

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM CHICAGO**

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

Employment Unit: Entercom License, LLC	Address: Entercom Chicago 180 N Stetson Ave, Suite 1000 Chicago, IL 60601	Contact Person/Title: Jimmy de Castro Senior Vice President/Market Manager
Unit Members, Community of License: WBBM-AM, Chicago, IL WBBM-FM, Chicago, IL WBMX-FM, Chicago, IL WCFS-FM, Elmwood Park, IL WSCR-AM, Chicago, IL WUSN-FM, Chicago, IL WXRT-FM, Chicago, IL	Telephone Number: 312-649-0099	E-mail Address: jimmy.decastro@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	1-64
B	Account Manager	Current Employee (PT to FT)	1-64
C	Operations Assistant	Current Employee (PT to FT)	61
D	Receptionist	Entercom.com	1-64



E	Account Manager	Current Employee (PT to FT)	61
F	Digital Project Manager	Employee Referral	1-64
H	Digital Sales Manager	Direct Sourcing	1-64
I	Account Executive	Employee Referral	1-64
J	Senior Account Executive	Direct Sourcing	1-64
K	Market Traffic Manager	Employee Referral	1-64
L	Account Manager	Current Employee (PT to FT)	1-64
M	Account Manager	Employee Referral	1-64



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	Ivan Li	Asian Human Services	4753 Broadway, Suite 700, Chicago, IL 60640 773/728-2235, lli@ahschicago.org	YES	NO	0
2	Pamela Valenzuela	Association for Women in Communication	3337 Duke Street, Alexandria, VA 22314 703/370-7436 info@womcom.org	YES	NO	0
3	Johnna Adam	Augustana College	639 38 th Street, Rock Island, IL 61201 309/794-7338 careerdevelopment@augustana.edu	YES	NO	0
4	Director	Aurora University	347 S Gladstone Ave, Aurora, IL 60506 630/844-5463 career@aurora.edu	YES	NO	0
5	Ed Garcia	Back of the Yards Neighborhood Council	1751 W 47 th Street Chicago, IL 60609 773/523-4416 community@bync.org	YES	NO	0
6	John Darnell	Benedictine University	5700 College Rd, Lisle, IL 60532 630/829-6040, career@ben.edu	YES	NO	0
7	Lo Jelks	Black College Radio Organization	PO Box 3191, Atlanta, GA 30302 404/523-6136 BCRMail@aol.com	YES	NO	0
8	Suzanne Krupica	Blackburn College	700 College Ave, Carlinville, IL 62626 217/854-3231 suzanne.krupica@blackburn.edu	YES	NO	0
9	Janet Pesek	Bradley University	1501 W Bradley Ave, Burgess Hall, 1 st Fl, Peoria, IL 61625, 309/677-2513 jpesek@fsmail.bradley.edu	YES	NO	0
10	Sokhom Nuth	Cambodian Association of Illinois	2831 W Lawrence Ave, Chicago, IL 60625	YES	NO	0
11	Maurine Cody	Catholic Charities	4802 N Broadway, Suite 205, Chicago, IL 60640 773/409-4996 mcody@catholiccharities.net	YES	NO	0



12	Kim Tran	Chicago Asian American Journalists Association	PO Box 577639, Chicago, IL 60657 chiaaja@yahoo.com	YES	NO	0
13	Tangee Jenkins	Chicago State University	9501 S King Dr, Suite 230, Chicago IL 773/995-2327 careers4u@csu.edu	YES	NO	0
14	Clayton Pryor	Chicago Urban League	4510 S Michigan Ave, Chicago, IL 60653 773/285-5800, cpryor@chicagourbanleague.org	YES	NO	0
15	Aaron Wissmann	City Colleges of Chicago	226 W Jackson, Chicago, IL 60606 312/553-3381 awissmann@ccc.edu	YES	NO	0
16	Valerie Robbins	Columbia College Chicago	33 E Congress, Chicago, IL 60605 vrobbs@colum.edu	YES	NO	0
17	Jennifer Halperin	Columbia College Journalism Department	33 E Congress, Chicago, IL 60605 312/369-8994 jhalperin@colum.edu	YES	NO	0
18	Jerry Pinotti	Concordia University	7400 Augusta Street, River Forest, IL 60305 708/209-3033, career.services@CUChicago.edu	YES	NO	0
19	Employer Relations	DePaul University	1 E Jackson, Ste 9500, Chicago, IL 60604 312/362-5874 recruitstudents@depaul.edu	YES	NO	0
20	Jose Garcia	Dominican University	7900 W Division St, River Forest, IL 60305 708/524-6567 careers@dom.edu	YES	NO	0
21	Afrees Williams	Eastern Illinois University	1301 Human Services Center, Charleston, IL 61920 217/581-2412 afreeswilliams@eiu.edu	YES	NO	0
22	Deb Berger	Goodwill Workforce Connection Center – Lombard	351 East Roosevelt Rd (IL Route 38), Lombard, IL 60148 630/576-4662 deb.berger@goodwillchicago.com	NO	YES	0
23	Dennis Lyle	Illinois Broadcasters Association	200 Missouri Ave, Carterville, IL 62918 618/985-5555 iba@ilba.org	YES	NO	0
24	Susie Drake	Illinois College	1101 West College Ave, Jacksonville, IL 62650 217/245-3041 sdrake@ic.edu	YES	NO	0
25	Sheena Parker-Allen	Illinois Department of Employment Security – Burbank Office	708/458-0500 x 237 Sheena.parker@illinois.gov	NO	YES	0
26	Francesca Muller	Illinois Media School	55 W 22 nd Street, #240, Lombard, IL 60148 630/916-1700, fmuller@beonair.com	YES	NO	0
27	Warren Kistner	Illinois Wesleyan University	1312 Park St, Bloomington, IL 61701 309/556-1000 wkistner@iwu.edu	YES	NO	0

