

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM BUFFALO**

This report covers full-time vacancy recruitment for the period of February 1, 2019 through January 31, 2020

Employment Unit: Entercom Buffalo, LLC	Address: Entercom Buffalo, LLC 500 Corporate Pkwy., Suite 200 Buffalo, NY 14226	Contact Person/Title: Tim Holly Vice President/Interim Market Manager
Unit Members, Community of License: WBEN-AM, Buffalo, NY WGR-AM, Buffalo, NY WKSE-FM, Niagara Falls, NY WLKK-FM, Buffalo, NY WTSS-FM, Buffalo, NY WWKB-AM, Buffalo, NY WWWS-AM, Buffalo, NY	Telephone Number: 716-843-0600	E-mail Address: Tim.Holly@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	Ad Sales Marketing Assistant 08/20/2019	Indeed		Indeed: 2 LinkedIn: 2 Industry Referral: 2 Entercom.com: 1
B	Producer 03/01/2019	Current Employee		Current Employee: 2 Industry Referral: 1 Entercom.com: 6
C	Board Op/Producer 06/01/2019	Current Employee		Employee Referral: 2 Industry Referral: 1 Current Employee: 2 Former Intern: 2 Entercom.com: 3

Total # of New Interviewees for full-time job vacancies during the reporting period:	26
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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	Director	African American Cultural Center	africancultural350@gmail.com 716-884-2013	Yes	No	0
2	Elaine Morsman, Director, Career Development	Alfred State College	morsmaem@alfredstate.com 607-587-3288	Yes	No	0
3	Career Development Center	Alfred University	cdc@alfred.edu 607-871-2164	Yes	No	0
4	Mariann Walsh, Recruiting Coordinator	Alfred University Career Development Center/ Career Advisor	walshm@alfred.edu 607-871-2164	Yes	No	0
5	Career Services	Alliance for Women in Media National Headquarters (formerly American Women in Radio & TV)	kniswander@allwomeninmedia.org 703-506-3290	Yes	No	0
6	Kim Whelan, Director of Member Relations	Amherst Chamber of Commerce	kwhelan@amherst.org 716-632-6905	Yes	No	0
7	Larry Michael	Black Student Union SUNY @ Buffalo	mgtlarry@buffalo.edu 716-645-3209	Yes	No	0
8	Career Services	Bryant & Stratton Amherst Campus	Amherst@bryantstratton.edu 716-625-6300	Yes	No	0
	Diane Westbrook, Director of Career Services	Bryant & Stratton Buffalo Campus	dwestbrook@bryantstratton.edu 716-884-9120	Yes	No	0
10	Career Services	Bryant & Stratton Southtowns Campus	southtowns@bryantstratton.edu 716-677-9500	Yes	No	0



11	Sharon Patterson White, Executive Administrative Asst., Buffalo Employment & Training Center (BETC)	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	spattersonwhite@WDCinc.org 716-856-5627	Yes	No	0
12	ECC Employment & Training Center	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	onestop@ecc.edu 716-270-4444	Yes	No	0
13	Cheektowaga Employment & Training Center	Buffalo & Erie County Workforce Development Consortium, Inc.	275 Alexander Street Cheektowaga, NY 14211 716-897-7220	Yes	No	0
14	D. Marley	Bell Youth Opportunity Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	dmarley@wdcinc.org 716-854-7121	Yes	No	0
15	Katherine M. Heinle, Director – Career & Technical Education	Buffalo Board of Education	kheinle@buffaloschools.org 716-816-3700	Yes	No	0
16	Frank Merriweather	Buffalo Criterion	623 William Street Buffalo, NY 14206 716-853-2973	Yes	No	0
17	Kenneth Holley	Buffalo Lutheran Employment Service	Bles850@aol.com 716-892-7682	Yes	No	0
18	Manager, Kenfield Bldg.	Buffalo Municipal Housing Authority Employment Opportunity Center	175 Oakmont Avenue Buffalo, NY 14215 716-836-7954	Yes	No	0
19	Lisa August, Associate Director	SUNY Career Development Center @ Buffalo State College	augustla@buffalostate.edu 716-878-5911	Yes	No	0
20	Lynn M. Rogers, Student Employment Coordinator/ Senior Career Counselor	Buffalo State College SUNY Career Development Center	rogerslm@buffalostate.edu 716-878-5811	Yes	No	0
21	Joan King	Buffalo Urban League	jking@buffalourban.org 716-854-7625	Yes	No	0
22	Eileen Abbatoy, Asst. Director, Career Center	Canisius College	abbatoye@canisius.edu 716-883-7000	Yes	No	0
23	Loretta Hendrickson, Career Services	Corning Community College	Hendrickson@corning-cc.edu 800-962-9228	Yes	No	0
24	Joseph Abbarno, Coord. Placement	Career Resource Center ECC North Campus	abbarno@ecc.net 716-851-1483	Yes	No	0

