

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM BUFFALO**

**This report covers full-time vacancy recruitment for the period of February 1, 2018 through January 31, 2019**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom Buffalo 500 Corporate Pkwy., Suite 200 Buffalo, NY 14226	<b>Contact Person/Title:</b> Greg Ried Senior Vice President/Market Manager
<b>Unit Members, Community of License:</b> WBEN-AM, Buffalo, NY WGR-AM, Buffalo, NY WKSE-FM, Niagara Falls, NY WLKK-FM, Buffalo, NY WTSS-FM, Buffalo, NY WWKB-AM, Buffalo, NY WWWS-AM, Buffalo, NY	<b>Telephone Number:</b> 716-843-0600	<b>E-mail Address:</b> <a href="mailto:Greg.Ried@entercom.com">Greg.Ried@entercom.com</a>

**1. Full-Time Job Vacancies Filled by the Employment Unit:**

	<b>Title and Hire Date</b>	<b>Recruitment Source Referring Hire</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)</b>
A	Account Executive	Client Referral	1-122, 125
B	Technical Producer/Anchor	Current Employee (PT to FT)	1-122, 125-126
C	Account Executive	Employee Referral	1-122, 125, 127
D	News Anchor / Multi-Media Reporter	Current Employee (PT to FT)	1-122, 125, 127
E	Account Executive	Employee Referral	1-123, 125



F	Account Executive	Employee Referral	1-123, 125
G	Digital Content Manager	Indeed.com	1-122, 124-125
H	Events & Promotions Manager	Current Employee (PT to FT)	1-122, 125

## 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	Director	African American Cultural Center	<a href="mailto:africancultural350@gmail.com">africancultural350@gmail.com</a> 716-884-2013	Yes	No	0
2	Elaine Morsman, Director, Career Development	Alfred State College	<a href="mailto:morsmaem@alfredstate.com">morsmaem@alfredstate.com</a> 607-587-3288	Yes	No	0
3	Career Development Center	Alfred University	<a href="mailto:cdc@alfred.edu">cdc@alfred.edu</a> 607-871-2164	Yes	No	0
4	Mariann Walsh, Recruiting Coordinator	Alfred University Career Development Center/ Career Advisor	<a href="mailto:walshm@alfred.edu">walshm@alfred.edu</a> 607-871-2164	Yes	No	0
5	Career Services	Alliance for Women in Media National Headquarters (formerly American Women in Radio & TV)	<a href="mailto:kniswander@allwomeninmedia.org">kniswander@allwomeninmedia.org</a> 703-506-3290	Yes	No	0
6	Kim Whelan, Director of Member Relations	Amherst Chamber of Commerce	<a href="mailto:kwhelan@amherst.org">kwhelan@amherst.org</a> 716-632-6905	Yes	No	0
7	Larry Michael	Black Student Union SUNY @ Buffalo	<a href="mailto:mgtlarry@buffalo.edu">mgtlarry@buffalo.edu</a> 716-645-3209	Yes	No	0



