

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM BOSTON**

**This report covers full-time vacancy recruitment for the period of December 1, 2018 through November 30, 2019**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom Boston 83 Leo M. Birmingham Parkway Brighton, MA 02135	<b>Contact Person/Title:</b> Mark Hannon Regional President/Market Manager
<b>Unit Members, Community of License:</b> WEEI-AM, Boston, MA WEEI-FM, Lawrence, MA WWBX-FM, Boston, MA WODS-FM, Boston, MA WMJX-FM, Boston, MA WAAF-FM, Westboro, MA	<b>Telephone Number:</b> 617-779-5800	<b>E-mail Address:</b> Mark.Hannon@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)	Referral Source of Interviewees
A	Sales Assistant	Employee Referral	1-71	Employee Referral – 3 Indeed.com - 1
B	On-Air Traffic	Current Employee	1-71	Current Employee - 1 Indeed.com – 2 Entercom.com - 1
C	Producer	Employee Referral	1-71	Current Employee - 1 Employee Referral – 2 Industry Referral - 3
D	Account Executive	Employee Referral	1-71	Current Employee – 1 Employee Referral - 2 LinkedIn – 2 Indeed.com – 1 Entercom.com - 3



E	Account Executive	LinkedIn	1-71	Same pool as Hire D
F	Account Executive	Employee Referral	1-71	Same pool as Hire D
G	Associate Morning Show Producer	Current Employee	1-71	Current Employee – 7 Entercom.com – 2 Indeed.com - 1
H	Digital Project Manager	Current Employee	1-71	Current Employee – 3 Entercom.com – 3 LinkedIn – 2 Indeed.com – 1 Glassdoor - 1
I	General Sales Manager	Employee Referral	Confidential Search	Employee Referral – 1
J	On-Air	Current Employee	1-71	Current Employee – 2 Industry Referral - 1
K	Event Coordinator	Current Employee	1-71	Current Employee – 4 LinkedIn -3 Indeed.com -1 Entercom.com - 1
L	National Sales Assistant	Industry Referral	1-71	Industry Referral – 2 Current Employee - 1 Entercom.com – 3 Indeed.com - 1
M	Brand Personality	Industry Referral	1-71	Industry Referral – 2 Current Employee – 4 Employee Referral – 1 Indeed.com - 1
N	National Sales Assistant	Industry Referral	1-71	Same pool as Hire L
O	Event Coordinator	Current Employee	1-71	Same pool as Hire K
P	Engineer	Employee Referral	1-71	Employee Referral – 1 Indeed.com – 1 ZipRecruiter – 1 Entercom.com - 2

Q	Promotions Manager	Current Employee	1-71	Current Employee – 6 Indeed.com – 1 LinkedIn – 1 Entercom.com - 1
R	Promotions Assistant	Current Employee	1-71	Current Employee – 5 Indeed.com – 2 Entercom.com - 1
S	Producer	Current Employee	1-71	Current Employee – 6 Industry Referral – 1 Entercom.com - 1
T	Brand Personality	Current Employee	1-71	Current Employee – 3 Industry Referral – 1 Entercom.com - 1
U	Sales Assistant	Current Employee	1-71	Current Employee – 1 Indeed.com – 5 Entercom.com – 3 Industry Referral – 1 LinkedIn - 1
V	Account Executive	Employee Referral	1-71	Employee Referral – 2
W	Account Executive	Industry Referral	1-71	Same pool as Hire V
X	Account Executive	Employee Referral	1-71	Same pool as Hire V

<b>Total # of New Interviewees for full-time job vacancies during the reporting period:</b>	<b>119</b>
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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	Carol McGuiggan	Assumption College	500 Salisbury Street, Worcester, MA 01609 <a href="mailto:cmcquigg@assumption.edu">cmcquigg@assumption.edu</a>	yes	no	0
2	Career Services	Bay State College	31 St. James Ave, Boston, MA 02116 <a href="mailto:careers@baystate.edu">careers@baystate.edu</a>	yes	no	0
3	Janet Kenney	Bentley University	175 Forest Street, Waltham, MA 02452 <a href="mailto:jkenney@bentley.edu">jkenney@bentley.edu</a>	yes	no	0
4	Career Center	Berklee College of Music	921 Boylston Street, Boston, MA 02215 <a href="mailto:careercenter@berklee.edu">careercenter@berklee.edu</a>	yes	no	0
5	Career Center	Berkshire Community College	1350 West Street, Pittsfield, MA 01201 <a href="mailto:jcornman@berkshirecc.edu">jcornman@berkshirecc.edu</a>	yes	no	0
6	Lisa Cuklanz	Boston College	140 Comm. Ave, Chestnut Hill, MA 02467 <a href="mailto:cuklanz@bc.edu">cuklanz@bc.edu</a>	yes	no	0
7	Career Services	Boston University	One Silber Way, Boston, MA 02215 <a href="mailto:future@bu.edu">future@bu.edu</a>	yes	no	0
8	Career Services	Boston Women's Commission	1 City Hall Square, Boston, MA 02201 <a href="mailto:bostonwomen@cityofboston.gov">bostonwomen@cityofboston.gov</a>	yes	no	0
9	Caroline O'Shea	Brandeis University	415 South Street, Waltham, MA 02453 <a href="mailto:oshea@brandeis.edu">oshea@brandeis.edu</a>	yes	no	0
10	Christine Tetreault	Bridgewater State University	131 Summer Street, Bridgewater, MA 02324 <a href="mailto:careersv@bridgew.edu">careersv@bridgew.edu</a>	yes	no	0
11	Delores Gatley	Bunker Hill Community College	250 Rutherford Ave, Boston MA 02129 <a href="mailto:workjobpostings@BHCC.Mass.edu">workjobpostings@BHCC.Mass.edu</a>	yes	no	0