25	Director	Career Resource Center ECC South Campus	4041 Southwestern Blvd. Orchard Park, NY 14127 716-851-1684	Yes	No	0
26	Barbara House, Coord. Placement	Career Resource Center ECC City Campus	house@ecc.edu 716-851-1183	Yes	No	0
27	R. Rojas	Catholic Charities of Buffalo	r.rojas@ccwny.org 716-856-4494	Yes	No	0
28	Joyce M. Santiago, Executive Director	Chamber of Commerce of the Tonawandas	director@the-tonawandas.com 716-692-5120	Yes	No	0
29	Debra S. Liegl, President & CEO	Cheektowaga Chamber of Commerce	chamber@cheektowaga.org 716-684-5838	Yes	No	0
30	Judy Sirianni, President	Clarence Chamber of Commerce, Inc.	info@clarence.org 716-631-3888	Yes	No	0
31	George Scott	Colored Musicians Club	Gscott2679@aol.com 716-885-9383	Yes	No	0
32	Mary T. Jefferies, Employment Coordinator	Wage Subsidy Program Community Action Org. of Erie County Inc.	99 Harvard Place Buffalo, NY 14209 716-881-6277	Yes	No	0
33	Manager	Community Action Org. of Erie County	608 William Street Buffalo, NY 14206 716-856-8866	Yes	No	0
34	Sjunseearn Brown, Employment Agency Initiative	Community Action Org. of Erie County – Main Office (posts at all locations)	sbrown@caoec.org 716-881-5150	Yes	No	0
35	Manager	Community Action Org. of Erie County – Dart Office	1237 Main Street Buffalo, NY 14209 716-884-9101	Yes	No	0
36	Manager	Community Action Org. of Erie County – Fruitbelt Office	326 High Street Buffalo, NY 14204 716-886-2616	Yes	No	0
37	James L. Jackson	Community Action Org. of Erie County – Masten Office	735 Humboldt Pkwy. Buffalo, NY 14208 716-882-2055	Yes	No	0
38	Manager	Community Action Org. of Erie County – Lackawanna Office	273 Ridge Road Lackawanna, NY 14218 716-825-2147	Yes	No	0

39	Career Services	Connecticut School Broadcasting	611 Route 46W, Suite 102 Hasbrouck Heights, NJ 07604 201-288-5800	Yes	No	0
40	Career Services	Cornell University	career@cornell.edu 607-255-6384	Yes	No	0
41	Jesse L. Burnette, EEO Director	County of Erie, Div. of EEO	Rath Bldg., 95 Franklin St Buffalo, NY 14202 716-858-7542	Yes	No	0
42	Career Services	Daemen College – Career Development Office	Post on-line at www.collegecentral.com/daemen 716-839-8334	Yes	No	0
43	Alissa Venturini, Manager	Dulski Community Services	aventurine@urbanctr.org 716-847-2860	Yes	No	0
44	Nancy Ann Schatzel, Secretary Career Services	D'Youville College	shatzeln@dyc.edu careerservices@dyc.edu 716-829-8000	Yes	No	0
45		Erie County Legislature	<u>92 Franklin Avenue #4</u> <u>Buffalo, NY 14207</u> 716-854-0674	Yes	No	0
46	Employment Division – Human Service Center	Erie County Social Services	1500 Broadway Buffalo, NY 14212 716-891-2021	Yes	No	0
47	Employment Division – Human Service Center	Erie County Social Services (posts at Broadway office)	608 William Street Buffalo, NY 14206 716-858-8161	Yes	No	0
48	Director	Everywoman Opportunity Center, Inc. (forwards to Niagara Street and Sheridan Drive locations)	237 Main Street, Suite 330 Buffalo, NY 14203 716-847-1120 NOTE: This office forwards to other 2 locations	Yes	No	0
49	Manager	Everywoman Opportunity Center, Inc.	583 Niagara Street Buffalo, NY 14201 716-886-2050	Yes	No	0
50	Manager	Everywoman Opportunity Center, Inc.	2440 Sheridan Drive Tonawanda, NY 14150 716-837-2660	Yes	No	0
51	Cathy Petruccione	Finger Lakes Community College	petrucce@flcc.edu 585-394-5005	Yes	No	0
52	Daniel Severson, Industry Outreach	Full Sail University	dseverson@fullsail.com 800-226-7625	Yes	No	0

