

WBGB, WEEL, WEEL-FM, WMJX, WWBX
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

ENTERCOM Boston,MA IS AN EQUAL OPPORTUNITY EMPLOYER.

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|--|---|
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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 |
|-------------------------|--|-----------------------|
| Account Executive | 1-71, 74, 76, 78 | 76 |
| Digital Project Manager | 1-74, 76-77 | 74 |
| Digital Project Manager | 1-74, 76-77 | 73 |
| Receptionist | 1-59, 61-72, 75-76 | 76 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | Assumption College 500 Salisbury Street Worcester, Massachusetts 1609 Phone : 508-767-7227 Url : https://app.joinhandshake.com Shannon Curtis Manual Posting | N | 0 |
| 2 | Bay State College 31 St James Ave Boston, Massachusetts 2116 Phone : 617-217-9301 Email : careers@baystate.edu Jeff Mason | N | 0 |
| 3 | Bentley University 175 Forest Street Waltham, Massachusetts 2452 Phone : xxxxxxxxx Email : ga_recruiting_info@bentley.edu General Recruiting | Y | 0 |
| 4 | Berklee College of Music 921 Boylston Street Boston, Massachusetts 2215 Phone : 617-266-1400 Email : careercenter@berklee.edu Career Center | N | 0 |
| 5 | Berkshire Community College 1350 West Street Pittsfield, Massachusetts 1201 Phone : 413-236-1637 Email : jcornman@berkshirecc.edu Career Center | N | 0 |
| 6 | Boston College 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-4769 Url : https://bc-csm.symplicity.com/students/?signin_tab Employer Recruiting Manual Posting Prong 2 Ended Date: 10/28/2020 | N | 0 |

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|------------------|---|--|---|
| 7 | Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-2000 Url : https://app.joinhandshake.com Heather Fink Manual Posting | Y | 0 |
| 8 | Boston Women's Commission 1 City Hall Square Boston, Massachusetts 2201 Phone : 617-635-4427 Email : bostonwomen@cityofboston.gov Career Services | N | 0 |
| 9 | Brandeis University 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Url : https://app.joinhandshake.com Cary Weir-Lytle Manual Posting | N | 0 |
| 10 | Bridgewater State University 131 Summer Street Bridgewater, Massachusetts 2324 Phone : 508-531-1328 Url : https://employer.gradleaders.com/bridgewater/emplo John Paganelli Manual Posting | N | 0 |
| 11 | Bunker Hill Community College 250 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-228-2000 Email : workjobpostings@BHCC.Mass.edu Delores Gatley | N | 0 |
| 12 | Cambridge College 500 Rutherford Ave Boston, Massachusetts 2129 Phone : 617-868-1000 Email : careerservices@cambridgecollege.edu Career Services | N | 0 |

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|------------------|---|--|---|
| 13 | Clark University 950 Main Street Worcester, Massachusetts 1610 Phone : 508-793-7711 Url : https://app.joinhandshake.com Donna Curry Manual Posting | N | 0 |
| 14 | Colby-Sawyer College 541 Main Street New London, New Hampshire 3257 Phone : 603-526-3765 Email : welcome@colby-sawyer.edu Jennifer Tockman | N | 0 |
| 15 | College of the Holy Cross 1 College Street Worcester, Massachusetts 1610 Phone : 508-793-3880 Url : https://app.joinhandshake.com Pam Ahearn Manual Posting | N | 0 |
| 16 | Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : swilliams@gocsb.com Steve Williams | Y | 0 |
| 17 | Curry College 1071 Blue Hill Ave Milton, Massachusetts 2186 Phone : 617-333-2294 Email : careerdevelopment@curry.edu Kerrie Aborn Prong 2 Ended Date: 10/28/2020 | N | 0 |
| 18 | Dartmouth College 6016 McNutt Hall Hanover, New Hampshire 3755 Phone : 603-646-1110 Email : Career.services@dartmouth.edu Career Services | N | 0 |

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|------------------|--|--|---|
| 19 | 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 |
| 20 | Division of Employment & Training 210 South St Boston, Massachusetts 2114 Phone : 617-338-0809 Email : dlund@detma.org Career Services | N | 0 |
| 21 | Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : https://app.joinhandshake.com Blaine Butler Manual Posting | Y | 0 |
| 22 | Endicott College 376 Hale Street Beverly, Massachusetts 1915 Phone : 978-816-7619 Url : https://app.joinhandshake.com Brenda Campbell Manual Posting | N | 0 |
| 23 | Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting | N | 0 |
| 24 | Fall River Career Center 446 N Main Street Fall River, Massachusetts 2720 Phone : 508-730-5000 Email : aborges@bristoljobs.org Career Services | N | 0 |

