Matthew Abalos	Valencia Community College	mabalos@valenciacollege.edu Internship & Workforce Services Dept. Mail Code: 6-2, 1800 Denn John Lane Kissimmee, FL 34744 407-582-4196	Yes	No	0
24	Nancy McBride	Women in Film & Television Florida	nancy@reelkasting.com 3830 Palm Ave., Mims, FL 32754 386-690-2237	Yes	No	0
25	Cheryl McKinzie	Workforce Central Florida	cmkinzie@wcfla.com 1097 Sand Pond Rd., Ste 1009, Lake Mary, FL 32746 407-531-1222 X1706	Yes	No	0



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COMPANY POSTINGS AND WEBSITES					
26	Corporate Representatives	Entercom Corp Website (former CBS Corp Website)	www.entercom.com	610-660-5645	9
27	Paul Diaz	In-House postings Current Employees	Paul.diaz@entercom.com	407-919-1000	4

ADVERTISING					
28	All Access		www.allaccess.com		0
29	Indeed		www.indeed.com		3
30	LinkedIn		www.linkedin.com		3
31	RAMP247.com		cartermedia@gmail.com		0
32	On-Air Radio Ads		Entercom Orlando Radio Advertisement WOCL-FM, WOMX-FM, WQMP-FM		0
33	Social Media (Twitter, Facebook)		www.twitter.com/cbsradiofl		0
34	Glassdoor		Glassdoor.com		1

JOB FAIRS					
	Elevate Orlando		See Supplemental Initiative #4		0

OTHER SOURCES					
	Employee Referral				13



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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 Orlando	Once a week, Entercom Orlando airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Orlando area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director On Air-Talent
2	Station Tour	1/25/2018	Entercom Orlando	14 home school kids and parents visited the station studios where they learned about careers in radio broadcasting. The Morning Show Producer (WOMX-FM) participated and gave a tour.	Morning Show Producer/Talent
3	St. Charles Borromeo Catholic School	1/30/2018	St. Charles Borromeo Catholic School	The employment unit's on-air talent participated in Career Day at St. Charles Borromeo Catholic School where he spoke to students about careers in radio broadcasting.	On Air Talent
4	Elevate Orlando	3/26/2018	Sheraton Hotel North	The Employment Unit hosted a job fair at the Sheraton Hotel North. The employment unit's HR representative attended on behalf of the Employment Unit, and recruited for current part-time and full-time positions, internships, as well as discussed broadcast careers with job seekers.	Regional HR Manager
5	Station Tour	6/5/2018	Entercom Orlando	The City of Altamonte Springs Teen Camp visited the station studios where they learned about careers in radio broadcasting. The Morning Show Host participated and gave a tour.	Morning Show Host
6	Manager EEO Training	8/28/2018	Entercom Orlando	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 Hiring Managers



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7	Lake Brantley High School Career & College Expo	9/12/2018	Lake Brantley High School	The employment unit's on-air talent participated in Lake Brantley High School Career & College Expo to discuss careers in radio broadcasting.	On Air Talent
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