

WCBS, WCBS-FM, WFAN, WFAN-FM, WINS, WNEW-FM, WNSH, WNYL
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

ENTERCOM New York,NY 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
News Editor, 1010 WINS Digital	1-17, 20, 24, 27	24
Multimedia Journalist, 1010 WINS Digital	1-17, 20, 24, 27, 32	27
Reporter/Writer, 1010 WINS Digital	1-2, 5, 7-11, 13-14, 16-18, 24, 28, 32	32
Market Manager, New York	1-17, 19-20, 24, 27	24
Account Executive - New York	1-17, 19-20, 23-24	24
Morning Show Producer - WNYL	1-17, 19-20, 28-29, 32	32
On-Air Talent - Morning Drive - NY WNYL	1-17, 19-20, 22	22
On Air Talent PM Drive - ALT 92.3	1-17, 19-20, 31	31
On-Air Talent WFAN	25	25
Business Administrator (Accountant & Payroll Administrator)	1-17, 19-20, 26, 32	26
WNYL Night Producer	1-17, 19-20, 24, 28, 32	28
On Air Talent PM Drive - ALT 92.3	1-17, 19-21, 24, 30, 32	30

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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	Asian American Journalists Federation-New York 75 Vandam St c/o LaColombe New York, New York 10013 Phone : 000-000-0000 Url : http://www.aaja-newyork.org Email : aajanychapter@gmail.com Hannah Bea	N	0
2	Bronxnet 250 Bedford Park Blvd. W c/o Lehman College Bronx, New York 10468 Phone : 718-960-8769 Url : http://www.bronxnet.org/ Email : marisa@bronxnet.org Marisa White	N	0
3	Chinese American Planning Council 150 Elizabeth St. New York, New York 10012 Phone : 212-941-0041 Url : http://www.cpc-nyc.org Email : vwong@cpc-nyc.org Vickie Wong	N	0
4	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
5	Emma Bowen Foundation 524 W 57 Street New York, New York 10019 Phone : 212-975-2597 Url : https://www.emmabowenfoundation.com Email : sandra.rice@nbcuni.com Sandra Rice	N	0
6	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	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
7	Job Path 256 West 38th Street 2nd Floor New York, New York 10018 Phone : 212-944-0564 Url : http://www.jobpathnyc.org Email : aalthoff@jobpathnyc.org Aimee Althoff	N	0
8	National Association for the Advancement of Colored People (NAACP) 147 Prince St #19 Brooklyn, New York 11201 Phone : 347-836-9025 Url : http://www.naacp.org Email : nysnaacp@aol.com Job Listings	N	0
9	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org Email : info@nlgja.org Job Listings	N	0
10	National Urban League 80 Pine St 9th Floor New York, New York 10005 Phone : 212-558-5300 Url : http://www.nuljobsnetwork.com Email : dcoleman@nyul.org Job Listings	N	0
11	New York Association of Black Journalists 2214 Frederick Douglass Blvd. P.O. Box 234 New York, New York 10026 Phone : 646-558-8656 Url : http://www.nyabj.org Email : president@nyabj.org Julie Walker	N	0

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12	New York Market 345 Hudson St 10th Floor New York, New York 10014 Phone : 212-649-9667 Email : Jennifer.Valenti-Smith@entercom.com Jennifer Valenti-Smith	N	0
13	Project Ezra 95 Cedar Lane, Suite 12 Englewood, New Jersey 7631 Phone : 201-569-9047 Url : http://www.ezrah.org Email : Leora@ezrah.org Leora Cohen	N	0
14	Statewide Hispanic Chamber of Commerce of New Jersey 1280 Wall Street West Suite 312 Lyndhurst, New Jersey 7071 Phone : 201-935-0035 Url : http://www.shccnj.org Email : chamber@shccnj.org Job Listings	N	0
15	The Bridge to Independence & Career Opportunity 22 Eagle Road Danbury, Connecticut 6810 Phone : 203-743-6695 Url : http://www.tbicoworks.org Email : info@tbicoworks.org Job Listings	N	0
16	The Career Center - City College of New York 160 Convent Avenue New York, New York 10031 Phone : 212-650-6789 Url : http://www.ccnycuny.edu/cpdi Email : rchristian@ccny.cuny.edu Rhea Faniel	Y	0
17	The Harlem Business Alliance 275 Malcolm X Blvd, New York, New York 10027 Phone : 212-665-7010 Url : http://hbany.org Email : rsmith@hbany.org Regina Smith	N	0

