

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM MIAMI

This report covers full-time vacancy recruitment for the period of September 22, 2014 through September 24, 2015

Employment Unit: Entercom Miami, LLC		Address: Entercom Miami, LLC 20450 NW 2 nd Avenue, Miami, FL 33169	Contact Person/Title: Doug Abernethy VP/General Manager
Unit Members, Community of License WLYF-FM, Miami, FL WMXJ-FM, Pompano Beach, FL WAXY-AM, South Miami, FL WSFS-FM, Miramar, FL		Telephone Number: (305) 521-5100	E-mail Address: dabernethy@entercom.com

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

Title	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)			Referral Source of Interviewees		
		Outreach Organizations	Company Postings	Advertising	Referral Source	Number Interviewed	New Interviewees
A	Digital Producer 12/1/14	1, 2, 4-6, 9, 12, 14-16, 18, 21-23, 25-28, 31, 33-35, 39-41	2, 3	-	Employee Referral: 2 LincolnFinancialMedia.com: 2	4	4
B	Account Executive 12/15/14	1-6, 9, 10, 12, 14-18, 21-28, 31, 33, 34-37, 39, 41	2, 3	-	Employee Referral: 2 + (1 repeat from 2014) Industry Referral: 3	6	5
C	Director of Digital Sales 3/9/15	1-6, 9, 10, 12, 14-18, 21-28, 31, 33, 34-37, 39, 41	2, 3	1, 3, 4	(Search conducted by Lincoln Financial Media Corporate Office) Former Employee Referral: 1	1	1
D	Sales Assistant 3/10/15	1-6, 9, 10, 12, 14-18, 21-28, 31, 33, 34-37, 39, 41	2, 3	1, 3, 4, 5	Internal Posting: 1	1	1



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E	Sales Administration Manager 3/10/15	Employee Referral	1, 2, 4-6, 7- 16, 18-26, 31-36, 40, 41	1, 2	4	Employee Referral: 1 Internal Posting: 1	2	2
F	Account Executive 5/6/15	Employee Referral	1-6, 9 10, 12, 14-18, 21-28, 31, 33, 34-37, 39, 41	2, 3	-	LincolnFinancialMedia.com: 4 Employee Referral: 5 Industry Referral: 8	17	17
G	Account Executive 6/26/15	Industry Referral	1-6, 9, 10, 12, 14-18, 21-28, 31, 33, 34-37, 39, 41	2, 3	-	Repeat from Pool E	17	0
H	Account Executive 6/29/15	Industry Referral	1-6, 9, 10, 12, 14-18, 21-28, 31, 33, 34-37, 39, 41	2, 3	-	Repeat from Pool E	17	0
I	General Manager/Vice President 7/17/15	Private Search						
J	Program Director WSFS 8/21/15	Private Search						
K	On Air Talent WSFS 8/21/15	Private Search						

Total # of New Interviewees for full-time job vacancies during the reporting period:								30
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2. Recruitment Sources OUTREACH ORGANIZATIONS

#	Name	Organization	Street Address	City	State	Zip	Phone	Total Number Interviewees Referred	Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?
1	Xavia Sullivan	African American Chamber of Commerce of Central Florida	3201 E. Colonial Drive S A-20 info@blackcommerce.org www.blackcommerce.org	Orlando	FL	32803	407-420-4870	0	Yes	No
2	Marshall Davis	African Heritage Culture	6161 NW 22 Avenue	Miami	FL	33142	305-638-6771	0	Yes	No
3	LaTasha Tonkins Employment Coordinator	American Inter-Continental University Student	6600 Peachtree Dunwoody Road 500 Embassy Row	Atlanta	GA	30328	404-965-5865	0	Yes	No
4	Luwin Sanchez Eric Weissman Jodi Berkshire	Art Institute of Ft. Lauderdale	1799 SE 17 Street aifcareerservices@aif.edu eweissman@aif.edu jberkshire@aif.edu	Ft. Lauderdale	FL	33316	954-308-2615	0	Yes	No
5	Alison Reagin Employer Relations Coordinator	Barry University	11300 NE 2 nd Avenue careerservices@barry.edu	Miami	FL	33161	305-899-4842	0	Yes	No
6	Caron DeLancy-Simard	Broward Community College Job Placement & Development	7200 Hollywood Blvd. cdelancy@broward.edu	Pembroke Pines	FL	33024	954-201-8938	0	Yes	No
7	Yian Perrin DEO Program Manager	Career Source South Florida	7300 Corporate Center Drive #500 Yian.perrin@careersourcesfl.com	Miami	FL	33126	305-594-7615 X276	0	Yes	No
8	Cheri Kayehersi Business Services Manager	Career Source South Florida	7300 Corporate Center Drive #500 cheri.kayehersi@careersourcesfl.com	Miami	FL	33126	305-594-7615	0	Yes	No
9	Nikia Shepherd	Carol City One-Stop Career	4690 NW 183 Street	Miami	FL	33055	305-620-8012 X248	0	Yes	No
10	Danny Doyle Regional Director	Connecticut School of Broadcasting	8600 NW 36 Street #100 DDoyle@gocsb.com	Miami	FL	33166	305-592-7135	0	Yes	No



