

KYW, WBEB, WIP-FM, WOGL, WPHT, WTDY-FM
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

ENTERCOM Philadelphia,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
Digital Project Manager	1-2, 8	8
Board Operator	1-2, 8	8
Producer	1-2, 8-9	8
Producer	1-2, 6	6
Sales Assistant	1-2, 6, 8	6
Reporter	1-2, 8	8
Digital Project Manager	1-2, 6, 8	6
Traffic Center Editor	1-2, 4, 8	4
Business Administrator	1-2, 4	4
WIP-FM Assistant Program Director	1-3, 5-8, 10-12	5
Digital Project Manager	1-3, 8	2
Producer	1-2, 8	8
Commercial Producer	1-2, 4, 6-8, 11	6
Commercial Producer	1-2, 4, 6-8, 11	2
Commercial Producer	1-2, 4, 6-8, 11	4
Commercial Producer	1-2, 4, 6-8, 11	11

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EEO PUBLIC FILE REPORT

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	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
2	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	47
3	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**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
4	Current Employee - Transfer/Promotion	N	3
5	Current Employee/Internal Promotion	N	1
6	Employee Referral	N	6
7	Indeed.com	N	2
8	Internal Candidate	N	42
9	Internal Hire	N	1
10	Linked In	N	1
11	Other Source	N	2
12	Twitter	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			106

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EEO PUBLIC FILE REPORT

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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	Establishment of an intern program designed to assist members of the community	KYW-AM 53rd Annual News Studies Program-The Employment Unit participated in the 53rd Annual News Studies Program where high school juniors & seniors were taught the basics of broadcast journalism, heard from industry professionals, and researched and recorded an actual news story that airs on KYW (AM). Students learned about career opportunities in broadcasting through this program.	4	News Director Newsroom Operations Coordinator Reportrs Editors Writers Outside Guest Speaker
2	4/1/2019	Participation in other activities designed by the station employment unit	Once a week for the entire year, Entercom Philadelphia airs recruitment advertising on all stations, seeking applicants across all departments. Advertisements inform the Philadelphia of Entercom's EEO policy and invite all organizations to be a part of our recruitment process. This initiative is done on an ongoing basis.	6	Business Administrator Traffic Manager Traffic Manager Traffic Manager
3	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 a career in broadcasting. This initiative is done on an ongoing basis.	1	Business Administrator
4	4/1/2019	Listing of each upper-level category opening in a job bank or newsletter	Each vacancy in the employment unit, including the 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, veteran 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	Business Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/26/2019	Establishment of an intern program designed to assist members of the community	2019 Internship Program-During this reporting period, the Employment Unit provided 11 students with an educational experience tailored to their interests and career aspirations in broadcasting. The internships, which are available throughout the year, provide opportunities in various radio station departments, including programming, promotions and sales.	13	Program Director Chief Engineer General Sales Manager Program Director
6	1/26/2020	Participation in events sponsored by community groups	Barrett Sports Media Summit-The Program Director of WIP-FM participated in a panel discussion on the future of Sports Radio at this annual industry event. There was an opportunity for students to meet and discuss career opportunities.	1	Program Director
7	2/20/2020	Participation in events or programs sponsored by educational institutions	Guest Lecture, Media Management class at SUNY Oswego – via Skype	1	Program Director
8	2/21/2020	Participation in Job Fairs	Klein College of Media & Communication Internship & Career Fair at Temple University-The Employment Unit Personnel with substantial responsibility in making hiring decisions participated in the Temple University Career Fair on February 21, 2019. Information about current job postings and upcoming internship opportunities were discussed. Resumes were also accepted for various positions at the event.	1	Business Administrator
9	3/6/2020	Participation in events or programs sponsored by educational institutions	Panelist, WJPZ Alumni Association Fall Conference, Syracuse University, Syracuse, NY	1	Program Director