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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
18	The New York Urban League 204 West 136th Street New York, New York 10030 Phone : 212-926-8000 Url : http://www.nyul.org Email : dcoleman@nyul.org Diane Coleman	N	0
19	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
20	Yeshiva University Office of Placement and Careers 500 West 185th Street New York, New York 10033 Phone : 212-960-5400 Url : http://www.yu.edu/cjf/rabbinics/placement Email : JCareerPlacement@yu.edu Job Listings	N	0

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b. Exemptions or 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
21	Agency Referral	N	1
22	Current Employee	N	1
23	Employee Promotion	N	1
24	Employee Referral	N	7
25	Exigent Circumstances	N	1
26	Indeed.com	N	3
27	Job Board	N	3
28	Linked In	N	6
29	Other Source	N	1
30	Phone Inquiry	N	1
31	Rehire from COVID-19 pandemic layoff	N	1
32	Station Website	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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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	2/21/2020	Participation in events or programs sponsored by educational institutions	Entercom New York provides scheduled tours to Seton Hall's WSOU Station interested in at career in the broadcast industry. During these tours, students are shown studios and offices and are provided an opportunity to ask questions about the industry or careers in broadcasting.	14	SVP, Programming SVP News Brand Manager SVP, Programming SVP, Programming
2	3/6/2020	Participation in events sponsored by community groups	The Intercollegiate Broadcasting System International Conference and Awards Show. Intercollegiate Broadcast System is proud to honor the best and the brightest among college and high school media. Our 2020 Awards Ceremonies was held at the 80th Annual IBS International Media Conference March 6-7, 2020 at the Hotel Penn in Midtown Manhattan. The High School Awards were handed out on Friday afternoon and the College Awards were given out on Saturday.	10	Anchor On Air Talent On Air Talent On Air Talent
3	3/6/2020	Participation in events or programs sponsored by educational institutions	News Service Aid and News Ops Admin attended the Craig Newmark Graduate School of Journalism (CUNY) Spring Career Fair .	2	News Service Aid News Ops Admin
4	3/11/2020	Participation in events sponsored by community groups	Entercom Communications News Reporter was the speaker at Long Island (Nassau County) Greens Men's Club.	1	Reporter
5	Ongoing Event	Participation in events or programs sponsored by educational institutions	WCBS Staff Members of Entercom lectures at an Audio Production and News Gathering Class at Montclair State University.	4	News Brand Manager News Reporter News Anchor News Reporter
6	4/27/2020	Participation in events or programs sponsored by educational institutions	Entercom's Brand Manager spoke to a Communications Class at Syracuse University.	1	News Brand Manager
7	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
8	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

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9	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
10	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
11	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
12	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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13	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
14	10/28/2020	Participation in events sponsored by community groups	Entercom's WCBS880 Reporter spoke at the College Broadcasters Inc. (CBI) National Student Electronic Media Convention (virtual), CBI presenters talked about access to the latest technology and expert vendors and opportunities to network with peers and special guests.	1	Reporter
15	11/17/2020	Participation in events sponsored by community groups	Entercom WCBS880 Reporter hosted benefit for Island Harvest, hunger relief program to end hunger and reduce food waste.	1	Reporter

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16	1/29/2021	Participation in events sponsored by community groups	Entercom's WCBS880 News Anchor hosts New York Press Club Virtual Town Hall with Dr. Anthony Fauci (NIH) to discuss the state of the pandemic (NY Area), coverage of media and the vaccination process.	1	News Anchor