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|------------------|--|--|---|
| 25 | Framingham State College 100 State Street Framingham, Massachusetts 1701 Phone : 508-626-4625 Url : https://app.joinhandshake.com Carol Spector Manual Posting | N | 0 |
| 26 | Franklin Pierce University 40 University Drive Rindge, New Hampshire 3461 Phone : 630-899-4000 Email : nicholrm@franklinpierce.edu Career Services | N | 0 |
| 27 | Keene State College 229 Main Street Keene, New Hampshire 3435 Phone : 603-352-1909 Email : aca@keene.edu Career Services | N | 0 |
| 28 | Lasell College 1844 Commonwealth Ave Auburndale, Massachusetts 2466 Phone : 617-243-2000 Email : careerservices@lasell.edu Career Services | N | 0 |
| 29 | Lesley College 29 Everett Street Cambridge, Massachusetts 2138 Phone : 617-349-8550 Url : https://app.joinhandshake.com Jessica Courtney Manual Posting | N | 0 |
| 30 | MA College of Liberal Arts 375 Church Street North Adams, Massachusetts 1247 Phone : 413-662-5000 Email : career@mcla.edu Career Services | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 31 | Mass Commonwealth of Unemployment 19 Staniford Street Boston, Massachusetts 2114 Phone : 617-626-6800 Email : moffer@bristoljobs.org Marilyn Offer | N | 0 |
| 32 | Massachusetts Association of Broadcasters PO Box 857 Clark, New Jersey 7066 Phone : 800-471-1875 Email : jordan@massbroadcasters.org Jordan Walton | N | 0 |
| 33 | Massachusetts Institute of Technology - MIT 77 Massachusetts Ave Cambridge, Massachusetts 2139 Phone : 617-715-5327 Url : https://app.joinhandshake.com Brian Hanna Manual Posting | N | 0 |
| 34 | Massasoit Community College 1 Massasoit Blvd. Brockton, Massachusetts 2302 Phone : 508-588-9100 Url : https://www.focus2career.com/portal/login.cfm?sid=AllessandraMonteiro Manual Posting | N | 0 |
| 35 | Merrimack College 315 Turnpike Street North Andover, Massachusetts 1845 Phone : 978-837-5143 Url : https://app.joinhandshake.com Laura Hillier Manual Posting | N | 0 |
| 36 | Mount Holyoke College 50 College Street South Hadley, Massachusetts 1075 Phone : 413-538-2080 Url : https://app.joinhandshake.com Kelly Uccello Manual Posting | N | 0 |

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|------------------|--|--|---|
| 37 | Mt. Wachusett Community College 444 Green Street Gardner, Massachusetts 1440 Phone : 978-630-9134 Email : pbrewerton@mwcc.mass.edu Christine Davis | N | 0 |
| 38 | NAACP/ South Middlesex Branch 330 M.L.K. Jr Blvd Roxbury, Massachusetts 2119 Phone : 617-427-9494 Email : washingtonbureau@naacpnet.org Career Services | N | 0 |
| 39 | New England College 98 Bridge Street Henniker, New Hampshire 3242 Phone : 603-428-2211 Email : edurkee@nec.edu Career Services | N | 0 |
| 40 | New England School of Communication 1 College Circle Bangor, Maine 4401 Phone : 207-941-7176 Email : bill@nescom.edu Career Services | N | 0 |
| 41 | New North Citizens Council 2455 Main Street Springfield, Massachusetts 1107 Phone : 413-746-4885 Email : klmorales@newnorthcc.org Career Services | N | 0 |
| 42 | Nichols College 129 Center Road Dudley, Massachusetts 1571 Phone : 508-213-2482 Url : https://app.joinhandshake.com Abby DePasquale Manual Posting | Y | 0 |

