

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM PHILADELPHIA**

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

Employment Unit: Entercom License, LLC	Address: KYW(AM) 1555 Hamilton Street, 6 th Floor, Philadelphia, PA 19106 WBEB(FM) 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004 WIP(FM) 400 Market Street, 9 th Floor, Philadelphia, PA 19106 WOGL(FM) 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004 WPHT(AM) 400 Market Street, 10 th Floor, Philadelphia, PA 19106 WTDY(FM) 555 City Avenue, Suite 333, Bala Cynwyd, PA 19004	Contact Person/Title: David Yadgaroff SVP/Market Manager
Unit Members, Community of License: KYW(AM) WBEB(FM)* WIP(FM) WOGL(FM) WPHT(AM) WTDY(FM) WXTU(FM)+	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	KYW-AM Sales Assistant	Current Employee (PT to FT) Philadelphia Team	1-8
B	+WXTU-FM Producer	Entercom.com	1-8
C	+WXTU-FM Account Executive	Entercom.com	1-8
D	WOGL-FM Sales Assistant	Current Employee (PT to FT) Philadelphia Team	1-8
E	WTDY-FM Sales Assistant	Current Employee (PT to FT) Philadelphia Team	1-8



F	KYW-AM Staff Accountant	Entercom.com	1-8
G	WIP-FM Sales Assistant	Employee Referral	1-8
H	WTDY-FM Account Executive	Entercom.com	1-8
I	WPHT-AM Producer	Entercom.com	1-8
J	WPHT-AM Sales Assistant	Current Employee (PT to FT) Philadelphia Team	1-8
K	WPHT-AM Continuity Director	Current Employee (PT to FT) Philadelphia Team	1-8
L	WIP-FM Reporter	Entercom.com	1-8
M	KYW-AM Program Director	Entercom.com	1-8
N	*WBEB-FM General Sales Manager	Employee Referral	Confidential Search
O	WPHT-AM Account Executive-10/02/2018	Entercom.com	1-8
P	WTDY-FM Talent	Entercom.com	1-8
Q	WTDY-FM Talent	Entercom.com	1-8



R	KYW-AM News Director	Internal Posting	4-8
S	KYW-AM Marketing Director	Entercom.com	4-8
T	KYW-AM Graphic Designer	Entercom.com	6-8
U	WOGL-FM-Talent	Employee Referral	1-8



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	Louis Kelley	Concillio	141 East Hunting Park Avenue, Philadelphia, PA 19124	Yes	No	0
2	Joe West	Team Career Link	5847 Germantown Avenue, Philadelphia, PA 19144	Yes	No	0
3	Mike Caputo	Delaware County Office of Employment & Training	1570 Garrett Road, Upper Darby, PA 19082	Yes	No	0
4	Customer Service	PA Careerlink	www.pacareerlink.state.pa.us	Yes	No	0
5	Career Services	Temple University-Lew Klein College of Media and Communications	kleincareers@temple.edu	Yes	No	0

COMPANY POSTINGS AND WEBSITES

6	Human Resources Manager	Entercom Website	www.entercom.com/careers	93
7	Human Resources Manager	Philadelphia Team (Current Employees)	PHILADELPHIATEAM@entercom.com	45

ADVERTISING

8	Direct Employers Association	In general, the Employment Unit uses recruitment software that distributed notice to the sources listed here https://de.nlx.org/pdfs/JobAlliancesList.pdf . Note that this list may change from time to time.	0
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JOB FAIRS

Klein College Internship & Career Fair at Temple University	Refer to Supplemental Recruitment #5	0
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OTHER SOURCES

Employee Referral	4
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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Ongoing	KYW-AM WBEB-FM WIP-FM WOGL-FM WPHT-AM WTDY-FM	During this reporting period, the Employment Unit provided 2 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.	General Sales Manager Marketing Director Promotions Director Chief Engineer
2	Compliance Training	Ongoing	Philadelphia, PA Bala Cynwyd, PA	Employment Unit employees, including management-level personnel, participate in the Corporation's Compliance Training Program, which includes online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination.	All full time employees including management-level personnel.
3	On-Air EEO Policy & Invitation to Receive Job Openings	Ongoing	Entercom Philadelphia	Once a week, Entercom Philadelphia airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Philadelphia area of Entercom's EEO policy and invite all organizations to be a part of our recruitment efforts.	Program Director Traffic Manager Production Director
4	52 nd Annual News Studies Program	10/13/18 10/20/18 10/27/18 11/10/18 12/1/18	1555 Hamilton Street, 6 th Floor and Temple University Baptist Temple Philadelphia, PA	The Employment Unit participated in the 52 nd 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.	Director of News & Programming, Program Director, News Director, Director-Social Media, Newsroom Staff, Newsroom Operations Coordinator, Air Talent, Promotions Directors, Digital Video Producer and Local Sales Manager
5	Klein College of Media & Communication Internship & Career Fair at Temple University	02/13/2019	Howard Gittis Student Center Room 200 1755 N. 13 th Street, Philadelphia, PA	The Employment Unit Personnel with substantial responsibility in making hiring decisions participated in the Temple University Career Fair on February 13, 2019. Information about current job postings and upcoming internship opportunities were discussed. Resumes were also accepted for various positions at the event.	Human Resources Manager
6	National Electric Media Association of Villanova University	03/08/2019	Cinema Room, Villanova University 800 E. Lancaster Avenue, Villanova, PA	Program Directors in the Employment Unit were panelists at the National Electric Media Associations panel discussion on commercial radio during the organization's annual convention. They spoke on the topic of radio being one of the most popular mediums in the industry. They also answered student's questions and offered career advice.	Program Directors – KYW-AM/WIP-FM/WPHT-AM

