

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM BOSTON**

This report covers full-time vacancy recruitment for the period of December 1, 2017 through November 30, 2018

Employment Unit: Entercom License, LLC	Address: Entercom Boston 83 Leo M. Birmingham Parkway Brighton, MA 02135	Contact Person/Title: Mark Hannon SVP/Market Manager
Unit Members, Community of License: WEEI-AM, Boston, MA WEEI-FM, Lawrence, MA WWBX-FM, Boston, MA WODS-FM, Boston, MA WMJX-FM, Boston, MA WAAF-FM, Westboro, MA	Telephone Number: 617-746-1300	E-mail Address: Mark.Hannon@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	On-Air Producer 1/8/2018	Current Employee (PT to FT)	1-99
B	Account Executive 1/8/2018	Employee Referral	1-99
C	Receptionist 1/29/2018	Indeed.com	1-99
D	Account Executive 2/20/2018	Current Employee (PT to FT)	1-99
E	Account Executive 2/28/2018	Employee Referral	1-99



F	Sales Assistant 3/19/2018	Employee Referral	1-99
G	Morning Show Producer 4/1/2018	Current Employee (PT to FT)	N/A
H	Account Executive 4/2/2018	Employee Referral	1-99
I	Red Sox Producer 4/23/18	Current Employee (PT to FT)	1-99
J	Digital Content – WEEI.com 5/1/2018	Current Employee (PT to FT)	N/A
K	Account Executive 5/7/2018	Employee Referral	1-99
L	Sales Assistant 5/25/2018	Intern	1-99
M	Sales Assistant 6/4/2018	Entercom.com	1-99
N	Digital Content Specialist 7/1/18	Current Employee (PT to FT)	1-99
O	Traffic Director 7/30/2018	Entercom.com	1-99
P	Account Executive 9/24/2018	Employee Referral	1-99
Q	Continuity Director 10/1/2018	Current Employee (PT to FT)	1-99

R	Sales Assistant 10/15/2018	Current Employee (PT to FT)	1-99
S	Program Director 10/22/2018	Industry Referral	1-99
T	On-Air Producer 11/5/2018	Current Employee (PT to FT)	1-99



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	HR	Action for Boston Community Development - ABCD	hr@bostonabcd.org	yes	no	0
2	Carol Sharick	Amherst College	careers@amherst.edu	yes	no	0
3	Carol McGuiggan	Assumption College	cmcguigg@assumption.edu	yes	no	0
4	Sally Schirmer Smith	Bay Path College	hr@baypath.edu	yes	no	0
5	Career Services	Bay State College	careers@baystate.edu	yes	no	0
6	Janet Kenney	Bentley University	jkenney@bentley.edu	yes	no	0
7	Career Center	Berklee College of Music	careercenter@berklee.edu	yes	no	0
8	Career Center	Berkshire Community College	jcornman@berkshirecc.edu	yes	no	0
9	Dr. Lisa Cuklanz	Boston College	cuklanz@bc.edu	yes	no	0
10	Career Services	Boston University	future@bu.edu	yes	no	0
11	Career Center	Boston Women's Commission	bostonwomen@cityofboston.gov	yes	no	0
12	Caroline O'Shea	Brandeis University	oshea@brandeis.edu	yes	no	0

13	Christine Tetreault	Bridgewater State University	careersv@bridgew.edu	yes	no	0
14	Jeffrey Craig	Bristol Community College	Human-resources@bristolcc.edu	yes	no	0
15	Delores Gatley	Bunker Hill Community College	jobpostings@BHCC.Mass.edu	yes	no	0
16	Career Services	Cambridge College	careerservices@cambridgecollege.edu	yes	no	0
17	Eric Saczawa	Clark University	careers@clarku.edu	yes	no	0
18	Career Services	Colby-Sawyer College	welcome@colby-sawyer.edu	yes	no	0
19	Career Services	College of the Holy Cross	pahearn@holycross.edu	yes	no	0
20	Career Services	Community Renewal Team	mazzucak@crtct.org	yes	no	0
21	Career Services	Concilio Hispano	sortiz@concilio.com	yes	no	0
22	Steve Williams	Connecticut School of Broadcasting	swilliams@gocsb.com	yes	no	0
23	Career Services	Curry College	careerdevelopment@curry.edu	yes	no	0
24	Career Services	Dartmouth College	Career.services@dartmouth.edu	yes	no	0
25	Career Services	Division of Employment & Training	dlund@detma.org	yes	no	0
26	Career Services	Eastern Nazarene College	Bradford.e.thorne@enc.edu	yes	no	0
27	Career Services	Elms College	Davisn@elms.edu	yes	no	0
28	Career Services	Emerson College	careers@emerson.edu	yes	no	0
29	Career Services	Endicott College	careers@endicott.edu	yes	no	0
30	Career Services	Fall River Career Center	aborges@bristoljobs.org	yes	no	0