12	Career Services	Cambridge College	500 Rutherford Ave, Boston, MA 02129 <a href="mailto:careerservices@cambridgecollege.edu">careerservices@cambridgecollege.edu</a>	yes	no	0
13	Eric Saczawa	Clark University	950 Main Street, Worcester, MA 01610 <a href="mailto:careers@clarku.edu">careers@clarku.edu</a>	yes	no	0
14	Career Services	Colby-Sawyer College	541 Main Street, New London, NH 03257 <a href="mailto:welcome@colby-sawyer.edu">welcome@colby-sawyer.edu</a>	yes	no	0
15	Career Services	College of the Holy Cross	1 College Street, Worcester, MA 01610 <a href="mailto:pahearn@holycross.edu">pahearn@holycross.edu</a>	yes	no	0
16	Steve Williams	Connecticut School of Broadcasting	130 Birdseye Road, Farmington, CT 06032 <a href="mailto:swilliams@gocsb.com">swilliams@gocsb.com</a>	yes	no	0
17	Career Services	Curry College	1071 Blue Hill Ave, Milton, MA 02186 <a href="mailto:careerdevelopment@curry.edu">careerdevelopment@curry.edu</a>	yes	no	0
18	Career Services	Dartmouth College	6016 McNutt Hall, Hanover, NH 03755 <a href="mailto:Career.services@dartmouth.edu">Career.services@dartmouth.edu</a>	yes	no	0
19	Career Services	Division of Employment & Training	210 South Street, Boston, MA 02114 <a href="mailto:dlund@detma.org">dlund@detma.org</a>	yes	no	0
20	Career Services	Emerson College	120 Boylston Street, Boston, MA 02116 <a href="mailto:careers@emerson.edu">careers@emerson.edu</a>	yes	no	0
21	Career Services	Endicott College	376 Hale Street, Beverly, MA 01915 <a href="mailto:careers@endicott.edu">careers@endicott.edu</a>	yes	no	0
22	Career Services	Fall River Career Center	446 N. Main Street, Fall River, MA 02720 <a href="mailto:aborges@bristoljobs.org">aborges@bristoljobs.org</a>	yes	no	0
23	Career Services	Framingham State College	100 State Street, Framingham, MA 01701 <a href="mailto:careerservices@framingham.edu">careerservices@framingham.edu</a>	yes	no	0
24	Rosemary Nichols	Franklin Pierce College	40 University Drive, Rindge, NH 03461 <a href="mailto:nicholrm@franklinpierce.edu">nicholrm@franklinpierce.edu</a>	yes	no	0
25	Career Services	Holyoke Community College	50 College Street, South Hadley, MA 01075 <a href="mailto:rpowers@hcc.edu">rpowers@hcc.edu</a>	yes	no	0
26	Career Services	Keene State College	229 Main Street, Keene, NH 03435 <a href="mailto:aca@keene.edu">aca@keene.edu</a>	yes	no	0
27	Career Services	Lasell College	1844 Comm. Ave, Auburndale, MA 02466 <a href="mailto:careerservices@lasell.edu">careerservices@lasell.edu</a>	yes	no	0
28	Career Services	Lesley College	29 Everett Street, Cambridge, MA 02138 <a href="mailto:crcjobs@lesley.edu">crcjobs@lesley.edu</a>	yes	no	0
29	Career Services	M.I.T.	77 Mass. Ave, Cambridge, MA 02139 <a href="mailto:Career-www@mit.edu">Career-www@mit.edu</a>	yes	no	0

