

**KDKA, KDKA-FM, WBZZ, WDSY-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

ENTERCOM Pittsburgh,PA IS AN EQUAL OPPORTUNITY EMPLOYER.

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## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-15, 17-21, 24, 26	8
Account Executive	1-15, 17-21, 24, 26	26
Account Executive	1-15, 17-21, 24, 26	24
Sales Assistant-Pittsburgh	7-8, 29-30	30
Morning Show Co-Host on KDKA-AM	7-8, 22	8
Full Time Producer - KDKA-AM	7-8, 22-23, 29-31	30
Full Time Producer - KDKA-AM	7-8, 22-23, 29-31	31
Station Promotion Manager	7-8, 16, 22-23, 25, 27, 32-33	23
HR/Business Administrator	1-15, 17-21, 23, 28	23
HR/Business Administrator	1-15, 17-21, 23, 28	8

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")****a. Agencies Notified by Outreach**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Bidwell Training Center 1650 Metropolitan Ave. Suite 100 Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 Email : <a href="mailto:jbarnes@manchesterbidwell.org">jbarnes@manchesterbidwell.org</a> Jarene Barnes	N	0
2	College of Communications – Penn State 208D Carnegie Building University Park, Pennsylvania 16802 Phone : 814-863-4674 Email : <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a> Robert Martin	N	0
3	Columbus Campus for the Ohio Media School 5330 East Main Suite 200 Columbus, Ohio 43213 Phone : 614- 423-4945 Email : <a href="mailto:amoore@beonair.com">amoore@beonair.com</a> Alvis Moore	Y	0
4	Community College of Allegheny County 800 Allegheny Avenue Pittsburgh, Pennsylvania 15233 Phone : 412-237-2525 Email : <a href="mailto:rkmetz@ccac.edu">rkmetz@ccac.edu</a> Robert Kmetz	N	0
5	Department of Labor & Industry 411 Seventh Ave. Pittsburgh, Pennsylvania 15219 Phone : 814-871-4301 Email : <a href="mailto:jpmiller@pa.gov">jpmiller@pa.gov</a> JP Miller	N	0
6	Department of Veterans Affairs 1000 Liberty Ave. Pittsburgh, Pennsylvania 15222 Phone : 800-827-1000 Email : <a href="mailto:Samuel.green@va.gov">Samuel.green@va.gov</a> Samuel Green	N	0

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7	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : <a href="http://directemployers.org/contactus">http://directemployers.org/contactus</a> Diversity Outreach Manual Posting	N	0
8	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : <a href="http://www.entercom.com/careers">http://www.entercom.com/careers</a> Careers Page Manual Posting	N	11
9	Goodwill of Southwestern Pennsylvania Robert S. Foltz Building 118 52nd Street Pittsburgh, Pennsylvania 15201 Phone : 412-632-1736 Email : <a href="mailto:Andrew.Sabo@goodwillswpa.org">Andrew.Sabo@goodwillswpa.org</a> Andrew Sabo	N	0
10	It's About The Warrior Foundation 12590 Perry Highway Suite 700 Wexford, Pennsylvania 15090 Phone : 724-712-1355 Email : <a href="mailto:itsaboutthewarrior@zoominternet.net">itsaboutthewarrior@zoominternet.net</a> Steve Monteleone	N	0
11	Lee Hecht Harrison 381 Mansfield Ave Greentree Commons, Suite 203 Pittsburgh, Pennsylvania 15220 Phone : 412-733-2500 Email : <a href="mailto:BERNIE.VARACALLI@LHH.COM">BERNIE.VARACALLI@LHH.COM</a> Bernie Varacalli	N	0
12	Life's Work of PA 1323 Forbes Avenue Pittsburgh, Pennsylvania 15219 Phone : 412-471-2600 Email : <a href="mailto:PR@lifesworkwpa.org">PR@lifesworkwpa.org</a> Tasha Pokrzywa	N	0

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13	NAACP- Allegheny-Kiski Branch PO Box 215 Leechburg, Pennsylvania 15656 Phone : 724-842-5061 Email : d.ayers5@comcast.net Deborah Ayers	N	0
14	Native American Employment and Training Program 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : kjevsevar@cotraic.org Kerry Jevsevar	N	0
15	Office of Vocational Rehabilitation 531 Penn Ave. Pittsburgh, Pennsylvania 15222 Phone : 412-392-5980 Email : shaaustin@state.pa.us Shannon Austin	N	0
16	Point Park College 201 Wood Street Room 706 - Lawrence Hall Pittsburgh, Pennsylvania 15108 Phone : 412-392-3861 Url : <a href="http://handshake.com">http://handshake.com</a> Carol Greco Manual Posting	N	1
17	Salvation Army PO Box 742 700 North Bell Avenue Carnegie, Pennsylvania 15106 Phone : 412- 446-1642 Email : Donna.Fencik@USE.SalvationArmy.Org Donna Fencik	N	0
18	Syndicus 2532 Hopkins Church Road Sewickley, Pennsylvania 15143 Phone : 412-512-1393 Email : tonya.vaccaro@syndicusinc.com Tonya Vaccaro	Y	0

