

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM NEW YORK**

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

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Unit Members, Community of License: WCBS-AM WINS-AM WCBS-FM WFAN-AM WFAN-FM WNEW-FM WLNY-FM	Telephone Number: 212-352-2400	E-mail Address: Susan.Larkin@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	General Sales Manager	Industry Referral	1-15 Plus 158
B	Account Executive	Employee Referral	1-15 Plus 158
C	Director, Digital Content	Direct Sourcing	CONFIDENTIAL
D	Accountant	Indeed	1-14 Plus 158



E	Account Executive	Direct Sourcing	1-15 Plus 158
F	Sales Assistant	Employee Referral	1-15 Plus 158
G	Sales Assistant	LinkedIn.com	1-15 Plus 158
H	VP, Programming	Direct Sourcing	CONFIDENTIAL
I	Sales Assistant	Entercom.com	1-15 Plus 158
J	General Sales Manager	Direct Sourcing	1-15 Plus 158
K	Continuity Director	Entercom.com	1-14 Plus 158
L	On Air Personality	Entercom.com	1-14 Plus 158
M	Digital Content Producer	Entercom.com	1-14 Plus 158
N	Imaging Director	Entercom.com	1-14 Plus 158
O	On Air Personality	Direct Sourcing	1-14 Plus 158
P	Sales Assistant	Entercom.com	1-15 Plus 158



Q	Digital Project Manager	Current Employee (PT to FT)	1-14 Plus 158
R	Account Executive	Entercom.com	1-15 Plus 158
S	Sales Assistant	Entercom.com	1-15 Plus 158
T	Sales Assistant	Enterccom.com	1-15 Plus 158
U	Sales Assistant	Entercom.com	1-15 Plus 158
V	Account Executive	Direct Sourcing	1-15 Plus 158
W	Promotion Coordinator	Current Employee	1-14 Plus 158
X	General Sales Manager	Direct Sourcing	1-15 Plus 158
Y	Account Executive	Direct Sourcing	1-15 Plus 158
Z	Account Executive	Direct Sourcing	1-15 Plus 158
AA	On Air Personality	Direct Sourcing	1.14 Plus 158
BB	Account Executive	Entercom.com	1-15 Plus 158

CC	Sales Assistant	Indeed.com	1-14 Plus 158
DD	Digital Content Producer	Entercom.com	1-15 Plus 158
EE	Mets Play by Play Announcer	Direct Sourcing	CONFIDENTIAL
FF	Account Executive	Employee Referral	1-15 Plus 158
GG	Account Executive	LinkedIn.com	1-15 Plus 158



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	Bronxnet	Marissa White	250 Bedford Park Blvd. Bronx, NY 10468 marisa@bronxnet.org	Yes	No	0
2	Career Services Network	Rita Shabot	379 Kings Highway Brooklyn, NY 11223 rchristian@ccny.cuny.edu	No	Yes	0
3	Chinese American Planning Council	Vicki Wong	165 Eldridge Street 2 nd FL. New York , NY 10002 vwong@cpc-nyc.org	Yes	No	0
4	Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112 Sandra.rice@nbcuni.com	Yes	No	0
5	NAACP	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018 nysnaacp@aol.com	Yes	No	0
6	National Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469 dcoleman@nyul.org	Yes	No	0



7	Project Ezra	Leora Cohen/Jeff Mendelson	95 Cedar Lane Englewood, NJ 07631 leora@ezrah.org	Yes	No	0
8	Statewide Hispanic Chamber of Commerce of NJ	Erica Horton	One Gateway Center Suite 903 Newark, NJ 07102 changgers@shccnj.org	Yes	No	0
9	The Career Center- City College of NY	Rhea Christian	North Academic Center Room 1/116 160 Covenant Avenue New York, NY 10031 rchristian@ccny.cuny.edu	No	Yes	0
10	The Harlem Business Alliance	Regina Smith	275 Lenox Avenue New York, NY 10027 rsmith@hbany.org	Yes	No	0
11	The NY Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	Yes	No	0

COMPANY POSTINGS AND WEBSITES					
12	EEO Coordinator	Entercom Corporate Website	www.entercom.com/careers	N/A	126

ADVERTISING					
13	Indeed.com				11
14	LinkedIn.com				12
15	The Employment Unit distributed notice to the sources listed here https://de.nlx.org/pdfs/JobAlliancesList.pdf and on pages 10 – 14 below. Note that this list may change from time to time.				