53	Career & Transfer Center	Genesee Community College	CTC@genesee.edu 585-345-6800	Yes	No	0
54	Manager	Gloria J. Parks Comm. Ctr.	3242 Main Street Buffalo, NY 14214 716-832-1010	Yes	No	0
55	Adam Goodman	Goods Entertainment	Adam@GoodsEntertainment.com 203-341-0111 800-867-9532	Yes	No	0
56	Carolyn Konopski, Administrative Director	Grand Island Chamber-Commerce	info@gichamber.org 716-773-3651	Yes	No	0
57	Ann J. Enger, Executive Dir.	Greater South Buffalo Chamber of Commerce	ann@southbuffalochamber.org 716-824-9942	Yes	No	0
58	Career Development Office	Hilbert College	info@hilbert.edu 716-649-7900	Yes	No	0
59	Dr. Eleanor Paterson, President	Hispanic Women's League	contact@hispanicwomensleague.com	Yes	No	0
60	Lourdes Iglesias, Executive Dir.	Hispanics United of Buffalo	254 Virginia Street Buffalo, NY 14201 716-856-7110	Yes	No	0
61	Career Development Office	Houghton College Buffalo	buffalo@houghton.edu 716-674-6363	Yes	No	0
62	City Hall	Human Resource Dept. – Division of Employment	65 Niagara Square Buffalo, NY 14202 716-851-5407	Yes	No	0
63	Manager	International Institute	iib@iibuff.org 716-883-1900	Yes	No	0
64	John Fracchia, Assistant Director for Employer Relations OR Cheryl Boyer	Ithaca College, Career Services	jfracchia@ithaca.edu cboyer@ithaca.edu 607-274-3365	Yes	No	0
65	Career Services	ITT Technical Institute	PMietus@ITT-Tech.edu 716-689-2200	Yes	No	0
66	Manager	James A. Dockery Community Center	800 Sycamore Street Buffalo, NY 14212 716-894-0561	Yes	No	0
67	JBC Placement	Jamestown Business College	placement@jamestownbusinesscollege.edu 716-664-5100	Yes	No	0

68	Wendy Burns, Career Development Centers	Jamestown Community College	WendyBurns@mail.sunvicc.edu 716-338-1007	Yes	No	0
69	Pam Marin	Jewish Center of Greater Buffalo Inc.	PamMarin@JCCBuffalo.org 716-886-3145	Yes	No	0
70	Manager	Jewish Ctr. of Greater Buffalo, Inc.	2640 N. Forest Road Getzville, NY 14068 716-688-4033	Yes	No	0
71	D. Newkirk	Jewish Family Service of Buffalo & Erie County	DNewkirk@JFSBuffalo.org 716-883-1914	Yes	No	0
72	Tracey M. Lukasik, Executive Director	Kenmore-Town of Tonawanda Chamber of Commerce	tracey@ken-ton.org 716-874-1202	Yes	No	0
73	Manager	Lackawanna Area Chamber of Commerce	info@lackawannachamber.org 716-823-8841	Yes	No	0
74	Manager	Latin American Cultural Association	lacaneyork@yahoo.com 716-885-6343	Yes	No	0
75	Ron Beiter, Employer Relations Coordinator	Medaille College Office of Career Planning	Ronald.j.beiter@medaille.edu ccullinan@medaille.edu 716-884-3411 X145	Yes	No	0
76	Frank B. Mesiah	NAACP	naacp@apollo3.com 716-884-7242	Yes	No	0
77	Tom Jamison	Native American Community Services of Erie and Niagara Counties	TJamison@NACSWNY.org 716-874-4460 874-2797 X317	Yes	No	0
78	Manager	Neighborhood Information Center Inc.	1170 Broadway Buffalo, NY 14212 716-897-4100	Yes	No	0
79	Cathy Taylor, Administration	New School of Radio	admin@nsrt.org 518-438-7682	Yes	No	0
80	Patricia Conway Wille	Niagara County Community College	nccceoc@niagaracc.suny.edu 716-731-3271	Yes	No	0
81	Robert Swanson, Associated Director / Career Services	Niagara University	rps@niagara.edu 716-285-1212	Yes	No	0
82	Lisa Snyder, Career Counselor	North Greenville College	Lisa.snyder@ngu.edu 864-977-7137	Yes	No	0

