

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM NEW YORK**

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

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<b>Unit Members, Community of License:</b> WCBS-AM, New York, NY WINS-AM, New York, NY WCBS-FM, New York, NY WFAN-AM, New York, NY WFAN-FM, New York, NY WNEW-FM, New York, NY WLNY-FM, New York, NY WNSH-FM, New York, NY	<b>Telephone Number:</b> 212-352-2400	<b>E-mail Address:</b> <a href="mailto:Susan.Larkin@Entercom.com">Susan.Larkin@Entercom.com</a>

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

	<b>Title and Hire Date</b>	<b>Recruitment Source Referring Hire</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)</b>	<b>Referral Source of Interviewees</b>
A	On-Air Talent	Direct Sourcing	CONFIDENTIAL	Direct Sourcing - 1
B	Account Executive	Entercom.com	1-14	Entercom.com - 2 LinkedIn.com - 1 Employee Referral - 6
C	Digital Sales Planner	Employee Referral	1-14	Entercom.com - 5 Indeed.com - 1 LinkedIn.com - 1 Employee Referral – 1
D	Engineer	LinkedIn.com	1-14	Employee Referral – 1 LinkedIn.com - 1 Internal – 1



E	I.T. Desktop Support	Indeed.com	1-14, plus 16-17	Dice.com - 2 Entercom.com - 4 Indeed.com - 8 LinkedIn.com - 3 ZipRecruiter.com – 2
F	On Air Talent	Direct Sourcing	1-13	Entercom.com - 1 Direct Sourcing – 1
G	Assistant Program Director	Employee Referral	1-13	Employee Referral - 2 Entercom.com - 2
H	Promotions Coordinator	Employee Referral	1-13	Employee Referral – 2 Internal - 2
I	Promotions Coordinator	Internal	1-13	Internal - 4
J	Assistant Producer	Employee Referral Entercom.com	1-13	Employee Referral – 1 Entercom.com - 1
K	Integrated Sales Planner	Employee Referral	1-13	Direct Sourcing - 1 Employee Referral – 3 Entercom.com - 1



L	Digital Project Manager	Employee Referral	1-13	Employee Referral – 3 Entercom.com – 1 Internal - 1
N	WCBS News Anchor	Entercom.com	1- 14	Entercom.com - 3 LinkedIn.com - 2 Internal - 4
O	Digital Project Manager	Internal	1-14	Employee Referral - 2 Entercom.com - 1 Indeed.com - 1 LinkedIn.com - 2 Internal – 1
P	Sales Assistant	Employee Referral Employee Referral	1-14	Employee Referral – 3 Entercom.com - 7 Indeed.com -1 LinkedIn.com - 4

<b>Total # of New Interviewees for full-time job vacancies during the reporting period:</b>	<b>97</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	Bronxnet	Marissa White	250 Bedford Park Blvd. Bronx, NY 10468 <a href="mailto:marisa@bronxnet.org">marisa@bronxnet.org</a>	Yes	No	0
2	Career Services Network	Rita Shabot	379 Kings Highway Brooklyn, NY 11223 <a href="mailto:rchristian@ccny.cuny.edu">rchristian@ccny.cuny.edu</a>	No	Yes	0
3	Chinese American Planning Council	Vicki Wong	165 Eldridge Street 2nd FL. New York , NY 10002 <a href="mailto:vwong@cpc-nyc.org">vwong@cpc-nyc.org</a>	Yes	No	0
4	Emma L. Bowen Foundation	Sandra Rice	30 Rockefeller Plaza Campus 1221 New York, NY 10112 <a href="mailto:Sandra.rice@nbcuni.com">Sandra.rice@nbcuni.com</a>	Yes	No	0
5	NAACP	Thomie Waters	5 Bryant Park Suite 300 New York, NY 10018 <a href="mailto:nysnaacp@aol.com">nysnaacp@aol.com</a>	Yes	No	0
6	National Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469 <a href="mailto:dcoleman@nyul.org">dcoleman@nyul.org</a>	Yes	NO	0