30	Jordan Walton	Mass Association of Broadcasters	PO Box 857, Clark, NJ 07066 <a href="mailto:Jordan@massbroadcasters.org">Jordan@massbroadcasters.org</a>	no	yes	0
31	Career Services	MA College of Liberal Arts	375 Church Street, North Adams, MA 01247 <a href="mailto:careers@mcla.edu">careers@mcla.edu</a>	yes	no	0
32	Marilyn Offer	Mass Commonwealth of Unemployment	19 Staniford Street, Boston, MA 02114 <a href="mailto:moffer@bristoljobs.org">moffer@bristoljobs.org</a>	yes	no	0
33	Career Services	Massasoit Community College	1 Massasoit Blvd, Brockton, MA 02302 <a href="mailto:kpryles@massasoit.mass.edu">kpryles@massasoit.mass.edu</a>	yes	no	0
34	Career Services	Merrimack College	315 Turnpike Street, North Andover, MA 01845 <a href="mailto:careerservices@merrimack.edu">careerservices@merrimack.edu</a>	yes	no	0
35	Career Services	Mt. Wachusett Community	444 Green Street, Gardner, MA 01440 <a href="mailto:pbrewerton@mwcc.mass.edu">pbrewerton@mwcc.mass.edu</a>	yes	no	0
36	Career Services	NAACP/ South Middlesex Branch	330 M.L.K. Jr. Blvd, Roxbury, MA 02119 <a href="mailto:Washingtonbureau@naacpnet.org">Washingtonbureau@naacpnet.org</a>	yes	no	0
37	Career Services	New England College	98 Bridge Street, Henniker, NH 03242 <a href="mailto:edurkee@nec.edu">edurkee@nec.edu</a>	yes	no	0
38	Career Services	New England School of Communication	1 College Circle, Bangor, ME 04401 <a href="mailto:bill@nescom.edu">bill@nescom.edu</a>	yes	no	0
39	Career Services	New North Citizens Council	2455 Main Street, Springfield, MA 01107 <a href="mailto:klmorales@newnorthcc.org">klmorales@newnorthcc.org</a>	yes	no	0
40	Career Services	Nichols College	129 Center Road, Dudley, MA 01571 <a href="mailto:careerservices@nichols.edu">careerservices@nichols.edu</a>	yes	no	0
41	Career Services	North Shore Community College	1 Ferncroft Road, Danvers, MA 01923 <a href="mailto:lmarcus@northshore.edu">lmarcus@northshore.edu</a>	yes	no	0
42	Career Services	Northeastern University	360 Huntington Ave, Boston, MA 02115 <a href="mailto:Student-affairs@neu.edu">Student-affairs@neu.edu</a>	yes	no	0
43	Darrell Waldron	Rhode Island Indian Council	807 Broad Street, Providence, RI 02907 <a href="mailto:dwaldron@rhodeislandcouncil.org">dwaldron@rhodeislandcouncil.org</a>	yes	no	0
44	Career Services	Roxbury Multi-Service Center	321 Blue Hill Ave, Boston, MA 02121 <a href="mailto:fscott@roxmulti.org">fscott@roxmulti.org</a>	yes	no	0
45	Career Services	Saint Anselm College	100 St. Anselm Drive, Manchester, NH 03102 <a href="mailto:ocs@anselm.edu">ocs@anselm.edu</a>	yes	no	0
46	Career Services	Salem State College	352 Lafayette Street, Salem, MA 01970 <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	yes	no	0
47	Deb Wijnhoven	Smith College	10 Elm Street, North Hampton, MA 01063 <a href="mailto:dwijsnhoven@smith.edu">dwijsnhoven@smith.edu</a>	yes	no	0