8	Career Services	Bryant & Stratton Amherst Campus	<a href="mailto:Amherst@bryantstratton.edu">Amherst@bryantstratton.edu</a> 716-625-6300	Yes	No	0
9	Diane Westbrook, Director of Career Services	Bryant & Stratton Buffalo Campus	<a href="mailto:dwestbrook@bryantstratton.edu">dwestbrook@bryantstratton.edu</a> 716-884-9120	Yes	No	0
10	Career Services	Bryant & Stratton Southtowns Campus	<a href="mailto:southtowns@bryantstratton.edu">southtowns@bryantstratton.edu</a> 716-677-9500	Yes	No	0
11	Sharon Patterson White, Executive Administrative Asst., Buffalo Employment & Training Center (BETC)	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	<a href="mailto:spattersonwhite@WDCinc.org">spattersonwhite@WDCinc.org</a> 716-856-5627	Yes	No	0
12	ECC Employment & Training Center	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	<a href="mailto:onestop@ecc.edu">onestop@ecc.edu</a> 716-270-4444	Yes	No	0
13	Cheektowaga Employment & Training Center	Buffalo & Erie County Workforce Development Consortium, Inc.	275 Alexander Street Cheektowaga, NY 14211 716-897-7220	Yes	No	0
14	D. Marley	Bell Youth Opportunity Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	<a href="mailto:dmarley@wdcinc.org">dmarley@wdcinc.org</a> 716-854-7121	Yes	No	0
15	Katherine M. Heinle, Director – Career & Technical Education	Buffalo Board of Education	<a href="mailto:kheinle@buffaloschools.org">kheinle@buffaloschools.org</a> 716-816-3700	Yes	No	0
16	Frank Merriweather	Buffalo Criterion	623 William Street Buffalo, NY 14206 716-853-2973	Yes	No	0
17	Kenneth Holley	Buffalo Lutheran Employment Service	<a href="mailto:Bles850@aol.com">Bles850@aol.com</a> 716-892-7682	Yes	No	0
18	Manager, Kenfield Bldg.	Buffalo Municipal Housing Authority Employment Opportunity Center	175 Oakmont Avenue Buffalo, NY 14215 716-836-7954	Yes	No	0
19	Lisa August, Associate Director	SUNY Career Development Center @ Buffalo State College	<a href="mailto:augustla@buffalostate.edu">augustla@buffalostate.edu</a> 716-878-5911	Yes	No	0
20	Lynn M. Rogers, Student Employment Coordinator/ Senior Career Counselor	Buffalo State College SUNY Career Development Center	<a href="mailto:rogerslm@buffalostate.edu">rogerslm@buffalostate.edu</a> 716-878-5811	Yes	No	0
21	Joan King	Buffalo Urban League	<a href="mailto:jking@buffalourban.org">jking@buffalourban.org</a> 716-854-7625	Yes	No	0

22	Eileen Abbatoy, Asst. Director, Career Center	Canisius College	<a href="mailto:abbatoye@canisius.edu">abbatoye@canisius.edu</a> 716-883-7000	Yes	No	1
23	Loretta Hendrickson, Career Services	Corning Community College	<a href="mailto:Hendrickson@corning-cc.edu">Hendrickson@corning-cc.edu</a> 800-962-9228	Yes	No	0
24	Joseph Abbarno, Coord. Placement	Career Resource Center ECC North Campus	<a href="mailto:abbarno@ecc.net">abbarno@ecc.net</a> 716-851-1483	Yes	No	0
25	Director	Career Resource Center ECC South Campus	4041 Southwestern Blvd. Orchard Park, NY 14127 716-851-1684	Yes	No	0
26	Barbara House, Coord. Placement	Career Resource Center ECC City Campus	<a href="mailto:house@ecc.edu">house@ecc.edu</a> 716-851-1183	Yes	No	0
27	R. Rojas	Catholic Charities of Buffalo	<a href="mailto:r.rojas@ccwny.org">r.rojas@ccwny.org</a> 716-856-4494	Yes	No	0
28	Joyce M. Santiago, Executive Director	Chamber of Commerce of the Tonawandas	<a href="mailto:director@the-tonawandas.com">director@the-tonawandas.com</a> 716-692-5120	Yes	No	0
29	Debra S. Liegl, President & CEO	Cheektowaga Chamber of Commerce	<a href="mailto:chamber@cheektowaga.org">chamber@cheektowaga.org</a> 716-684-5838	Yes	No	0
30	Judy Sirianni, President	Clarence Chamber of Commerce, Inc.	<a href="mailto:info@clarence.org">info@clarence.org</a> 716-631-3888	Yes	No	0
31	George Scott	Colored Musicians Club	<a href="mailto:Gscott2679@aol.com">Gscott2679@aol.com</a> 716-885-9383	Yes	No	0
32	Mary T. Jefferies, Employment Coordinator	Wage Subsidy Program Community Action Org. of Erie County Inc.	99 Harvard Place Buffalo, NY 14209 716-881-6277	Yes	No	0
33	Manager	Community Action Org. of Erie County	608 William Street Buffalo, NY 14206 716-856-8866	Yes	No	0
34	Sjunseeargn Brown, Employment Agency Initiative	Community Action Org. of Erie County – Main Office (posts at all locations)	<a href="mailto:sbrown@caoec.org">sbrown@caoec.org</a> 716-881-5150	Yes	No	0
35	Manager	Community Action Org. of Erie County – Dart Office	1237 Main Street Buffalo, NY 14209 716-884-9101	Yes	No	0
36	Manager	Community Action Org. of Erie County – Fruitbelt Office	326 High Street Buffalo, NY 14204 716-886-2616	Yes	No	0