83	Sandy Messineo - Administrator, NCSA Program	NYS Broadcasters Assn.	sandy@nysbroadcastersassn.org 518-456-8888	Yes	No	0
84	Western New York Job Bank / JOBS Program	NYS Dept. of Labor	284 Main Street, 1 st Floor Buffalo, NY 14202 716-851-2694	Yes	No	0
85	Kathy Beckhorn, Business Svcs. Coordinator	Niagara's WorkSourceOne	Kathryn.Beckhorn@niagaracounty.com 716-278-8258	Yes	No	0
86	Karen Bucolo Business Services Specialist	Niagara's WorkSourceOne One Stop Career Center	Karen.bucolo@niagaracounty.com 716-278-8281	Yes	No	0
87	Jeff Kujawa, Director	Office of Urban Initiatives Inc.	jkujawa@buffalo.edu 716-829-3489	Yes	No	0
88	Michael Patrick	Regent University	michpat@regent.edu 757-226-4353	Yes	No	0
89	Cathy Slocum	RIT	cmsoce@rit.edu 585-475-2301	Yes	No	0
90	Mary Flaherty	Roberts Wesleyan	flahertyM@roberts.edu 585-594-6533	Yes	No	0
91	Sister M. Celeste O'Bryan	S. Buffalo Community Table	185 Southside Pkwy, PO Box 1067 Buffalo, NY 14220 716-822-3193	Yes	No	0
92	Darcy Kettle	Seneca Nation of Indians	darcy.kettle@sni.org 716-532-9221	Yes	No	0
93	Rochelle Pierce	SNASP Allegheny Reservation	RochellePierce@SNI.org 716-945-1790	Yes	No	0
94	Rolanda Geiogamah	SNI Employment & Training Cattaraugus Reservation	88 Iroquois Drive Irving, NY 14081 716-532-1033	Yes	No	0
95	Manager	South Buffalo Community Development Association	35 Cazenovia Pkwy. Buffalo, NY 14220 716-882-4532	Yes	No	0
96	Pamela Burdick, Career Counselor/Employer Relations Coordinator	St. Bonaventure University	pburdick@sbu.edu 716-375-2099	Yes	No	0

97	Reverend	St. John Baptist Church	184 Goodell Street Buffalo, NY 14204 716-852-4504	Yes	No	0
98	Jill Wesley, Career Services	SUNY Brockport	jwesley@brockport.edu 585-395-5422 Can post on-line at www.myinterfase.com/brockport/employer	Yes	No	0
99	Career Services	SUNY The College at Brockport	career@brockport.edu 585-395-2159 www.myinterfase.com/brockport/employer	Yes	No	0
100	Career Development Office	SUNY College at Fredonia	careers@fredonia.edu 716-673-3327	Yes	No	0
101	Andrea DiGiorgio, Career Services	SUNY Geneseo	ses@geneseo.edu 585-245-5211	Yes	No	0
102	Sue Clayton, Recruiting Coordinator – Career Services	Syracuse University	srclay01@syr.edu scatanese@syr.edu 315-443-2009	Yes	No	0
103	Manager	The Buffalo Challenger Newspaper	1337 Jefferson Avenue Buffalo, NY 14208 716-897-0442	Yes	No	0
104	Chief Roger Hill	Tonawanda Band of Senecas	tonsenec@buffnet.net 716-542-4244	Yes	No	0
105	Manager	Tonawanda Indian Community House	372 Bloomingdale Road Akron, NY 14001 716-542-2481	Yes	No	0
106	Claire Darstein, Director of Career Center	Trocaire College	darsteinC@Trocaire.edu 716-827-2577	Yes	No	0
107	Karen Christie, Chief Community Engagement and Human Resources Officer	United Way of Buffalo & Erie County	Karen.christie@uwbec.org 716-887-2656	Yes	No	0
108	Arlene Kaukus, Director and David Youhess / Career Services	University at Buffalo (SUNY)	jobs@buffalo.edu davidyou@buffalo.edu 716-645-2231	Yes	No	0
109	Laurie Sanseri	University of Rochester	recruit@mail.rochester.edu 585-275-2366	Yes	No	0

