

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM ROCHESTER**

**This report covers full-time vacancy recruitment for the period of February 1, 2018 through January 31, 2019**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom Rochester 70 Commercial Street Rochester, NY 14614	<b>Contact Person/Title:</b> Susan Munn Vice President/Market Manager
<b>Unit Members, Community of License:</b> WROC-AM, Rochester, NY WBEE-FM, Rochester, NY WBZA-FM, Rochester, NY WCMF-FM, Rochester, NY WPXY-FM, Rochester, NY	<b>Telephone Number:</b> 585-423-2900	<b>E-mail Address:</b> SMunn@entercom.com

**1. Full-Time Job Vacancies Filled by the Employment Unit:**

	Title and Hire Date	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)
A	Inside Sales Rep	Indeed.com	1-29
B	Inside Sales Rep	On Air Radio Ads	1-29
C	Inside Sales Rep	Entercom.com	1-29
D	Inside Sales Rep	Entercom.com	1-29



E	Inside Sales Rep	Entercom.com	1-29
F	Account Manager	Industry Referral	1-29
G	On Air Personality	Current Employee (PT to FT)	30
H	Promotions Director	EntercomRochester.com	1-29
I	Inside Sales Rep	Entercom.com	1-29
J	Inside Sales Rep	Indeed.com	1-29
K	Inside Sales Rep	On Air Radio Ads	1-29
L	Sales Administration Manager	Entercom.com	1-29
M	Inside Sales Rep	On Air Radio Ads	1-29
N	Inside Sales Rep	Entercom.com	1-29
O	Event Coordinator	Current Employee (PT to FT)	1-29
P	Inside Sales Rep	Entercom.com	1-29

Q	Inside Sales Rep	On Air Radio Ads	1-29
R	Inside Sales Rep	Entercom.com	1-29
S	Sales Assistant	Current Employee (PT to FT)	1-29
T	Account Manager	Industry Referral	1-29
U	Inside Sales Rep	Indeed.com	1-29
V	Inside Sales Rep	Entercom.com	1-29
W	Inside Sales Rep	Entercom.com	1-29
X	Inside Sales Rep	On Air Radio Ads	1-29
Y	Inside Sales Rep	On Air Radio Ads	1-29
Z	Inside Sales Rep	Entercom.com	1-29



## 2. Recruitment Sources

### OUTREACH ORGANIZATIONS

#	Name	Organization	Contact Information	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?	Total Number of Interviewees Referred
1	Career Center	Genesee Community College	ctc@genesee.edu 585-343-0050 X6417	Yes	No	0
2	Career Center	Nazareth College	careers@naz.edu 585-389-2571	Yes	No	0
3	Career Development Services	Newhouse School Communications	belichti@syr.edu 315-443-2911	Yes	No	0
4	Career Services	SUNY Brockport	jobs@brockport.edu 585-395-5000	Yes	No	0
5	Cathy Petruccione	Finger Lakes Community College	petrucce@flcc.edu 585-394-5005	Yes	No	0
6	Cathy Slocum	Rochester Institute of Technology	cmsoce@rit.edu 585-475-2301	Yes	No	0
7	Job Bank	NYS Dept. of Labor	<a href="mailto:rochesterjobbank@labor.state.ny.us">rochesterjobbank@labor.state.ny.us</a> 585-258-4550	Yes	No	0
8	Kelly Henry	Bryant and Stratton	<a href="mailto:khenry@bryantstratton.edu">khenry@bryantstratton.edu</a> 585-292-0700	Yes	No	0
9	Mary Flaherty	Roberts Wesleyan	flhertyM@roberts.edu 585-594-6350	Yes	No	0
10	Meg Osborne	Cayuga CC	osbornem@cayuga-cc.edu 315-255-1743	Yes	No	0
11	Michael Kahl	Nazareth College	mkahl6@naz.edu 585-389-2571	Yes	No	0



12	Michelle Mayo	Monroe Community College	mmayo@monroecc.edu 585-292-2368	Yes	No	0
13	Robin Oliver	Empire State College	robin.oliver@esc.edu 585-224-3200	Yes	No	0
14	Robin Richardson	Monroe Community College	jobconnection@monroecc.edu 585-292-2370	Yes	No	0
15	Tassie Dempst	City of Rochester	dempst@cityofrochester.gov 585-428-7134	Yes	No	0
16	Terry Selene	Eastern Monroe Career Center	Selene_terry@boces.monroe.edu 585-377-4660	Yes	No	0
17	Warren Kozires	WBSU Brockport	wkozires@brockport.edu 585-395-2580	Yes	No	0
18	Wia Program	Native American Culture	netroc@frontiernet.net 585-442-1100	Yes	No	0
19	Yolanda Albino	Ibero-American Action League	yolanda@iaal.org 585-256-8900	Yes	No	0
20	Harmony Thompson	Full Sail University	hthompson@fullsail.com 407-551-2037	Yes	No	0
21	Jennifer Geiger	NYS Education Department	Jennifer.geiger@nysed.gov 585-238-2949	Yes	No	0

