

WAAF-AM, WGGY, WILK, WILK-FM, WKRF, WKRZ, WKZN, WMQX**EEO PUBLIC FILE REPORT****April 1, 2019 - March 31, 2020**

ENTERCOM Wilkes Barre-Scranton,PA IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotions Coordinator	1-15, 17-22, 24-47	12
Account Executive	1-17, 19-28, 31-48	12
Account Executive	1-17, 19-28, 31-48	48

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albright College 1621 N 13th St Reading, Pennsylvania 19604 Phone : 610-921-2381 Url : https://app.joinhandshake.com/ Laura Kline Manual Posting	N	0
2	Allegheny College 520 N Main St Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : jfitch@allegheny.edu Jim Fitch	N	0
3	Area Agency on Aging for Luzerne & Wyoming Counties 111 N Pennsylvania Ave #100 Wilkes-Barre, Pennsylvania 18701 Email : denise.stalica@luzernecounty.org Denise Stalica	N	0
4	Binghamton University 4400 Vestal Pkwy E Binghamton, New York 13902 Url : https://app.joinhandshake.com/ Bill McCarthy Manual Posting	N	0
5	Bloomsburg University 400 E 2nd St Bloomsburg, Pennsylvania 17815 Phone : 570-389-4070 Url : https://app.joinhandshake.com/ Michael Babb Manual Posting	N	0
6	Bowling Green University 470 Math Science Building Bowling Green, Ohio 43403 Url : https://app.joinhandshake.com/ Danielle Dimoff Manual Posting	N	0

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7	Bucknell University 701 Moore Ave Lewisburg, Pennsylvania 17837 Phone : 570-577-1599 Email : acs@bucknell.edu Career Center	N	0
8	Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Megan Crouthamel Manual Posting	N	0
9	Commission on Economic Opportunity 165 Amber Lane Wilkes-Barre, Pennsylvania 18702 Phone : 570-208-7010 Email : cmatalonis@ceopeoplehelpingpeople.org Cathy Matalonis	N	0
10	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
11	East Stroudsburg University 200 Prospect St East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Url : https://app.joinhandshake.com/ Career Development Manual Posting	N	0
12	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	6

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13	Franklin & Marshall College 637 College Ave Lancaster, Pennsylvania 17603 Url : https://app.joinhandshake.com/ Sonia Elliott Manual Posting	N	0
14	Georgetown University 3700 O St NW Washinton, District of Columbia 20057 Phone : 202-687-7121 Email : sfc38@georgetown.edu Patrick Denenea	N	0
15	Greater Scranton Chamber of Commerce 222 Mulberry St Scranton, Pennsylvania 18503 Phone : 570-342-7711 Mari Potis Manual Posting	Y	0
16	Indeed Pennsylvania Url : https://www.indeed.com/ n/a n/a Manual Posting	N	2
17	Indiana University of Pennsylvania 1011 South Drive Indiana, Pennsylvania 15705 Url : https://app.joinhandshake.com/ Jan Shellenbarger Manual Posting	N	0
18	Ithaca College 953 Danby Road Ithaca, New York 14850 Url : https://app.joinhandshake.com/ John Fracchia Manual Posting	N	0

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19	Keystone College 1 college Road La Plume, Pennsylvania 18440 Phone : 570-945-5141 Url : https://app.joinhandshake.com/ Diane Bubb Manual Posting	Y	0
20	Kings College 133 N River St Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Url : https://app.joinhandshake.com/ Theresa Kinney Manual Posting	Y	0
21	Kutztown University 15200 Kutztown Road Kutztown, Pennsylvania 19530 Phone : 610-683-4067 Url : https://app.joinhandshake.com/ Chad Ganley Manual Posting	N	0
22	Lackawanna Cty Careerlink 135 Franklin St Scranton, Pennsylvania 18503 Phone : 570-963-3110 Email : cgerlad@pa.gov Job Posting	N	0
23	Lesley College 29 Everett Street Cambridge, Massachusetts 2138 Phone : 617-868-9600 Email : crcjobs@lesley.edu Career Services	N	0
24	Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : https://app.joinhandshake.com/ Courtney Force Manual Posting	N	0

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25	Luzerne County Careerlink 32 E Union St Wilkes-Barre, Pennsylvania 18701 Job Posting Manual Posting	N	0
26	Luzerne County Community College 1333 South Prospect St Nanticoke, Pennsylvania 18634 Phone : 570-470-0200 Email : mghilani@luzerne.edu Mary Ghilani	Y	0
27	Marywood University 2300 Adams Ave Scranton, Pennsylvania 18509 Url : https://app.joinhandshake.com/ Michael Magistro Manual Posting	N	0
28	Misericordia University 301 Lake St Dallas, Pennsylvania 18612 Phone : 570-674-6343 Url : https://app.joinhandshake.com/ Tiffany Wiernusz Manual Posting	N	0
29	Mount Zion Baptist Church 105 Hill Street Wilkes-Barre, Pennsylvania 18702 Phone : 570-824-0146 Email : mtzionbapch@epix.net Career Services	N	0
30	Muhlenberg College 2400 W Chew St Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Samantha Hof Manual Posting	N	0