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|------------------|---|--|---|
| 43 | North Shore Community College 1 Ferncroft Road Danvers, Massachusetts 1923 Phone : 978-762-4000 Email : lmarcus@northshore.edu Career Services | N | 0 |
| 44 | Northeastern University 360 Huntington Ave Boston, Massachusetts 2115 Phone : 617-373-2000 Email : student-affairs@neu.edu Career Services | Y | 0 |
| 45 | Rhode Island Indian Council 807 Broad Street Providence, Rhode Island 2907 Phone : 401-781-1098 Email : dwaldron@rhodeislandindiancouncil.org Darrell Waldron | N | 0 |
| 46 | Roxbury Multi-Service Center 321 Blue Hill Ave Boston, Massachusetts 2121 Phone : 617-541-6859 Email : fscott@roxmulti.org Career Services | N | 0 |
| 47 | Saint Anselm College 100 St Anselm Drive Manchester, New Hampshire 3102 Phone : 603-641-7000 Url : https://app.joinhandshake.com Kimberly Delgizzo Manual Posting | N | 0 |
| 48 | Salem State University 352 Lafayette Street Salem, Massachusetts 1970 Phone : 978-542-6406 Url : https://app.joinhandshake.com Joe Santacroce Manual Posting | N | 0 |

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|------------------|--|--|---|
| 49 | Smith College 10 Elm Street Northhampton, Massachusetts 1063 Phone : 413-585-2582 Url : https://app.joinhandshake.com Deb Wijnhoven Manual Posting | N | 0 |
| 50 | Southern New Hampshire University 2500 N River Road Hooksett, New Hampshire 3106 Phone : 888-672-1458 Christina Cassella Manual Posting | N | 0 |
| 51 | Springfield College 263 Alden Street Springfield, Massachusetts 1109 Phone : 413-748-3000 Email : smosier@springfieldcollege.edu Sharon Mosier | N | 0 |
| 52 | Stonehill College 320 Washington Street North Easton, Massachusetts 2357 Phone : 508-565-1000 Url : https://app.joinhandshake.com Kristine Shatas Manual Posting | N | 0 |
| 53 | Thayer Academy 745 Washington Street Braintree, Massachusetts 2184 Phone : 781-843-3580 Email : dking@thayer.org Denise King | N | 0 |
| 54 | University of Hartford 200 Bloomfield Ave West Hartford, Connecticut 6117 Phone : 860-768-4100 Url : https://app.joinhandshake.com Ryan Polk Manual Posting | N | 0 |

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|------------------|--|--|---|
| 55 | University of Massachusetts at Dartmouth 285 Old Westport Road North Dartmouth, Massachusetts 2747 Phone : 508-999-8658 Url : https://app.joinhandshake.com Sheldon Straker Manual Posting | N | 0 |
| 56 | University of Massachusetts Boston 100 William T, Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-5519 Url : https://app.joinhandshake.com William Farrick Manual Posting | N | 0 |
| 57 | University of Vermont University of Vermont Burlington, Vermont 5405 Phone : 802-656-3450 Url : https://app.joinhandshake.com Sarah Heath Manual Posting | N | 0 |
| 58 | Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts 2119 Phone : 617-442-4519 Email : frontdesk@ulem.org Yvonne Matthews | N | 0 |
| 59 | WBRS-FM (Brandeis University) 415 South Street Waltham, Massachusetts 2453 Phone : 781-736-2000 Email : gm@wbrs.org Career Services | N | 0 |
| 60 | WBRU (Brown University) 88 Benevolent Street Providence, Rhode Island 2906 Phone : 401-272-9550 Email : wendell@wbru.org Career Services | N | 0 |

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|------------------|--|--|---|
| 61 | Wentworth Institute of Technology 550 Huntington Ave Boston, Massachusetts 2115 Phone : 617-989-4590 Email : jobs@wit.edu Career Services | N | 0 |
| 62 | Western New England College 1215 Wilbraham Road Springfield, Massachusetts 1119 Phone : 413-782-3111 Email : jsteffes@wne.edu Jeanne Hart-Steffes | N | 0 |
| 63 | Westfield State College 577 Western Ave Westfield, Massachusetts 1086 Phone : 413-572-5206 Url : https://app.joinhandshake.com Career Services Manual Posting | N | 0 |
| 64 | Wheaton College 26 E Main Street Norton, Massachusetts 2766 Phone : 630-752-5000 Url : https://app.joinhandshake.com Ally Baldwin Manual Posting | N | 0 |
| 65 | Worcester State University 486 Chandler Street Worcester, Massachusetts 1602 Phone : 508-929-8000 Url : https://app.joinhandshake.com Career Services Manual Posting | N | 0 |
| 66 | WUMB-FM (U-Mass Boston) 100 Morrissey Blvd Boston, Massachusetts 2125 Phone : 617-287-6919 Email : wumb@umb.edu Career Services | N | 0 |

