

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM WORCESTER**

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

Employment Unit: Entercom License, LLC	<u>Address:</u> Entercom Worcester 181 Moreland Street Worcester, MA 01609	<u>Contact Person/Title:</u> David Oldread Station Manager
Unit Members, Community of License: WVE11440-AM	<u>Telephone Number:</u> 413-214-6977	<u>E-mail Address:</u> David.Oldread@entercom.com

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

	Title	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
NO HIRES FOR THIS REPORTING YEAR.			



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 cmcquigg@assumption.edu	yes	no	0
2	Career Services	Bay State College	31 St. James Ave, Boston, MA 02116 careers@baystate.edu	yes	no	0
3	Janet Kenney	Bentley University	175 Forest Street, Waltham, MA 02452 jkenney@bentley.edu	yes	no	0
4	Career Center	Berklee College of Music	921 Boylston Street, Boston, MA 02215 careercenter@berklee.edu	yes	no	0
5	Career Center	Berkshire Community College	1350 West Street, Pittsfield, MA 01201 jcornman@berkshirecc.edu	yes	no	0
6	Lisa Cuklanz	Boston College	140 Comm. Ave, Chestnut Hill, MA 02467 cuklanz@bc.edu	yes	no	0
7	Career Services	Boston University	One Silber Way, Boston, MA 02215 future@bu.edu	yes	no	0
8	Career Services	Boston Women's Commission	1 City Hall Square, Boston, MA 02201 bostonwomen@cityofboston.gov	yes	no	0
9	Caroline O'Shea	Brandeis University	415 South Street, Waltham, MA 02453 oshea@brandeis.edu	yes	no	0
10	Christine Tetreault	Bridgewater State University	131 Summer Street, Bridgewater, MA 02324 careersv@bridgew.edu	yes	no	0
11	Delores Gatley	Bunker Hill Community College	250 Rutherford Ave, Boston MA 02129 workjobpostings@BHCC.Mass.edu	yes	no	0



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

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

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

COMPANY POSTINGS AND WEBSITES				
66	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	0

ADVERTISING				
67	LinkedIn	www.linkedin.com		0
68	Indeed.com	www.Indeed.com		0
69	ZipRecruiter	www.ziprecruiter.com		0
70	Glassdoor	www.glassdoor.com		0
71	On-Air Radio Ads	Entercom Boston Radio Advertisement - WEEI, WAAF, WMJX, WWBX, WODS		0
72	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0

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

OTHER SOURCES				
Current Employee				0
Employee Referral				0
Industry Referral				0
Total # of New Interviewees Referred				0

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