7	Project Ezra	Leora Cohen/Jeff Mendelson	95 Cedar Lane Englewood, NJ 07631 <a href="mailto:leora@ezrah.org">leora@ezrah.org</a>	Yes	No	0
8	Statewide Hispanic Chamber of Commerce of NJ	Erica Horton	One Gateway Center Suite 903 Newark, NJ 07102 <a href="mailto:changgers@shccnj.org">changgers@shccnj.org</a>	Yes	No	0
9	The Career Center- City College of NY	Rhea Christian	North Academic Center Room 1/116 160 Covenant Avenue New York, NY 10031 <a href="mailto:rchristian@ccny.cuny.edu">rchristian@ccny.cuny.edu</a>	Yes	No	0
10	The Harlem Business Alliance	Regina Smith	275 Lenox Avenue New York, NY 10027 <a href="mailto:rsmith@hbany.org">rsmith@hbany.org</a>	Yes	No	0
11	The NY Urban League	Diana Coleman	3008 Eastchester Road Bronx, NY 10469	Yes	No	0

**COMPANY POSTINGS AND WEBSITES**

12	EEO Coordinator	Entercom Corporate Website	Entercom.com/careers	28
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**ADVERTISING**

13	Indeed.com			11
14	LinkedIn.com			14
15	Direct Employers	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>		
16	ZipRecruiter.com	Posted through the Job Alliance		2
17	Dice.com	Posted through the Job Alliance		2



<b>JOB FAIRS</b>		
NAB National Job Fair	Supplemental Recruitment Initiative #11	0
IRTS Multicultural Career Workshop	See Supplemental Initiative #21	0

<b>OTHER SOURCES</b>	
Current Employee	13
Direct Sourcing	3
Employee Referral	24
<b>Total # of New Interviewees Referred</b>	<b>97</b>

**3. Supplemental Recruitment Initiatives.**

<b>Initiatives</b>		<b>Date</b>	<b>Location</b>	<b>Description</b>	<b>Titles of Employees Involved</b>
1	Entercom Careers Page	Periodically throughout the year	Entercom New York	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 New York	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers 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	Internship Program	Ongoing	Entercom New York	Entercom New York provided college students with an educational experience tailored to their interests and career aspirations in broadcasting. The paid internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions, digital media and sales.	Director, News Programming Director, Digital Content Sales Manager Marketing Manager Director, Human Resources



4	On-Air EEO Policy & Invitation to Receive Job Openings	Ongoing	Entercom New York	Once a week, Entercom New York airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the New York area of Entercom's EEO policy and invite all organizations to be a part of our recruitment efforts.	Program Director Traffic Manager Production Director
5	Station Tours	Ongoing	Entercom New York	Entercom New York provides scheduled tours to organizations interested in the broadcast industry. During these tours, guests are shown studios and offices and are provided an opportunity to ask questions about the industry or careers in broadcasting.	Sales Managers Account Executives Program & News Directors Assistant Program Directors HR Director Promotion Manager
6	Participation in Job Path Program, New York, NY	Ongoing	New York, NY	Entercom New York works with Job Path, a nonprofit organization based in New York City, which supports people with developmental disabilities. Job Path helps people with developmental disabilities find and excel in mainstream jobs. During this reporting period, Entercom New York continues to employ 1 person through Job Path to work on a part time basis in our New York broadcast facility.	Entercom New York
7	National Urban Fellowship (NUF)	1/30/2019	New York, NY	Entercom New York hosted a group of National Urban Fellows (NUF) at our broadcast facility. The NUF is a non-profit leadership development organization focusing on leadership diversity in our country. Fellows were given a tour of the broadcast facility and spoke with our staff.	Director, News Programming On Air Contributor
8	State of the Field Journalism Seminar	3/2/2019	Syracuse, NY	Entercom New York attended the State of the Field Journalism Seminar at Syracuse University's Newhouse School of Communications, which was hosted by NYS Associated Press Association. Director, News Programming is on the Board of the New York State Associated Press Association; the Director participated on a panel and also helped plan this daylong seminar.	Director, News Programming
9	WCBS- AM Small Business Breakfast	3/26/2019	Rye, NY	Entercom New York hosted High School students from a marketing class in at Blind Brook High Schools Marketing Class from Rye New York at WCBS AM Small Business Breakfast. Student met with a News Reporter and News Producer for Q&A after the Small Business Breakfast.	On Air Personality/News Reporter News Producer
10	St John's University Communications Department Planning Committee	4/2/2019	Queens, NY	Entercom New York Director News Programming took part in St John's University Communications Department Planning Committee Meeting. This committee plans the school's Communications course work.	Director, News Programming
11	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