37	James L. Jackson	Community Action Org. of Erie County – Masten Office	735 Humboldt Pkwy. Buffalo, NY 14208 716-882-2055	Yes	No	0
38	Manager	Community Action Org. of Erie County – Lackawanna Office	273 Ridge Road Lackawanna, NY 14218 716-825-2147	Yes	No	0
39	Career Services	Connecticut School Broadcasting	611 Route 46W, Suite 102 Hasbrouck Heights, NJ 07604 201-288-5800	Yes	No	0
40	Career Services	Cornell University	<a href="mailto:career@cornell.edu">career@cornell.edu</a> 607-255-6384	Yes	No	0
41	Jesse L. Burnette, EEO Director	County of Erie, Div. of EEO	Rath Bldg., 95 Franklin St Buffalo, NY 14202 716-858-7542	Yes	No	0
42	Career Services	Daemen College – Career Development Office	Post on-line at <a href="http://www.collegecentral.com/daemen">www.collegecentral.com/daemen</a> 716-839-8334	Yes	No	0
43	Alissa Venturini, Manager	Dulski Community Services	<a href="mailto:aventurine@urbanctr.org">aventurine@urbanctr.org</a> 716-847-2860	Yes	No	0
44	Nancy Ann Schatzel, Secretary Career Services	D'Youville College	<a href="mailto:shatzeln@dyc.edu">shatzeln@dyc.edu</a> <a href="mailto:careerservices@dyc.edu">careerservices@dyc.edu</a> 716-829-8000	Yes	No	0
45		Erie County Legislature	<a href="http://92FranklinAvenue.com">92 Franklin Avenue #4</a> <a href="http://Buffalo.NY.14207.com">Buffalo, NY 14207</a> 716-854-0674	Yes	No	0
46	Employment Division – Human Service Center	Erie County Social Services	1500 Broadway Buffalo, NY 14212 716-891-2021	Yes	No	0
47	Employment Division – Human Service Center	Erie County Social Services (posts at Broadway office)	608 William Street Buffalo, NY 14206 716-858-8161	Yes	No	0
48	Director	Everywoman Opportunity Center, Inc. (forwards to Niagara Street and Sheridan Drive locations)	237 Main Street, Suite 330 Buffalo, NY 14203 716-847-1120 NOTE: This office forwards to other 2 locations	Yes	No	0
49	Manager	Everywoman Opportunity Center, Inc.	583 Niagara Street Buffalo, NY 14201 716-886-2050	Yes	No	0

50	Manager	Everywoman Opportunity Center, Inc.	2440 Sheridan Drive Tonawanda, NY 14150 716-837-2660	Yes	No	0
51	Cathy Petruccione	Finger Lakes Community College	<a href="mailto:petrucce@flcc.edu">petrucce@flcc.edu</a> 585-394-5005	Yes	No	0
52	Daniel Severson, Industry Outreach	Full Sail University	<a href="mailto:dseverson@fullsail.com">dseverson@fullsail.com</a> 800-226-7625	Yes	No	0
53	Career & Transfer Center	Genesee Community College	<a href="mailto:CTC@genesee.edu">CTC@genesee.edu</a> 585-345-6800	Yes	No	0
54	Manager	Gloria J. Parks Comm. Ctr.	3242 Main Street Buffalo, NY 14214 716-832-1010	Yes	No	0
55	Adam Goodman	Goods Entertainment	<a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a> 203-341-0111 800-867-9532	Yes	No	0
56	Carolyn Konopski, Administrative Director	Grand Island Chamber-Commerce	<a href="mailto:info@gichamber.org">info@gichamber.org</a> 716-773-3651	Yes	No	0
57	Ann J. Enger, Executive Dir.	Greater South Buffalo Chamber of Commerce	<a href="mailto:ann@southbuffalochamber.org">ann@southbuffalochamber.org</a> 716-824-9942	Yes	No	0
58	Career Development Office	Hilbert College	<a href="mailto:info@hilbert.edu">info@hilbert.edu</a> 716-649-7900	Yes	No	0
59	Dr. Eleanor Paterson, President	Hispanic Women's League	<a href="mailto:contact@hispanicwomensleague.com">contact@hispanicwomensleague.com</a>	Yes	No	0
60	Lourdes Iglesias, Executive Dir.	Hispanics United of Buffalo	254 Virginia Street Buffalo, NY 14201 716-856-7110	Yes	No	0
61	Career Development Office	Houghton College Buffalo	<a href="mailto:buffalo@houghton.edu">buffalo@houghton.edu</a> 716-674-6363	Yes	No	0
62	City Hall	Human Resource Dept. – Division of Employment	65 Niagara Square Buffalo, NY 14202 716-851-5407	Yes	No	0
63	Manager	International Institute	<a href="mailto:iib@iibuff.org">iib@iibuff.org</a> 716-883-1900	Yes	No	0
64	John Fracchia, Assistant Director for Employer Relations OR Cheryl Boyer	Ithaca College, Career Services	<a href="mailto:jfracchia@ithaca.edu">jfracchia@ithaca.edu</a> <a href="mailto:cboyer@ithaca.edu">cboyer@ithaca.edu</a> 607-274-3365	Yes	No	0