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11	Sally Beamer	Creative Resources	15425 S Sheridan Road sallybeamer@creativeresourcesgroup.com	Bixby	OK	74008	918-366-1154	0	Yes	No
12	Joe Garcia	Cuban American Foundation	1312 SW 27 Avenue #3	Miami	FL	33145	305-643-1482	0	Yes	No
13	Job Postings	Employ Florida Marketplace-Florida Veterans	https://www.employflorida.com/loginintro.asp www.employflorida.com				866-FLA-2345	0	Yes	No
14	Judy Clauser	Epilepsy Foundation of South Florida	7300 SW 88 Street, #700 jclauser@efof.org	Miami	FL	33156	305-670-4479	0	Yes	No
15	Dept Job Order Unit	Florida Dept of Labor/Employment	6301 NW 5 Way, #3000	Ft. Lauderdale	FL	33309	954-677-5627	0	Yes	No
16	Craig Cunningham	Florida Int'l University	3000 NE 151 st Street cunning@fiu.edu	N Miami	FL	33181	305-919-5770	0	Yes	No
17	Carmen Rosado Recruiting Coordinator	Florida Int'l University	11200 SW 8 th Street -GC230 rosadoc@fiu.edu https://fiu-csm.symplicity.com/ online only	Miami	FL	33199	305-348-7285	0	Yes	No
18	Athena Jackson	Florida Memorial College	15800 NE 42 Street athena.jackson@fmuiv.edu	Miami Gardens	FL	33054	305-626-3782	0	Yes	No
19	Gabe Hobbs President	Gabe Hobbs Consulting	535 Central Avenue #302 gabe@gabehobbsmedia.com www.gabehobbsmedia.com	St. Petersburg	FL	33701	813-938-3870	0	Yes	No
20	Daniel Anstandig CEO	Futuri Media	1320 Summer Avenue, #100 http://futurimedia.com/	Cleveland	OH	44115	877-221-7979	0	Yes	No
21	Barry Johnson, PIC/WDC	Greater Miami Chamber of Commerce	1601 Biscayne Blvd. bjohnson@miamichamber.com	Miami	FL	33132-1260	305-350-7700	0	Yes	No
22	Flora Akseirad Employment Specialist	Greater Miami Jewish Federation J Works Miami	4200 Biscayne Blvd fakselrad@gmjf.org	Miami	FL	33142	786-866-8498	0	Yes	No
23	Jobs	Miami Beach Latin Chamber of Commerce	1620 Drexel Avenue jobs@miamibeach.org	Miami Beach	FL	33139	305-674-1231	0	Yes	No



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24	Debbie Pearson	Miami Dade Chamber of Commerce	100 S Biscayne Blvd 3 rd Fl mdccc@m-dcc.org	Miami	FL	33131	305-751-8648	0	Yes	No
25	Ashley Serrate Career Services Dir	Miami Media School	901 S Miami Avenue #303 aserrate@beonair.com	Miami	FL	33130	305-728-1120 X 8105	0	Yes	No
26	Marie Wells	Mount Bethel Human Services Corporation, Inc.	1021 NW 6 th Street (Sistrunk Blvd.) mwells@mtbbc.org	FL Lauderdale	FL	33311	954-768-0920	0	Yes	No
27	Stephania Willis	NAACP	PO Box 54315 swillis@miami-dadnaacp.org	Opa Locka	FL	33054	305-685-8694	0	Yes	No
28	Nate Mann	NAB	1771 N Street NW nab@nab.org www.broadcastcareerlink.com	Washington	DC	20036	202-429-5498	0	Yes	No
29	Nancy Tostanoski	Outfront Media	2640 NW 17 th Lane	Pompano Beach	FL	33064	954-971-2995	0	Yes	No
30	Career Development	Nova Southeastern University	Horvitz 1 st Floor Room 152 Carl DeSantis Bldg 1 st Fl Rm 1042 www.nova.edu/careershark on-line posting	Davie	FL	33324	954-262-7201	0	Yes	No
31	Sally Cappy	Redline Media	1951 Tigertail Blvd.	Dania Beach	FL	33004	954-966-5330	0	Yes	No
32	Glen Altman	Seminole Tribe of Florida	6300 Stirling Road galtman@semtibe.com	Hollywood	FL	33024	954-966-6300	0	Yes	No
33	Jobs	Society for Human Resources Management (SHRM)	1800 Duke Street www.shrm.org/jobs	Alexandria	VA	22314	1800-283-7476	0	Yes	No
34	Careers	Society of Broadcast Engineers	9102 N Meridian Street #150 www.sbe.org/career_jobonline	Indianapolis	IN	46260	317-846-9000	0	Yes	No
35	Anielka Loaisiga	South Florida Hispanic Chamber of Commerce	333 Arthur Godfrey Rd. S-300 info@sflhcc.com	Miami Beach	FL	33140	305-534-1903	0	Yes	No
36	Carmen Coto Job Bank Coordinator	South Florida Work Force	7300 Corporate Ctr Drive #500	Miami	FL	33126	305-470-5627	0	Yes	No