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19	Urban League of Greater Pittsburgh One Smithfield Street 3rd Floor Pittsburgh, Pennsylvania 15222 Phone : 412-227-4802 Email : tharm@ulpgh.org Tiffany Harm	N	0
20	Veterans Leadership Program of Western PA 2934 Smallman Street Pittsburgh, Pennsylvania 15201 Phone : 412-481-8200 Email : gaineym@vlpwpa.org Michelle Gainey	N	0
21	Western Pennsylvania Career Transition Services 7175 Highland Drive Pittsburgh, Pennsylvania 15206 Phone : 412-441-8770 Email : Ely.Sherri@jobcorps.org Sherri Ely	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

**b. Other Sources of Candidate Referral**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	Current Employee	N	13
23	Current Employee/Internal Promotion	N	3
24	Employee Referral	N	1
25	Facebook post	N	1
26	Former Employee	N	1
27	Former Employee Referral	N	1
28	Indeed.com	N	4
29	Internal Candidate	N	6
30	Internal Hire	N	2
31	Internal Transfer/Promotion	N	2
32	Linked In	N	3
33	Non-Employee Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2019	Establishment of a mentoring program	Entercom Pittsburgh offers internships at the radio stations in our Promotions and Event departments. Interns must be college students and receive college credit for the internships. Station personnel oversees the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. Two students participated in this program.	1	Director of Promotions, Events and Marketing
2	4/1/2019	Participation in events sponsored by community groups	Station personnel visited WVU and held interviews and answered questions for students selected by the Director, Student Careers and Opportunities WVU Reed College of Media	1	Director of Promotions, Events and Marketing
3	4/1/2019	Provision of training to personnel of unaffiliated non-profit organizations	Point Park Student Shadow: Student Shadows various departments for a 20-hour period over the course of several days. Shadow project is part of a requirement for a class at Point Park University. Shadow opportunity will vary depending on the student's areas of interest.	1	Director of Promotions, events and Marketing
4	4/1/2019	Participation in other activities designed by the station employment unit	Station Tours: Entercom Pittsburgh provides scheduled tours to the public and organizations interested in the broadcast industry. During these tours we show them our studios and offices and answer any questions they have about the industry or careers at Entercom.	15	Account Executives Program Directors Director of Promotions, Events and Marketing Sales Managers

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5	4/1/2019	Listing of each upper-level category opening in a job bank or newsletter	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.  This initiative is done on an ongoing basis.	1	EEO Coordinator
6	4/1/2019	Participation in job banks, internet programs and other programs designed to promote outreach	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.  This initiative is done on an ongoing basis.	1	EEO Coordinator
7	4/1/2019	Participation in other activities designed by the station employment unit	Once a week, Entercom Pittsburgh airs recruitment advertisements on all stations, seeking applicants across departments. Advertisements inform the Pittsburgh area of Entercom's EEO policy and invite all organizations to be part of our recruitment process.  This initiative is done on an ongoing basis.	2	Traffic Manager EEO Manager
8	5/10/2019	Sponsorship of events in the community designed to increase public awareness	Agora Cyber Charter School: Station personnel spoke virtually to students in grades 3-5 on the industry of radio and broadcasting with a prepared PowerPoint presentation.	1	Director of Events, Promotions and Marketing
9	9/22/2019	Establishment of a mentoring program	IUP Class Project: Station personnel worked with 4 students from an Indiana University of Pennsylvania Promotions Course to come up with a marketing plan for a Entercom Pittsburgh Event	1	Director of Promotions, Events and Marketing



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10	10/14/2019	Participation in events sponsored by community groups	University of Pittsburgh Athletics Career Networking Night: Station personnel attended a networking event with student athletes where they discussed the broadcasting career field with potential candidates in a one on one table discussion format.	2	Director of Promotions, Events and Marketing Operations Manager
11	1/28/2020	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Junior Achievement BizTown is a simulated town built for 4th-6th graders from schools in and around Western Pennsylvania. Students interact with various businesses to learn how to navigate the real world. They are assigned responsibilities for various businesses in advance and then are responsible for those jobs on a visit to JA BizTown Location. 100.7 Star has a physical mini studio on premise where kids are involved in 4 different types of jobs, DJ, Account Executive, Business Manager and General Manager. They are responsible for interacting with the other business through song requests, advertisements and promotional activity throughout their visit.	9	Market Manager Brand Manager Director of Promotions, Events and Marketing On Air Talent
12	2/6/2020	Participation in Job Fairs	Station personnel attended a job fair at Point Park University for current students and alumni. They discussed current openings with Entercom and guided them to apply online at Entercom.com/careers.	2	Director of Promotions, Events and Marketing Promotions Managers
13	2/14/2020	Provision of training to personnel of unaffiliated non-profit organizations	Station personnel served as a Mentor during Country Radio Seminar in Nashville, TN on Thursday, February 14th	1	Director of Operations