65	Career Services	ITT Technical Institute	<a href="mailto:PMietus@ITT-Tech.edu">PMietus@ITT-Tech.edu</a> 716-689-2200	Yes	No	0
66	Manager	James A. Dockery Community Center	800 Sycamore Street Buffalo, NY 14212 716-894-0561	Yes	No	0
67	JBC Placement	Jamestown Business College	<a href="mailto:placement@jamestownbusinesscollege.edu">placement@jamestownbusinesscollege.edu</a> 716-664-5100	Yes	No	0
68	Wendy Burns, Career Development Centers	Jamestown Community College	<a href="mailto:WendyBurns@mail.sunvicc.edu">WendyBurns@mail.sunvicc.edu</a> 716-338-1007	Yes	No	0
69	Pam Marin	Jewish Center of Greater Buffalo Inc.	<a href="mailto:PamMarin@JCCBuffalo.org">PamMarin@JCCBuffalo.org</a> 716-886-3145	Yes	No	0
70	Manager	Jewish Ctr. of Greater Buffalo, Inc.	2640 N. Forest Road Getzville, NY 14068 716-688-4033	Yes	No	0
71	D. Newkirk	Jewish Family Service of Buffalo & Erie County	<a href="mailto:DNewkirk@JFSBuffalo.org">DNewkirk@JFSBuffalo.org</a> 716-883-1914	Yes	No	0
72	Tracey M. Lukasik, Executive Director	Kenmore-Town of Tonawanda Chamber of Commerce	<a href="mailto:tracey@ken-ton.org">tracey@ken-ton.org</a> 716-874-1202	Yes	No	0
73	Manager	Lackawanna Area Chamber of Commerce	<a href="mailto:info@lackawannachamber.org">info@lackawannachamber.org</a> 716-823-8841	Yes	No	0
74	Manager	Latin American Cultural Association	<a href="mailto:lacanewyork@yahoo.com">lacanewyork@yahoo.com</a> 716-885-6343	Yes	No	0
75	Ron Beiter, Employer Relations Coordinator	Medaille College Office of Career Planning	<a href="mailto:Ronald.j.beiter@medaille.edu">Ronald.j.beiter@medaille.edu</a> <a href="mailto:ccullinan@medaille.edu">ccullinan@medaille.edu</a> 716-884-3411 X145	Yes	No	0
76	Frank B. Mesiah	NAACP	<a href="mailto:naacp@apollo3.com">naacp@apollo3.com</a> 716-884-7242	Yes	No	0
77	Tom Jamison	Native American Community Services of Erie and Niagara Counties	<a href="mailto:TJamison@NACSWNY.org">TJamison@NACSWNY.org</a> 716-874-4460 874-2797 X317	Yes	No	0
78	Manager	Neighborhood Information Center Inc.	1170 Broadway Buffalo, NY 14212 716-897-4100	Yes	No	0
79	Cathy Taylor, Administration	New School of Radio	<a href="mailto:admin@nsrt.org">admin@nsrt.org</a> 518-438-7682	Yes	No	0