28	Career Services	Kendall College	900 N Branch Street, Chicago, IL 60622 312/752-2012 careerservicesgroup@kendall.edu	YES	NO	0
29	Terrie Saline	Knox College	2 E South St, Galesburg, IL 61401 309/341-7436 careers@knox.edu	YES	NO	0
30	Helene Degross	Lake Forest College	555 N Sheridan Rd, Lake Forest, IL 60045 847/234-3100 degross@lakeforest.edu	YES	NO	0
31	Career Services	Lewis University	1 University Parkway, Romeoville, IL 60466 815/836-5282, careerservices@lewisu.edu	YES	NO	0
32	Laura Mael	Madison Media Institute	2702 Agriculture Dr, Madison, WI 53718 608/237-8342 careers@mediainstitute.edu	YES	NO	0
33	Jim O'Brien	Medill School of Journalism	1845 Sheridan Rd, Evanston, IL 60208 847/491-5634 j-obrien@northwestern.edu	YES	NO	0
34	Terry Harper	Missouri Broadcasters Association	1025 Northeast Drive Jefferson City, MO 65109 573/636-6692 tharper@mbaweb.org	YES	NO	0
35	Patrick Friedline	Moody Bible Institute	820 N LaSalle, Chicago, IL 60610 312/329-4414 careerdev@moody.org	YES	NO	0
36	Donna Claxton	National Able Network Inc	567 W Lake St, Suite 1150, Chicago, IL 60661 312-994-4267 dclaxton@nationalable.org	YES	NO	0
37	Roy Jay	National Alliance of African American Chambers	4300 NE Fremont St, Suite 220, Portland OR 503/231-2571, roy@africanamericanchamberofcommerce.com	YES	NO	0
38	Brenda Rivas	National Hispanic Media Coalition	55 S Grand Ave, Pasadena, CA 91105 626/792-6462 brivas@nhmc.org	YES	NO	0
39	Jacqueline Porter	National Latino Education Institute	2011 Pershing Road, Chicago, IL 60609 773/247-0707 x213 jporter@nlei.org	YES	NO	0
40	Veronica Lopez	National Latino Education Institute	773/247-0707 x 218 vlopez@nlei.org	NO	YES	0
41	Sachelle Brooks	National Lesbian & Gay Journalists Association	2120 L Street, Suite 850 Washington, DC 20037 202/588-9888, sachelle@nljia.org	YES	NO	0
42	Career Services	Northeastern Illinois University	5500 N Louis Ave, Chicago, IL 60625 Career-services@nciu.edu	YES	NO	0
43	Amy Buoscio	Northwestern Business College	7725 S Harlem Avenue, Bridgeview, IL 60455 708/237-5000 x2630 abuoscio@nc.edu	YES	NO	0
44	Greg Norton	Northwestern Business College	4839 Milwaukee Ave, Chicago, IL 60630 773/777-4220 x2203 gnorton@nc.edu	YES	NO	0