<b>COMPANY POSTINGS AND WEBSITES</b>						
22	Corporate Representative	Entercom Corp Website	www.entercom.com/careers	88	N/A	
23	Laurie Hoover & Lyndsay Houghton	Entercom Rochester Employees	Internal Posting and/or email to current employees at Rochesterusers@entercom.com	0	N/A	
24	Entercom Rochester Station Websites		www.wbee.com www.rochesterbuzz.com www.98pxy.com www.wcmf.com www.sportsradio950espn.com	0	N/A	

<b>ADVERTISING</b>						
25	On-Air Radio Ads	WBEE, WBZA, WPXY, WCMF and WROC Commercials				10
26	RochesterHelpWanted.com	Rochester Help Wanted Website				1
27	Entercom Rochester Website	EntercomRochester.com				7



28	Indeed	Indeed.com	5
29	Direct Employers Association	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>	0
30	All Access	AllAccess.com	2

<b>JOB FAIRS</b>			
Nazareth College Job & Internship Fair		See Supplemental Initiatives	0
Virtual Career Fair		See Supplemental Initiatives	0

<b>OTHER SOURCES</b>			
Current Employees			17
Industry Referral			5

### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	Entercom Rochester	Entercom Rochester offers internships at the radio stations in our Promotions and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	Promotions Director Programing Director On-Air Staff
2	Greece Transition Program	January 8, 2018	Entercom Rochester	A group of eighteen students and two teachers from Perry High School's marketing class were given a tour of Entercom Rochester. The tour included an inside look at all 4 FM stations during an air shift. This tour helped give the students an inside look at a job in the radio broadcasting field.	On-Air Staff Promotions Directors Program Directors Account Manager
3	Virtual Career Fair	January 29- February 25, 2018	VirtualCareerFair.com	Entercom Rochester participated in this virtual career fair via an interactive online platform connecting job seekers to our employment opportunities.	Promotions Directors Sales Managers
4	Genesee Community College Station Tour	February 21, 2018	Entercom Rochester	A group of students and teachers from Newark High School were given a tour of Entercom Rochester. The tour included an inside look at all 4 FM stations during an air shift and a Q&A session with some air talent. This tour helped give the students an inside look at a job in the radio broadcasting field.	On-Air Staff Promotions Directors Program Directors Account Manager
5	Newark High School Station Tour	March 9, 2018	Entercom Rochester	A group of students and teachers from Newark High School were given a tour of Entercom Rochester. The tour included an inside look at all 4 FM stations during an air shift. This tour helped give the students an inside look at a job in the radio broadcasting field.	On-Air Staff Promotions Directors Program Directors Account Manager
6	Perry High School Station Tour	March 9, 2018	Entercom Rochester	A group of students and teachers from Perry High School were given a tour of Entercom Rochester. The tour included an inside look at all 4 FM stations during an air shift. This tour helped give the students an inside look at a job in the radio broadcasting field.	On-Air Staff Promotions Directors Program Directors Account Manager



7	Nazareth College Job Fair	March 22, 2018	Geneseo, NY	Entercom Rochester participated in the local college Job Fair. A Sales Manager and Sales Representative discussed the radio industry with students, distributed materials, and accepted resumes from applicants for a number of open positions. Approximately 500 people attended the career fair.	Promotions Director Sales Representative
8	Virtual Career Fair	May 21 – June 17, 2018	VirtualCareerFair.com	Entercom Rochester participated in this virtual career fair via an interactive online platform connecting job seekers to our employment opportunities.	Promotions Directors Sales Managers
9	Girl Scouts of WNY Station Tour	August 8, 2018	Entercom Rochester	Five Girl Scouts from Girl Scouts of WNY, Troop 60697 and their parents were given a tour of Entercom Rochester. The tour included an inside look at all four FM stations during an air shift. This tour helped the Scouts achieve their badge requirement, and learn about a career in radio.	On-Air Staff Promotions Directors Program Directors Account Manager
10	Brockport College Monthly Meeting	October 4, 2018	Brockport College	Entercom Rochester Marketing Director spoke at the monthly Brockport College Radio Station (89.1 The Point) meeting. The station staff consists of about 20-25 students and the Radio Station advisor. Topics included: Marketing Director's job—what she does now and her professional background experiences to date, along with helpful hints for current college students to land an internship or a first job in the industry.	Marketing Director
11	SUNY Oneonta Radio Majors Station Tour	November 12, 2018	Entercom Rochester	A group of college students and teachers from SUNY Radio were given a tour of Entercom Rochester. The tour included an inside look at all 4 FM stations during an air shift. This tour helped give the students an inside look at a job in the radio broadcasting field.	On-Air Staff Promotions Directors Program Directors Account Manager
12	EEO Breakfast	January 25, 2019 and January 29, 2019	Entercom Rochester	Entercom Rochester hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview of their specific departments. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Sales Managers Program Directors Promotion Directors Business Manager EEO Administrator