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|------------------|---|--|---|
| 67 | WZBC-FM 90.3FM (Boston College) 140 Commonwealth Ave Chestnut Hill, Massachusetts 2467 Phone : 617-552-3511 Email : Internship.director@wzbc.org Career Services | N | 0 |
| 68 | YMCA Boston 316 Huntington Ave Boston, Massachusetts 2115 Phone : 617-927-8060 Email : hrdepartment@ymcaboston.org Career Services | N | 0 |
| 69 | YMCA of Greater Springfield 275 Chestnut Street Springfield, Massachusetts 1104 Phone : 413-739-6951 Email : ccremonti@springfielddy.org Career Services | N | 0 |
| 70 | YMCA of New Bedford 25 S Water Street New Bedford, Massachusetts 2740 Phone : 508-997-0734 Email : kstrangis@ymcasouthcoast.org Career Services | N | 0 |
| 71 | YWCA Cambridge 7 Temple Street Cambridge, Massachusetts 2139 Phone : 617-661-9622 Email : nobrien@cambymca.org Career Services | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|-------------------------------------|--|---|
| 72 | Current Employee | N | 3 |
| 73 | Current Employee/Internal Promotion | N | 1 |
| 74 | Employee Referral | N | 4 |
| 75 | Indeed.com | N | 2 |
| 76 | Job posting on internet | N | 4 |
| 77 | Linked In | N | 1 |
| 78 | Non-Employee Referral | N | 2 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 17 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|---|---|-------------------------------------|---|
| 1 | 3/5/2020 | Participation in events or programs sponsored by educational institutions | Spoke to a communications class at Curry College on the success of Radio. | 1 | General Sales Manager |
| 2 | 5/13/2020 | Provision of training to management | The Employment Unit's management-level personnel received training via webinar on methods of ensuring equal employment opportunity and preventing discrimination. | 5 | Market Hiring Managers |
| 3 | Ongoing Event | Participation in other activities designed by the station employment unit | Internal email publishing the current open positions listed in Entercom career sites, including position title, station and reference number. | 6 | Business Administrator |
| 4 | Ongoing Event | Participation in job banks, internet programs and other programs designed to promote outreach | 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 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. | 1 | EEO Coordinator |
| 5 | Ongoing Event | Participation in other activities designed by the station employment unit | The website for each of the stations in the Employment Unit includes a link to the Entercom Careers page, which has information about careers in broadcasting. | 1 | EEO Coordinator |
| 6 | Ongoing Event | Participation in other activities designed by the station employment unit | Once a week, this Entercom station group airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the listening area of Entercom EOE policy and invites all organizations to be part of the recruitment process. | 2 | EEO Coordinator Traffic Manager |
| 7 | 9/30/2020 | Co Sponsoring Job Fair | Entercom was a Gold Sponsor of the College Diversity Network Virtual Career Fair. Entercom representative shared information on employment opportunities within Entercom markets nationwide. | 4 | Talent Acquisition Manager Talent Acquisition Specialist Regional HR Director Regional HR Director |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|---|---|-------------------------------------|---|
| 8 | 10/27/2020 | Participation in events or programs sponsored by educational institutions | Participated in a virtual college career call with students at Dean college to advise about the industry. | 1 | Production Director |
| 9 | Ongoing Event | Participation in other activities designed by the station employment unit | <p>Entercom has entered into an agreement with Atlanta University Center (AUC), which consists of Clark Atlanta University, Morehouse and Spelman, which are HBCUs in Atlanta. From this partnership, we will be providing curriculum and education to the students and alumni of these universities through virtual "Dinner and Learn" sessions. Leadership from our company will speak at these sessions providing insight as to how they became successful in radio, learn about the ever changing landscape of the audio industry, and learn about the different departments and operations of a radio broadcasting company. In addition, we plan to recruit 5 interns directly from AUC. The Dinner and Learn sessions will be kicking off this semester, and we plan to hold roughly 3-5 of these events per semester. The kick off to this program will be high level, but the dinner and learns will even more specialized, and even get into resume writing, and mock interviews, etc.</p> <p>Forward looking, we will plan to partner with AUC and other HBCUs to recruit for our fellowship program.</p> | 48 | Chief Executive Officer SVP/Market Manager Talent Acquisition Manager |