110	Deborah Handzlik, Director of Career Development	Villa Maria College	dhandzlik@villa.edu 716-896-0700	Yes	No	0
111	Frank Calieri, Executive Dir.	West Seneca Chamber of Commerce	Director@westseneca.org 716-674-4000	Yes	No	0
112	Lucy Candelario, Executive Director	West Side Community Services	lcandelario@roadrunner.com 716-884-6616	Yes	No	0
113	Delaware Family Branch	YMCA of Greater Buffalo	Nbonz@ymcabuffaloniagara.org 716-875-1283	Yes	No	0
114	Ken-Ton Family Branch	YMCA of Greater Buffalo	mhilton@ymcabuffaloniagara.org 716-874-5051	Yes	No	0
115	Northeast Family Branch	YMCA of Greater Buffalo	cthorne@ymcabuffaloniagara.org 716-839-2543	Yes	No	0
116	Southtowns Family Branch	YMCA of Greater Buffalo	1620 Southwestern Blvd. West Seneca, NY 14224 716-662-9369	Yes	No	0
117	WEONA Resident	YMCA of Greater Buffalo	kromanowski@ymcabuffaloniagara.org 716-565-6008	Yes	No	0
118	William-Emslie Family Branch	YMCA of Greater Buffalo	drobotts@ymcabuffaloniagara.org 716-845-5440	Yes	No	0
119	Manager	YWCA of the Tonawandas	49 Tremont North Tonawanda, NY 14120 716-692-5580	Yes	No	0
120	YWCA Early Center at the School House Commons	YWCA of Western New York	1005 Grand Street Buffalo, NY 14207 716-447-1494	Yes	No	0

COMPANY POSTINGS AND WEBSITES

70	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	10
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ADVERTISING

72	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf	
73	Indeed.com		2
74	LinkedIn.com		2



JOB FAIRS		
NAB National Job Fair	Supplemental Recruitment Initiative # 3	
Buffalo Broadcasters Job & Internship Expo	Supplemental Recruitment Initiative # 6	

OTHER SOURCES	
Current Employee	4
Direct Sourcing	0
Employee Referral	2
Former Intern	2
Industry Referral	4
Total # of New Interviewees Referred	26



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	International Radio & Television Society Career Workshop	12/5/19	New York, NY	Entercom attended the IRTS Multicultural Career Workshop, met with attendees, distributed job openings and discussed careers in radio at Entercom.	Talent Acquisition Manager
5	Internship Programs	Periodically throughout the year	Entercom Buffalo	Entercom Buffalo offers internships at the radio stations in our Sales, Promotions, Programming, and Engineering departments. All interns must be college students and receive college credit for the internships. Department heads oversee the internships to evaluate the interns and ensure they are receiving the proper education/training. Entercom Buffalo had 16 students participate in the Intern Program during this annual reporting period.	Program Directors Promotions Directors Sales Managers
6	Buffalo Broadcasters Job & Internship Expo	3/2/19	Millennium Hotel	Entercom Buffalo was represented at this broadcasting Job & Internship Fair attended by over 300 students. Our representative personally met with attendees that visited our booth, distributed job and internship opportunities within our organization, and interviewed many of the candidates.	Director of Sales Program Director
7	Williamsville North High School	4/2/19	Entercom Buffalo	This high school class of 32 students received a station tour where each department's duties were described, as well as opportunities at our facility.	Director of Sales Morning Shows



8	UB Advanced Advertising Techniques	4/2/19	Entercom Buffalo	This college class of 30 students (and their instructor) attended a lecture at Entercom Buffalo on radio, how to make radio advertising work, digital elements, and successes. Students also received a station tour where duties and responsibilities of each department were explained, and included a WKSE in-studio visit with an on-air personality	Director of Sales On-Air Personality
9	Inspire Careers	9/4/19	Entercom Buffalo	A session was taught in our conference room on Radio Marketing and getting a job. A tour was also given of our studios	Director of Sales On-Air Personality
10	Medaille College Panel Discussion	11/20/19	Medaille College	Entercom Buffalo was represented in the college's panel discussion on "Concerns in Media and how to get a job"	Director of Sales Account Executive