45	Heather Trulock/Mandi Glowen	Northwestern University of Communication	2400 Campus Drive, Room 1-184 Evanston, IL 60208 847/467-4024 epics@northwestern.edu	YES	NO	0
46	Woon Wah Siu	OCA – Greater Chicago Chapter	P.O. Box 365, Chicago, IL 60690 312/458-0832, ocachicago@yahoo.com	YES	NO	0
47	Herman Jackson	Pyramid Partnership	3057 N Lincoln Ave, Chicago, IL 60657 773/975-9898, hjackson@pyramid-pci.com	YES	NO	0
48	Joe Deschler	Radio 1 Broadcast School	700 3 rd Street N, LL7, LaCrosse, WI 54601 800/889-2221 director@radio1school.com	YES	NO	0
49	Marjorie McKinnon-Price	Rainbow Push Coalition	930 E 50 th Street, Chicago, IL 60615 773/373-3366 mmckinnonprice@rainbowpush.org	YES	NO	0
50	Bonnie Boersma	Robert Morris University	401 S State St, Chicago, IL 60605 312/935-4422 careerservices@robertmorris.edu	YES	NO	0
51	Christopher Willis	Roosevelt University	430 S Michigan Ave, Chicago, IL 60605 312/341-3560 careersdt@roosevelt.edu	YES	NO	0
52	Mary Fitzpatrick	Saint Xavier University	3700 West 103 rd Street, Chicago, IL 60655 773/298-3132, fitzpatrick@sxu.edu	YES	NO	0
53	Susan Seibert	Southern Illinois University-Edwardsville	Campus Box 1620, SIUE Edwardsville, IL 63026 618/650-3656 careerdevelopment@siue.edu	YES	NO	0
54	Sheila Perkins	The Chicago Lighthouse	1850 W Roosevelt Rd, Chicago, IL 60608 312/997-3647 sheila.perkins@chicagolighthouse.org	YES	NO	0
55	Scott McWilliams	The Freeform Radio Initiative, Inc	PO Box 530369, Miami, FL 33153 305/433-5092, leads@freeformradio.org	NO	YES	0
56	Bob Roberts	The Job File	815 Long Rd, Glenview, IL 60025 847/729-6397 borowmaq@aol.com	YES	NO	0
57	Julie Troik	Triton College	2000 Fifth Avenue, River Grove, IL 60171 708/456-0300 careerservices@triton.edu	YES	NO	0
58	Student Affairs	University of Illinois at Springfield	One University Plaza, Student Affairs Building, Room 50, Springfield, IL 62703 217/206-6508 employerrelations@uis.edu	YES	NO	0
59	Dr. Sharon Evans	Western Illinois University	1 University Cr, Salle Halle 324 Macomb, IL 60145 309/298-1098, SA-evans@wiu.edu	YES	NO	0
60	Deb Lesser	WZND Radio at Illinois State University	Illinois State University Campus, Box 4481, Normal, IL 61790 309/438-7409 dlesse@ilst.edu	YES	NO	0

COMPANY POSTINGS AND WEBSITES				
61	EEO Coordinator	Entercom Corporate Website	www.entercom.com/careers	18

ADVERTISING				
62	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0
63	Indeed	www.indeed.com		5
64	On Air Radio Ads	Entercom Chicago Radio Advertising: WBBM-AM, WBBM-FM, WBMX-FM, WCFS-FM, WSCR-AM, WUSN-FM, WXRT-FM		0

JOB FAIRS			
City Career Fair	Supplemental Recruitment Initiative #4		0
NAB National Job Fair	Supplemental Recruitment Initiative #6		0
City Career Fair	Supplemental Recruitment Initiative #7		0
NAHJ/NABJ Journalism Joint Job Fair	Supplemental Recruitment Initiative #8		0

OTHER SOURCES	
Current Employees	20
Direct Sourcing	2
Employee Referral	7
Industry Referral	1

Total # of New Interviewees Referred	53
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3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom Chicago	The websites for each of the stations in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting.	EEO Coordinator
2	DirectEmployers Association	Periodically throughout the year	Entercom Chicago	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the DirectEmployers Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes participation of women and minorities, veterans and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	EEO Coordinator
3	On-Air EEO Policy and Invitation to Receive Job Openings	Ongoing	Entercom Chicago	Once a week, Entercom Chicago airs recruitment advertisements on all stations. Seeking applicants across all departments. Advertisements inform the Chicago area of Entercom's EEO policy and invite all organization to be part of our recruitment process.	Program Director Production Traffic Manager Human Resources Coordinator
4	City Career Fair Diversity Employment Day	9/11/2018	Chicago, IL	Entercom Chicago participated in the City Career Fair. The Human Resources Manager and Sales Managers, represented our stations, greeted job seekers and handed out station information along with a list of current job openings, as well as answered questions about job opportunities in radio.	Human Resources Coordinator
5	Chicago Public Schools/CTE Job Shadow Day	12/5/18	Entercom Chicago	2 students from the Chicago Public Schools toured our stations and shadowed employees of Entercom Chicago. Employees spoke to students about their respective jobs at Entercom Chicago and answered student questions about careers in radio and journalism and opportunities with Entercom.	News Director News Editor
6	NAB National Job Fair	4/9/2019	Las Vegas, NV	Entercom attended the national industry wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed careers in radio at Entercom.	HR Administrator



7	City Career Fair Diversity Employment Day	4/18/2019	Chicago, IL	Entercom Chicago participated in the City Career Fair. The Human Resources Manager and Sales Managers, represented our stations, greeted job seekers and handed out station information along with a list of current job openings, as well as answered questions about job opportunities in radio.	Human Resources Coordinator Sales Manager News Director Director of Marketing
8	NAHJ/NABJ Journalism Joint Job Fair	5/4/2019	Chicago, IL	Entercom Chicago participated in the National Association of Hispanic Journalists and National Association of Black Journalists Journalism Joint Job Fair. The News Director, represented our stations, greeted job seekers and handed out station information along with a list of current job openings, as well as answered questions about job opportunities in radio.	News Director