80	Patricia Conway Wille	Niagara County Community College	<a href="mailto:ncceoc@niagaracc.suny.edu">ncceoc@niagaracc.suny.edu</a> 716-731-3271	Yes	No	0
81	Robert Swanson, Associated Director / Career Services	Niagara University	<a href="mailto:rps@niagara.edu">rps@niagara.edu</a> 716-285-1212	Yes	No	0
82	Lisa Snyder, Career Counselor	North Greenville College	<a href="mailto:Lisa.snyder@ngu.edu">Lisa.snyder@ngu.edu</a> 864-977-7137	Yes	No	0
83	Sandy Messineo - Administrator, NCSA Program	NYS Broadcasters Assn.	<a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a> 518-456-8888	Yes	No	0
84	Western New York Job Bank / JOBS Program	NYS Dept. of Labor	284 Main Street, 1 <sup>st</sup> Floor Buffalo, NY 14202 716-851-2694	Yes	No	0
85	Kathy Beckhorn, Business Svcs. Coordinator	Niagara's WorkSourceOne	<a href="mailto:Kathryn.Beckhorn@niagaracounty.com">Kathryn.Beckhorn@niagaracounty.com</a> 716-278-8258	Yes	No	0
86	Karen Bucolo Business Services Specialist	Niagara's WorkSourceOne One Stop Career Center	<a href="mailto:Karen.bucolo@niagaracounty.com">Karen.bucolo@niagaracounty.com</a> 716-278-8281	Yes	No	0
87	Jeff Kujawa, Director	Office of Urban Initiatives Inc.	<a href="mailto:jkujawa@buffalo.edu">jkujawa@buffalo.edu</a> 716-829-3489	Yes	No	0
88	Michael Patrick	Regent University	<a href="mailto:michpat@regent.edu">michpat@regent.edu</a> 757-226-4353	Yes	No	0
89	Cathy Slocum	RIT	<a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a> 585-475-2301	Yes	No	0
90	Mary Flaherty	Roberts Wesleyan	<a href="mailto:flahertyM@roberts.edu">flahertyM@roberts.edu</a> 585-594-6533	Yes	No	0
91	Sister M. Celeste O'Bryan	S. Buffalo Community Table	185 Southside Pkwy, PO Box 1067 Buffalo, NY 14220 716-822-3193	Yes	No	0
92	Darcy Kettle	Seneca Nation of Indians	<a href="mailto:darcy.kettle@sni.org">darcy.kettle@sni.org</a> 716-532-9221	Yes	No	0
93	Rochelle Pierce	SNASP Allegheny Reservation	<a href="mailto:RochellePierce@SNI.org">RochellePierce@SNI.org</a> 716-945-1790	Yes	No	0
94	Rolanda Geiogamah	SNI Employment & Training Cattaraugus Reservation	88 Iroquois Drive Irving, NY 14081 716-532-1033	Yes	No	0



95	Manager	South Buffalo Community Development Association	35 Cazenovia Pkwy. Buffalo, NY 14220 716-882-4532	Yes	No	0
96	Pamela Burdick, Career Counselor/Employer Relations Coordinator	St. Bonaventure University	<a href="mailto:pburdick@sbu.edu">pburdick@sbu.edu</a> 716-375-2099	Yes	No	0
97	Reverend	St. John Baptist Church	184 Goodell Street Buffalo, NY 14204 716-852-4504	Yes	No	0
98	Jill Wesley, Career Services	SUNY Brockport	<a href="mailto:jwesley@brockport.edu">jwesley@brockport.edu</a> 585-395-5422 Can post on-line at <a href="http://www.myinterfase.com/brockport/employer">www.myinterfase.com/brockport/employer</a>	Yes	No	0
99	Career Services	SUNY The College at Brockport	<a href="mailto:career@brockport.edu">career@brockport.edu</a> 585-395-2159 <a href="http://www.myinterfase.com/brockport/employer">www.myinterfase.com/brockport/employer</a>	Yes	No	0
100	Career Development Office	SUNY College at Fredonia	<a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a> 716-673-3327	Yes	No	0
101	Andrea DiGiorgio, Career Services	SUNY Geneseo	<a href="mailto:ses@geneseo.edu">ses@geneseo.edu</a> 585-245-5211	Yes	No	0
102	Sue Clayton, Recruiting Coordinator – Career Services	Syracuse University	<a href="mailto:srclay01@syr.edu">srclay01@syr.edu</a> <a href="mailto:scatanese@syr.edu">scatanese@syr.edu</a> 315-443-2009	Yes	No	0
103	Manager	The Buffalo Challenger Newspaper	1337 Jefferson Avenue Buffalo, NY 14208 716-897-0442	Yes	No	0
104	Chief Roger Hill	Tonawanda Band of Senecas	<a href="mailto:tonsenec@buffnet.net">tonsenec@buffnet.net</a> 716-542-4244	Yes	No	0
105	Manager	Tonawanda Indian Community House	372 Bloomingdale Road Akron, NY 14001 716-542-2481	Yes	No	0
106	Claire Darstein, Director of Career Center	Trocaire College	<a href="mailto:darsteinC@Trocaire.edu">darsteinC@Trocaire.edu</a> 716-827-2577	Yes	No	0
107	Karen Christie, Chief Community Engagement and Human Resources Officer	United Way of Buffalo & Erie County	<a href="mailto:Karen.christie@uwbec.org">Karen.christie@uwbec.org</a> 716-887-2656	Yes	No	0