12	AMBYESE (Annual Multicultural Business Youth Educational Services Embarkment) (AMBYESE)	4/27/2019	Stamford, CT	Entercom New York Director News Programming presented at the AMBYESE (Annual Multicultural Business Youth Educational Services Embarkment) Event at the University of Connecticut in Stamford.	Director, News Programming
13	Mercedes Benz Interns	7/25/2019	New York, NY	Entercom NY hosted a group of interns from Mercedes Benz Group for National Intern Day. The Interns gathered for an informal discussion with Director News Programming, Director Music Programming and Director Sports Programming and were given a tour of the broadcast facility.	Director, News Programming Director Music Programming and Director Sports Programming
14	Annual Multi-Cultural Business Youth Educational Services Embankment (AMBYESE)	08/21/2019	New York, NY	Entercom New York hosted Students in the Summer Program from AMBYESE. The students received a tour of the NY facility and met with several Entercom New York employees for a Q&A session.	Director, News Programming On Air Personality News Reporter Digital Managing Editor
15	Excellence in Journalism Conference (EIJ)	9/5-8/2019	Austin, TX	Entercom New York Director, News Programming participated in EIJ Conference. This conference was hosted by RTDNA, National Association of Hispanic Journalists, Society for Professional Journalists.	Director, News Programming
16	CUNY Graduate School	10/7/2019	New York, NY	Entercom New York Director, News Programming spoke to CUNY Graduate School students in an Audio Production Class.	Director, News Programming
17	Marist College Career Consultation Day	10/9/2019	Poughkeepsie, NY	Entercom New York participated in this Career Consultation Day. It was an open forum for students to seek career advice and ask questions about the broadcasting industry and the company. A General Sales Manager attended this event and spoke to 40+ students.	General Sales Manager
18	Hicksville High School	10/16/2019	Hicksville, NY	Entercom New York hosted Students from Hicksville High School at WCBS Small Business Breakfast. Student met with a News Reporter and News Producer for Q&A after the Small Business Breakfast	Director, News Programming News Anchor News Producer
19	Montclair State University	10/25/2019	New York, NY	Entercom New York hosted students from Montclair State University. They received a tour of the facility by Entercom New York's News Reporter and met with various staff for a Q&A session.	Director, News Programming Various Staff



20	Stamford High School	11/13/2019	New York, NY	Entercom New York hosted students from Stamford High School in Stamford, CT. Executive Producer & News Operations, Digital Managing Editor presented to the students. The received also received a tour of the broadcast Facility	Executive Producer & News Operations Operations Digital Managing Editor
21	International Radio & Television Society Career Workshop	12/5/2019	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
22	Lehman College	12/11/2019	New York	Entercom New York hosts students and a professor from Lehman College. Director of News Programming met with the group for a Q&A session and were given a tour of the broadcast facility.	Director, News Programming
23	Conclave Learning Conference	June 19-21, 2019	Minneapolis, MN	Entercom New York participated in the Conclave Learning Conference. The conference provides educational sessions from the nation's top radio professionals and unparalleled networking opportunities for those interested in a career in radio broadcasting with attendees from across the country. A Senior Vice President of Programming participated as a panelist at the conference.	Senior Vice President, Programming