31	Gail Grundy	Federal Veterans Center	Gail.grundy@va.gov	yes	no	0
32	Carol Spector	Framingham State College	careerservices@framingham.edu	yes	no	0
33	Rosemary Nichols	Franklin Pierce College	nicholrm@franklinpierce.edu	yes	no	0
34	Elizabeth Torres	Freedom House, Inc.	info@freedomhouse.com	yes	no	0
35	Career Services	Girls Incorporated of Pittsfield	dariusg@brighamcenter.org	yes	no	0
36	Cynthia Loftus	Goodwill Industries of Pioneer Valley	cloftus@ourgoodwill.org	yes	no	0
37	Career Services	Gordon College	Career-services@gordon.edu	yes	no	0
38	Jane Zerby	Hampshire College (Career Center)	corc@hampshire.edu	yes	no	0
39	Career Services	Holyoke Community College	rpowers@hcc.edu	yes	no	0
40	Career Services	Keene State College	aca@keene.edu	yes	no	0
41	Career Services	Lasell College	careerservices@lasell.edu	yes	no	0
42	Career Services	Lesley College	crcjobs@lesley.edu	yes	no	0
43	Career Services	M.I.T	Career-www@mit.edu	yes	no	0
44	Career Services	MA College of Liberal Arts	career@mcla.edu	yes	no	0
45	Marilyn Offer	Mass Commonwealth of Unemployment	moffer@bristoljobs.org	yes	no	0
46	Career Services	Mass College of Art	careerservices@massart.edu	yes	no	0
47	Career Services	Mass Rehabilitation Comm.	Peter.white@massmail.state.ma.us	yes	no	0
48	Career Services	Massasoit Community College	kpryles@massasoit.mass.edu	yes	no	0
49	Career Services	Merrimack College	careerservices@massart.edu	yes	no	0



50	Career Services	Mt. Wachusett Community College	pbrewerton@mwcc.mass.edu	yes	no	0
51	Human Resources	NAACP – National Office	nbailey@naacpnet.org	yes	no	0
52	Career Services	NACCP/South Middlesex Branch	washingtonbureau@naacpnet.org	yes	no	0
53	Karen Hunter	National Association of Broadcasters	nab@nab.org	yes	no	0
54	Career Services	New England College	edurkee@nec.edu	yes	no	0
55	Bill Devine	New England School of Communication	bill@nescom.edu	yes	no	0
56	Career Services	Newbury College	careers@newbury.edu	yes	no	0
57	Career Services	Nichols College	careerservices@nichols.edu	yes	no	0
58	Career Services	North Shore Community College	lmarcus@northshore.edu	yes	no	0
59	Mika Benford	Northeast Minority News	Mika_benford@yahoo.com	yes	no	0
60	Career Development	Pine Manor College	careerdevelopment@pmc.edu	yes	no	0
61	Darrell Waldron	Rhode Island Indian Council	dwaldron@rhodeislandindiancouncil.org	yes	no	0
62	Career Services	Roxbury Multi-Service Center	fscott@roxmulti.org	yes	no	0
63	Career Services	Saint Anselm College	ocs@anselm.edu	yes	no	0
64	Career Services	Salem State College	career@salemstate.edu	yes	no	0
65	Deb Wijnhoven	Smith College	dwijnhoven@smith.edu	yes	no	0
66	Career Services	Southern New Hampshire University	careerdevelopment@snhu.edu	yes	no	0
67	Sharon Mosier	Springfield College	smosier@springfieldcollege.edu	yes	no	0