108	Arlene Kaukus, Director and David Youhess / Career Services	University at Buffalo (SUNY)	<a href="mailto:jobs@buffalo.edu">jobs@buffalo.edu</a> <a href="mailto:davidyou@buffalo.edu">davidyou@buffalo.edu</a> 716-645-2231	Yes	No	0
109	Laurie Sanseri	University of Rochester	<a href="mailto:recruit@mail.rochester.edu">recruit@mail.rochester.edu</a> 585-275-2366	Yes	No	0
110	Deborah Handzlik, Director of Career Development	Villa Maria College	<a href="mailto:dhandzlik@villa.edu">dhandzlik@villa.edu</a> 716-896-0700	Yes	No	0
111	Frank Calieri, Executive Dir.	West Seneca Chamber of Commerce	<a href="mailto:Director@westseneca.org">Director@westseneca.org</a> 716-674-4000	Yes	No	0
112	Lucy Candelario, Executive Director	West Side Community Services	<a href="mailto:lcandelario@roadrunner.com">lcandelario@roadrunner.com</a> 716-884-6616	Yes	No	0
113	Delaware Family Branch	YMCA of Greater Buffalo	<a href="mailto:Nbonz@ymcabuffaloniagara.org">Nbonz@ymcabuffaloniagara.org</a> 716-875-1283	Yes	No	0
114	Ken-Ton Family Branch	YMCA of Greater Buffalo	<a href="mailto:mhilton@ymcabuffaloniagara.org">mhilton@ymcabuffaloniagara.org</a> 716-874-5051	Yes	No	0
115	Northeast Family Branch	YMCA of Greater Buffalo	<a href="mailto:cthorpe@ymcabuffaloniagara.org">cthorpe@ymcabuffaloniagara.org</a> 716-839-2543	Yes	No	0
116	Southtowns Family Branch	YMCA of Greater Buffalo	1620 Southwestern Blvd. West Seneca, NY 14224 716-662-9369	Yes	No	0
117	WEONA Resident	YMCA of Greater Buffalo	<a href="mailto:kromanowski@ymcabuffaloniagara.org">kromanowski@ymcabuffaloniagara.org</a> 716-565-6008	Yes	No	0
118	William-Emslie Family Branch	YMCA of Greater Buffalo	<a href="mailto:droberts@ymcabuffaloniagara.org">droberts@ymcabuffaloniagara.org</a> 716-845-5440	Yes	No	0
119	Manager	YWCA of the Tonawandas	49 Tremont North Tonawanda, NY 14120 716-692-5580	Yes	No	0
120	YWCA Early Center at the School House Commons	YWCA of Western New York	1005 Grand Street Buffalo, NY 14207 716-447-1494	Yes	No	0

#### COMPANY POSTINGS AND WEBSITES

121	Lynn Hooper / Avature	Entercom Corporate Website	<a href="http://www.entercom.com/careers">www.entercom.com/careers</a>	N/A	21
122	Lynn Hooper	Internal Postings/Current Employees	<a href="mailto:buffaloteam@entercom.com">buffaloteam@entercom.com</a>	N/A	14