JOB FAIRS					
	IRTS Multicultural Career Workshop		See Supplemental Initiative #10		0
	Penn State "Success in the City"		See Supplemental Initiative #6		0

OTHER SOURCES					
	Current Employee				17
	Direct Sourcing				36
	Employee Referral				9
	Industry Referral				16



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Ongoing	Entercom New York	Entercom New York provided college students with an educational experience tailored to their interests and career aspirations in broadcasting. The paid internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions, digital media and sales.	Director, News Programming Director, Digital Content Sales Manager Marketing Manager Director, Human Resources
2	On-Air EEO Policy & Invitation to Receive Job Openings	Ongoing	Entercom New York	Once a week, Entercom New York airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the New York area of Entercom's EEO policy and invite all organizations to be a part of our recruitment efforts.	Program Director Traffic Manager Production Director
3	Station Tours	Ongoing	Entercom New York	Entercom New York provides scheduled tours to organizations interested in the broadcast industry. During these tours, guests are shown studios and offices and are provided an opportunity to ask questions about the industry or careers in broadcasting.	Sales Managers Account Executives Program & News Directors Assistant Program Directors HR Director Promotion Manager
4	Participation in Job Path Program, New York, NY	Ongoing	New York, NY	Entercom New York works with Job Path, a nonprofit organization based in New York City, which supports people with developmental disabilities. Job Path helps people with developmental disabilities find and excel in mainstream jobs. During this reporting period, Entercom New York continues to employ 1 person through Job Path to work on a part time basis in our New York broadcast facility.	Entercom New York
5	Marist College Career Consultation Day	03/07/18	Poughkeepsie, NY	Entercom New York participated in this Career Consultation Day. It was an open forum for students to seek career advice and ask questions about the broadcasting industry and the company. A General Sales Manager attended this event and spoke to 40+ students.	General Sales Manager
6	Penn State Success in the City	04/06/18	New York, NY	Entercom New York participated in this event on behalf of the Employment Unit, speaking to students about current openings and internships and educating students about careers in radio broadcasting.	Assistant Program Director

7	Conclave Learning Conference	07/25/18 to 07/27/18	Minneapolis, MN	Entercom New York participated in the Conclave Learning Conference. The conference provides educational sessions from the nation's top radio professionals and unparalleled networking opportunities for those interested in a career in radio broadcasting with attendees from across the country. A Senior Vice President of Programming participated as a panelist at the conference.	Senior Vice President, Programming
8	Excellence in Journalism Conference	09/27/18 – 09/29/18	Baltimore, MD	Entercom New York participated in this conference, organized by the Society of Professional Journalists and the Radio Television Digital News Association (RTDNA). Industry professionals and students from around the United States interested in careers in journalism attended the conference. A Director, News Programming (and RTDNA Board Member) participated on a panel.	Director, News Programming
9	Nassau Community College Educational Radio Conference	11/10/18	Garden City, NY	Entercom New York participated in this Intercollegiate Broadcasting Conference, dedicated to the development of future broadcasters in America. An On Air personality and a News/Sports Reporter spoke at the conference geared to High School and College Students.	On Air Personality News/Sports Reporter
10	IRTS Multicultural Career Workshop	11/30/2018	New York, NY	Entercom New York participated in this career workshop hosted by the IRTS Foundation. Regional HR Director & Recruiting Manager spoke to 100+ college students and recent college graduates from across the country about radio and broadcasting careers. Students received valuable advice on how to move ahead with their job searches and learned about available opportunities within Entercom New York.	Regional HR Director Recruiting Manager

DirectEmployers Association

(We contract with DirectEmployees Association to list our postings with the following Recruitment Sources.)

DIVERSITY SITES

Bosma Enterprises	http://bosma.jobs/ (Indiana Located Jobs Only)
Campus Pride	http://campuspride.jobs
Deaf To Work	http://deaftowork.jobs/
Easter Seals	http://easterseals.jobs/
Enable America	http://enableamerica.jobs
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs & Indiana Locations Only)
Land A Job	http://jobs.landajob.org/
Women For Hire	http://jobs.womenforhire.com/
Maryland Works, Inc	http://mdworks.jobs/ (Maryland Located Jobs Only)
National Multiple Sclerosis Society	http://nationalmssociety.jobs/ (DE Member Jobs Only)
Options Unlimited Inc.	http://optionsunlimitedinc.jobs/ (Louisville, KY Located Jobs Only)
Quest	http://questinc.jobs/ (Entry Level & Orlando, FL Located Jobs Only)
United Spinal Association	http://spinalcord.jobs/
The Career Index Plus	http://thecareerindex.com
Way Finders Careers	http://wayfinderscareers.com/
Workforce Recruitment Program	http://wrp.jobs/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
Diversityjobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
Our Ability	http://www.ourability.com/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Think Beyond The Label	http://www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
African American	https://africanamerican.dejobs.org/
Asian American	https://asianamerican.dejobs.org/
DirectEmployers Disability	https://disability.dejobs.org
Disabled Veterans	https://disabledveterans.dejobs.org/



DirectEmployers Diversity	https://diversity.dejobs.org
Hispanic American	https://hispanicamerican.dejobs.org/
Latino American	https://latinoamerican.dejobs.org/
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
Women	https://women.dejobs.org/
Allsup Employment Services	jobs/?vs=553&utm_source=Allsup-