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37	Job Listings	The National Hispanic Media Coalition (NHMC)	1825 K Street, Suite 400 info@nhmc.org	Washington	DC	20006	202-596-2063	0	Yes	No
38	Job Listings	The National Hispanic Media Coalition (NHMC) Headquarters	55 S Grand Avenue info@nhmc.org	Pasadena	CA	91105	626-792-6462	0	Yes	No
39	Tracy Gilliam	Top Line Matters	43300-116 Southern Walk Plaza #101 tracy@toplinematters.com	Broadlands	VA	20148	571.230.6730	0	Yes	No
40	Helga Williams	University of Florida College Journalism/Communications	2070 Wellmer Hall hwilliams@jou.ufl.edu	Gainesville	FL	32611	352-392-5968	0	Yes	No
41	Kebrina Maharaj Professional Development & Alumni Relations Coordinator	University of Miami School of Communication	Wolfson 2037 kmaharaj@miami.edu	Coral Gables	FL	33146	305-284-6632	0	Yes	No
42	Sheryl Bain	Women in Distress	PO Box 50187 s.bain60@gmail.com info@womenindistress.org	Lighthouse Point	FL	33074	954-760-9800	0	Yes	No

COMPANY POSTINGS AND COMPANY WEBSITES

1	Yuri Bong	Entercom Corp Website	www.entercom.com	610-660-5645	0	N/A
2	Myra Berk	Internal Postings (Current Employees and Interns)	myra.berk@entercom.com	305-521-5350	2	N/A
3	Nancy Santiago	Lincoln Financial Media Stations Websites	www.LincolnFinancialMedia.com	-	6	N/A

ADVERTISING

1	All Access	www.allaccess.com	0	N/A
2	Craigslist	www.craigslist.com	0	N/A
3	Inside Radio	www.insideradio.com	0	N/A
4	Indeed	www.indeed.com	0	N/A
5	LinkedIn	www.linkedin.com	0	N/A



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JOB FAIRS			
2	Miami Media School Career Fair	See Supplemental Initiative #1 - February 25, 2015	0
3	NABEF Career Day	See Supplemental Initiative #2 - April 15, 2015	0
			N/A
			N/A

OTHER SOURCES			
-	Industry Referral		11
-	Employee Referral		10
-	Former Employee		1
			N/A
			N/A
			N/A

Total # of New Interviewees Referred		30
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3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Digital Sales Training	Monthly throughout the year	Webinars	Vici Media hosts a monthly 30-45 minute Digital Sales Training webinar for Account Executives that is intended to enhance our AE's skills as digital marketing consultants and provide ideas and successes to help grow their business.	Account Executives
2	Miami Ad School 2015 Career Fair	February 25, 2015	Miami, FL	The Program Director from Lincoln Financial Media/Entercom Miami attended the Miami Media School 2015 Career Fair. The Program Director distributed open positions list, collected resumes, conducted one-on-one interviews, and offered guidance on resume preparation and interviewing skills to prospective job applicants. Several dozen current students and graduates attended. The Program Director received resumes from 10 students and recommended that others submit their materials to the stations Careers e-mail address.	WLYF Program Director
3	NABEF Career Fair	April 15, 2015	2015 NAB Show, Las Vegas	A representative from TopLine Matters acted as a representative for Lincoln Financial Media Miami and attended the NABEF Career Fair at the 2015 NAB Show in Las Vegas. The representative distributed and collected resumes for Account Executive positions and spoke to prospective candidates.	Representative from TopLine Matters on behalf of Lincoln Financial Media
4	Station Tours	Nov. 18, 2014 Jan. 14, 2015 Feb. 17, 2015 March 4, 2015	Entercom Miami	Entercom Miami's Program Director facilitated station tours for: Broward Virtual Schools, Girl Scout Troop 1068, Cub Scouts Pack 423, and Cub Scouts Pack 179. During the tours, the Program Director provided an overview of all departments within a radio broadcasting company. The tours were followed by a Q&A session.	WLYF Program Director
5	Entercom's HR Policy and Procedure Training	September 9, 2015	Conference Call	Entercom's VP of Human Resources facilitated a training session on Entercom's HR Policy and Procedures and reviewed the requirements that each market must complete in order to be in compliance.	Office Manager Business Manager VP of Human Resources
6	Account Executive Meeting	September 20, 2015 – September 22, 2015	Asheville, SC	Entercom facilitated a 3-day meeting in Asheville, SC for select Account Managers to provide coaching and clarity around what is expected in 2015, specifically in areas of developing our people and our accounts. Topics included the industry, our company and focusing on improving sales and leadership skills.	VP/Market Manager Account Executives



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