<b>ADVERTISING</b>			
123	Linkedin.com	www.Linkedin.com/jobs	5
124	Indeed.com	Did not post there	7
125	Direct Employers Association	<a href="https://de.mix.org/pdfs/JobAlliancesList.pdf">https://de.mix.org/pdfs/JobAlliancesList.pdf</a>	0

<b>JOB FAIRS</b>			
126	SUNY Fredonia Job & Internship Expo	See Supplemental Outreach Initiative #5	0
127	Medaille College Job/Internship Fair	See Supplemental Outreach Initiative #8	0

<b>OTHER SOURCES</b>	
Employee Referrals	11
Client Referrals	3
Former Employees	1



### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Programs	Periodically throughout the year	Entercom Buffalo	Entercom Buffalo offers internships at the radio stations in our Sales, Promotions, Programming, and Engineering departments. All interns must be college students and receive college credit for the internships. Department heads oversee the internships to evaluate the interns and ensure they are receiving the proper education/training.	Program Directors Promotions Directors Sales Managers
2	Sales Training Program	Periodically throughout the year	Entercom Buffalo and online	New Entercom salespeople participate in Entercom's proprietary on-line sales training. Four (4) Account Executives graduated from this program during the annual reporting period.	Sales Managers Account Executives
3	On-Air EEO Policy and Invitation to Receive Job Openings	Weekly throughout the year	On-Air at Entercom Buffalo	Once a week, Entercom Buffalo airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Western New York area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	EEO Administrative Coordinator
4	Manager EEO Training	Periodically throughout the year	Entercom Buffalo	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
5	SUNY Fredonia Job & Internship Expo	3/7/18	SUNY Fredonia	Entercom Buffalo was represented at this college Job & Internship Fair attended by over 300 students. Our representative personally met with attendees that visited our booth, distributed job and internship opportunities within our organization, and interviewed many of the candidates.	Director of Sales Production Director
6	Programming & Production Class	3/26/18	SUNY Fredonia	Entercom Buffalo representative was guest speaker for this college class of 18 students. He spoke about sales and how sales and production departments work together in radio. Responsibilities of these departments were explained, as well as opportunities in radio for these and other positions.	Director of Sales
7	University at Buffalo Advertising Class	4/3/18	Entercom Buffalo	This college class of 13 students (and their instructor) attended a lecture about careers at Entercom Buffalo, and how to make radio advertising, and digital elements successful. Students also received a station tour where duties and responsibilities of each department were explained, and including a WKSE in-studio visit with an on-air personality.	Director of Sales On-Air Personality



8	Medaille College 28 <sup>h</sup> Annual Job/ Internship Fair	4/18/18	Medaille College	Entercom Buffalo was represented at the Medaille College Career & Internship Fair that was attended by over 150 students. Our representative personally met with attendees that visited our booth, distributed job and internship opportunities within our organization, and interviewed many of the candidates.	Director of Sales
9	Commercial Radio Programming & Production Class	Spring 2018	SUNY Fredonia	Entercom representatives instructed the Radio Programming and Production class at SUNY Fredonia during the spring 2018 semester. They covered topics such as: commercial production, speaking on air, sports production, radio news reporting and production, sales and marketing, the strengths of radio, and jingles.	Director of Production Production Manager News Director/Operations Mgr. Director of Sales Program Director Jingle Creator/Producer
10	Sweet Home High School Station Tour	4/26/18	Entercom Buffalo	This high school class of 23 students received a station tour including a description of each department's duties, and the many career opportunities with Entercom Buffalo.	Sports Announcer
11	SUNY Genesee Community College (GCC) Communications Class	5/1/18	SUNY Genesee Community College (GCC)	An Entercom representative was guest speaker at this college's Communications class of 10 students to discuss his experiences and career in radio. Discussion included an explanation of his and other radio positions, as well as Entercom career opportunities.	Director of Production
12	EEO Breakfast	6/12/18	Entercom Buffalo	Entercom Buffalo hosted a breakfast for our EEO Recruitment Source contacts. A manager discussed the opportunities available and provided an overview on specific departments. A station tour was provided. Two recruitment contacts participated. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Director of Sales
13	Medaille College Panel Discussion	11/7/18	Medaille College	An Entercom Buffalo representative was a "Baby Boomer" panel member for the college's panel discussion on "The Different Needs and Styles of Generations in the Workplace." The panel discussion was also featured in an article in the college's Alumni Paper.	Director of Sales