MILITARY NETWORK SITES

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
Connecting Colorado	http://coworkforce-veterans.jobs
DirectEmployers Veterans	https://veterans.dejobs.org
KansasWorks Veterans	http://kansasworks-veterans.jobs/
MarineGigs.com	http://www.marinegigs.com/ (DE Member Jobs Only)
MarineJobsite.com	http://www.marinesjobsite.com/ (DE Member Jobs Only)
Mass Veterans	http://mass-veterans.jobs/
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	http://militaryspouseconnection.jobs
MilitaryGigs.com	http://www.militarygigs.com/ (DE Member Jobs Only)
MO Veterans	http://mo-veterans.jobs/
MOC2SOC	https://www.moc2soc.com
MontanaWorks	http://workinmontana-veterans.jobs/
Nevada Veterans	http://employnevadavets.jobs/
NYWorks Veterans	http://nyworks-veterans.jobs/
NYWorks Veterans	http://nyworks-veterans.jobs/
Representatives (LVERS & DVOP's)	Jobs also appear on https://veterans.usnlx.com
Save Our Veterans	http://board.jobcentral.com/saveourveterans
SCWorks	http://SCWorks-veterans.jobs/
SDWorks Veterans	http://sdworks-veterans.jobs/
Student Veterans Of America	http://studentveteransofamerica.jobs
US Military Pipeline	https://usmilitarypipeline.com/
USA Cares	https://careers.usacares.org/
Vet720.com	http://vet720.com/vetjobs720/directjobsdatabase.aspx
VetCentral /Local Veteran	Jobs are emailed by geographic location, consult your OFCCP
Veteran's Enterprise	http://www.veteransenterprise.com/index.php/career-opportunities
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)



Veterans Job Bank	https://www.vets.gov/employment/job-seekers/search-jobs
WorkInIllinois Veterans	http://workinillinois-veterans.jobs/
WorkInIllinois Veterans	http://workinillinois-veterans.jobs/
WorkInIowa Veterans	http://workiniowa-veterans.jobs/
WorkInIowa Veterans	http://workiniowa-veterans.jobs/
WorkInOregon Veterans	http://workinoregon-veterans.jobs/
WorkInOregon Veterans	http://workinoregon-veterans.jobs/
WorkInTexas Veterans	http://workintexas-veterans.jobs/
WorkInTexas Veterans	http://workintexas-veterans.jobs/

FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	http://www.careeronestop.org/JobSearch/JobSearch.aspx
My Next Move for Veterans	http://www.mynextmove.org/vets/find/browse?c=0
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org

STATE GOVERNMENT SITES

State of Alabama	https://joblink.alabama.gov/ada/
State of Alaska	http://www.jobs.state.ak.us/jobseeker.htm
State of Arizona	https://www.azjobconnection.gov/ada/r/
State of Arkansas	https://www.arjoblink.arkansas.gov/ada/
State of California	http://www.caljobs.ca.gov/
State of Colorado	http://www.connectingcolorado.com/
State of Connecticut	https://www.cthires.com/vosnet/Default.aspx
State of Delaware	https://joblink.delaware.gov/ada/
District of Columbia	https://www.dcnetworks.org/vosnet/Default.aspx
State of Florida	https://www.employflorida.com/vosnet/Default.aspx
State of Georgia	http://employgeorgia.com/
Guam Job Bank	https://www.hireguam.com/vosnet/Default.aspx
State of Hawaii	https://www.hirenethawaii.com/vosnet/Default.aspx
State of Idaho	http://labor.idaho.gov/
State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www1.iowajobs.org/jobs/login.seek
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	http://kcc.ky.gov/
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	http://www.mainecareercenter.com/



State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.detma.org/JobQuest/Default.aspx
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://jobs.mt.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	http://nevada.us.jobs/
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	http://careerconnections.nj.gov/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	http://newyork.us.jobs/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://ohiomeansjobs.com/omj/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	http://puertorico.us.jobs/
State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	http://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://wit.twc.state.tx.us/
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://seeker.worksourcewa.com/
State of West Virginia	http://www.wvcommerce.org/business/workforcewv/default.aspx
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

Azuna	https://www.adzuna.com/ (UK and Canada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
Career Bliss	http://www.careerbliss.com/jobs/
Flexjobs	https://www.flexjobs.com (only remote positions)
Internships	https://internships.dejobs.org/



Info.com	http://info.com/
Jobalot	http://www.jobalot.com/
Job Inventory	http://www.jobinventory.com/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
Mitula	http://www.mitula.com/
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
St. Christopher Parish	http://jobs.saintchristopherparish.org/
TalentPlanet	http://talentplanet.com/index.php
Trovit	http://job.trovit.com/
Universal Technical Institute	http://uti.jobs/ (Automotive Industry Related Job Content)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/