48	Career Services	Southern New Hampshire University	2500 N. River Road, Hooksett, NH 03106 <a href="mailto:Careerdevelopment@snhu.edu">Careerdevelopment@snhu.edu</a>	yes	no	0
49	Sharon Mosier	Springfield College	263 Alden Street, Springfield, MA 01109 <a href="mailto:smosier@springfieldcollege.edu">smosier@springfieldcollege.edu</a>	yes	no	0
50	Career Services	Stonehill College	320 Washington Street, North Easton, MA 02357 <a href="mailto:kshatas@stonehill.edu">kshatas@stonehill.edu</a>	yes	no	0
51	Career Services	UMASS Boston	100 William Morrissey Blvd, Boston, MA 02125 <a href="mailto:careers@umb.edu">careers@umb.edu</a>	yes	no	0
52	Career Services	University of Hartford	200 Bloomfield Ave, West Hartford, CT 06117 <a href="mailto:hrd@hartford.edu">hrd@hartford.edu</a>	yes	no	0
53	Career Services	UMASS Dartmouth	285 Old Westport Rd, N. Dartmouth, MA 02747 <a href="mailto:cdcinfo@umassd.edu">cdcinfo@umassd.edu</a>	yes	no	0
54	Yvonne Matthews	Urban League of Eastern Massachusetts	88 Warren Street, Roxbury, MA 02119 <a href="mailto:frontdesk@ulem.org">frontdesk@ulem.org</a>	yes	no	0
55	Career Services	WBRU (Brown University)	88 Benevolent Street, Providence, RI 02903 <a href="mailto:Wendell@wbru.edu">Wendell@wbru.edu</a>	yes	no	0
56	Career Services	Wentworth Institute of Technology	550 Huntington Ave, Boston, MA 02115 <a href="mailto:jobs@wit.edu">jobs@wit.edu</a>	yes	no	0
57	Jeanne Hart-Steffes	Western New England College	1215 Wilbraham Rd, Springfield, MA 01119 <a href="mailto:jsteffes@wne.edu">jsteffes@wne.edu</a>	yes	no	0
58	Career Services	Westfield State College	577 Western Ave, Westfield, MA 01086 <a href="mailto:careers@westfield.ma.edu">careers@westfield.ma.edu</a>	yes	no	0
59	Career Services	Wheaton College	26 E. Main Street, Norton, MA 02776 <a href="mailto:filene@wheatonma.edu">filene@wheatonma.edu</a>	yes	no	0
60	Career Services	Worcester State University	486 Chandler Street, Worcester, MA 01602 <a href="mailto:careerservices@worcester.edu">careerservices@worcester.edu</a>	yes	no	0
61	Career Services	WUMB-FM (U-Mass Boston)	100 Morrissey Blvd, Boston, MA 02125 <a href="mailto:wumb@umb.edu">wumb@umb.edu</a>	yes	no	0
62	Career Services	YMCA Boston	316 Huntington Ave, Boston, MA 02115 <a href="mailto:hrdepartment@ymcaboston.org">hrdepartment@ymcaboston.org</a>	yes	no	0
63	Career Services	YMCA of Greater Springfield	275 Chestnut Street, Springfield, MA 01104 <a href="mailto:ccremonti@springfielddy.org">ccremonti@springfielddy.org</a>	yes	no	0
64	Career Services	YMCA of New Bedford	25 S. Water Street, New Bedford, MA 02740 <a href="mailto:kstrangis@ymcasouthcoast.org">kstrangis@ymcasouthcoast.org</a>	yes	no	0
65	Career Services	YWCA Cambridge	7 Temple Street, Cambridge, MA 02139 <a href="mailto:nobrien@cambymca.org">nobrien@cambymca.org</a>	yes	no	0

<b>COMPANY POSTINGS AND WEBSITES</b>				
66	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	22

<b>ADVERTISING</b>				
67	LinkedIn	www.linkedin.com		9
68	Indeed.com	www.Indeed.com		18
69	ZipRecruiter	www.ziprecruiter.com		1
70	Glassdoor	www.glassdoor.com		1
71	On-Air Radio Ads	<i>Entercom Boston Radio Advertisement - WEEI, WAAF, WMJX, WWBX, WODS</i>		0
72	Direct Employers	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>		0

<b>JOB FAIRS</b>				
NAB National Job Fair		See Supplemental Recruitment Initiative #3		0
Red Sox Career Fair – April 11, 2019		See Supplemental Recruitment Initiative #6		0

<b>OTHER SOURCES</b>				
Current Employee				45
Employee Referral				12
Industry Referral				11
<b>Total # of New Interviewees Referred</b>				<b>119</b>





### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Entercom Careers Page	Periodically throughout the year	Entercom Riverside	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 Riverside	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	NAB National Job Fair	4/9/19	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
4	Internship Program	Periodically throughout the year	Entercom Boston	Entercom Boston offers internships at the radio stations in our Sales, Promotions and Programming Departments. All interns are for college enrolled students and are paid for their time at the station and work roughly 15 hours per week. The Department Heads oversee their internships and evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 28 students participated in this program.	General Sales Manager Digital Sales Manager Promotions Director Program Director
5	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Boston	Once a week, Entercom Boston airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Boston area of Entercom's EEO Policy and invites all organizations to be a part of our recruitment process.	General Sales Manager Promotions Director Program Director Air Talent Production Traffic Coordinators
6	Red Sox Career Fair	April 11, 2019	Fenway Park	Entercom Boston participated in the career fair and met with hundreds of college students. The Human Resources Manager and the Promotions Assistant handed out information regarding available job openings and internships. They also collected resumes and answered any questions about a career in radio and opportunities at Entercom.	Human Resources Manager Promotions Assistant



7	Q&A Session with students at Emerson College	June 20, 2019	Emerson College	The Director of Operations spoke to students at Emerson College about Digital Content and Engagement in radio. He offered students practical advice on how to get their "first" job in the industry.	Marketing Director
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