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31	PA Careerlink Luzerne County 32 E Union St Wilkes-Barre, Pennsylvania 18701 Phone : 570-459-3854 Email : miskra@edisolutions.com Maureen Iskra	Y	0
32	PSU University 201 Old Main University Park, Pennsylvania 16802 Url : https://nittanylioncareers.psu.edu/ Job Postings Manual Posting	N	0
33	ResCare Workforce Services 1920 Kutztown Road Reading, Pennsylvania 19604 Email : jodi.rosencrant@Rescare.com Job Postings	N	0
34	Saint Joseph's University 5600 City Ave Philadelphia, Pennsylvania 19131 Url : https://app.joinhandshake.com/ Jennifer Rossi Long Manual Posting	N	0
35	Shippensburg University 1871 Old Main Dr Shippensburg, Pennsylvania 17257 Phone : 717-532-9121 Url : https://www.collegecentral.com/ Career Services Manual Posting	N	0
36	Slippery Rock University 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : https://app.joinhandshake.com/ Renee Coyne Manual Posting	N	0

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37	Step By Step Inc 51 Gravel St Wilkes-Barre, Pennsylvania 18705 Email : lsulitka@stepbystepusa.com Job Postings	Y	0
38	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Url : https://app.joinhandshake.com/ Laura Craig Manual Posting	N	0
39	Towson University 8000 York Road Towson, Maryland 21252 Url : https://app.joinhandshake.com/ Tasha Benn Manual Posting	N	0
40	Trehab Center 1 Kim Ave #4 Tunkhannock, Pennsylvania 18657 Phone : 570-933-7576 Email : info@trehab.org Career Services	N	0
41	University of Pennsylvania Philadelphia, Pennsylvania 19104 Url : https://app.joinhandshake.com/ Kelly walsh Manual Posting	N	0
42	University of Scranton 800 Linden St Scranton, Pennsylvania 18510 Url : https://app.joinhandshake.com/ Chris Whitney Manual Posting	Y	0
43	Villanova University 800 Lancaster Ave Villanova, Pennsylvania 19085 Url : https://app.joinhandshake.com/ Daniel Glaziewski Manual Posting	N	0

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44	Wayne County Veterans Affairs 323 Tenth Street Honesdale, Pennsylvania 18431 Email : rswilliams@waynecountypa.gov R Williams	N	0
45	Whitman School of Management at Syracuse University 721 University Ave Syracuse, New York 13244 Url : https://whitman.syr.edu Email : srclay01@syr.edu Job Posting	N	0
46	Wilkes University 84 W South St Wilkes-Barre, Pennsylvania 18701 Url : https://app.joinhandshake.com/ Sharon Castragano Manual Posting	Y	0
47	WilkesBarre Chamber of Commerce 2 Public Sq Wilkes-Barre, Pennsylvania 18701 Email : dsedor@wilkesbarre.org Career Services	N	0

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b. Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Employee Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2019	Provision of training to management	Managers are trained regarding EEO compliance rules and are given forms and policy memos. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each hire.	5	Director of Sales Program Director Program Director IT Manager
2	4/1/2019	Participation in other activities designed by the station employment unit	Once a week, Entercom Wilkes-Barre/Scranton airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Wilkes-Barre/Scranton area of all Entercom's EOE policy and invite all organizations to be a part of our recruitment process. This initiative is done on an ongoing basis.	5	
3	4/1/2019	Establishment of an intern program designed to assist members of the community	Entercom Wilkes-Barre/Scranton offers internships at the radio stations in the Promotions, IT, Sales and Programming departments. Interns must be college students and receive college credit for the internship. Internships are evaluated to ensure they are receiving information and education. Internships are ongoing throughout the year.	4	Program Director IT Manager Director of Sales Program Director
4	4/1/2019	Participation in other activities designed by the station employment unit	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.	4	EEO Coordinator

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5	4/1/2019	Participation in other activities designed by the station employment unit	<p>Direct Employers Association</p> <p>Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that re 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 the other job candidates that might not be aware of employment opportunities in broadcasting.</p> <p>This initiative is done on an ongoing basis.</p>	4	EEO Coordinator
6	4/4/2019	Co Sponsoring Job Fair	Entercom Wilkes-Barre Scranton had a booth at the Greater Scranton Chamber of Commerce 2019 Employment Expo and handed out information regarding current opportunities at Entercom Wilkes-Barre/Scranton.	4	Business Manager Director of Sales
7	4/8/2019	Hosting of Job Fair	Entercom Wilkes-Barre/Scranton held an online job fair and promoted current job opportunites at Entercom Wilkes-Barre/Scranton.	4	Director of Sales
8	10/7/2019	Listing of each upper-level category opening in a job bank or newsletter	Entercom Wilkes-Barre/Scranton sends out notices periodically to the Wilkes-Barre Team regarding current job opportunities throughout our location.	4	Business Manager
9	10/7/2019	Participation in Job Fairs	Entercom Wilkes-Barre Scranton had a booth at the Wilkes Intern Career, Professional. Grad School Fair and handed out information regarding current opportunities at Entercom Wilkes-Barre/Scranton.	4	Business Manager
10	10/7/2019	Participation in events or programs sponsored by educational institutions	Entercom Wilkes-Barre/Scranton hosted a tour of the station for communication students from Wilkes University. Career opportunities were discussed in the broadcasting industry	4	On-Air

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11	1/28/2020	Participation in events or programs sponsored by educational institutions	Entercom Wilkes-Barre/Scranton hosted a tour of the station for adults with intellectual disabilities from Devereux Pocono. Career opportunities were discussed in the broadcasting industry	4	Promotions Director