68	Career Services	Stonehill College	kshatas@stonehill.edu	yes	no	0
69	Career Services	Suffolk University	coopjobs@suffolk.edu	yes	no	0
70	Elaine Lamonica	Supplier Diversity Office	Elaine.Lamonica@state.ma.us	yes	no	0
71	Career Services	Syracuse University	careers@syr.edu	yes	no	0
72	Denise King	Thayer Academy	dking@thayer.org	yes	no	0
73	Career Services	UMass Boston	careers@umb.edu	yes	no	0
74	Career Services	University of Hartford	hrd@hartford.edu	yes	no	0
75	Career Services	UMASS Dartmouth	cdcinfo@umassd.edu	yes	no	0
76	Krystal Hicks	University of New Hampshire	Krystal.hicks@unh.edu	yes	no	0
77	Gaynelle Pratt	University of New Hampshire at Manchester	Gaynelle.pratt@usnh.edu	yes	no	0
78	Career Services	University of Vermont	employment@uvm.edu	yes	no	0
79	Grayce-Linda Sypteras	Upper Hill Neighborhood Council	upperhill@yahoo.com	yes	no	0
80	Robert DuBois	Urban Collaborative Accelerated Program	robd@ucap.org	yes	no	0
81	Yvonne Matthews	Urban League of Easter Mass	ymatthews@ulgh.org	yes	no	0
82	Career Services	US Black Engineers and IT	jhamilton@ccgmag.com	yes	no	0
83	Heather Graham	US Department of Labor	Graham.heather@dol.gov	yes	no	0
84	Adam Guttell	WBRS-FM (Brandeis University)	gm@wbrs.org	yes	no	0
85	News Director	WBRU (Brown University)	wendell@wbRU.org	yes	no	0
86	Jeanne Hart-Steffes	Western New England College	jsteffes@wne.edu	yes	no	0
87	Career Services	Westfield State College	Careers@westfield.ma.edu	yes	no	0
88	Career Services	Wheaton College	filene@wheatonma.edu	yes	no	0

89	Career Services	Worcester State University	careerservices@worchester.edu	yes	no	0
90	Lou Conrad	WRBB-FM (Northeastern University)	promo@wrbbradio.org	yes	no	0
91	Patricia Monteith	WUMB-FM (UMASS Boston)	wumb@umb.edu	yes	no	0
92	Meaghan O'Hare	WZBC-FM (Boston College)	Internship.director@wzbc.org	yes	no	0
93	Career Services	YMCA Boston	hrdepartment@ymcaboston.org	yes	no	0
94	Corinne Cremonti	YMCA of Greater Springfield	ccremonti@springfieldy.org	yes	no	0
95	Kendra Strangis	YMCA of New Bedford	kstrangis@ymcasouthcoast.org	yes	no	0
96	Career Services	YWCA Cambridge	nobrien@cambymca.org	yes	no	0

COMPANY POSTINGS AND WEBSITES

97	EEO Coordinator	Entercom Communications Corp.	www.entercom.com/careers			28
----	-----------------	-------------------------------	--------------------------	--	--	----

ADVERTISING

98	On-Air Radio Ads	<i>Entercom Boston Radio Advertisement - WEEI, WAAF, WMJX, WWBX, WODS</i>				0
99	Indeed.com	www.indeed.com				8

JOB FAIRS

Red Sox Career Fair – April 13, 2018		See Supplemental Initiative #5	0
Teamsters Military Job Fair – July 14, 2018		See Supplemental Initiative #7	0

OTHER SOURCES

Current Employee			10
Intern			1
Industry Referral			14
Employee Referral			24



3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship Program	Periodically throughout the year	Entercom Boston	Entercom Boston offers internships at the radio stations in our Sales, Promotions and Programming Departments. All interns are for college enrolled students and are paid for their time at the station. The Department Heads oversee their internships to evaluate and ensure they are receiving information and education. Internships are ongoing throughout the year.	General Sales Manager Digital Sales Manager Promotions Director Program Director
2	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Boston	Once a week, Entercom Boston airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Boston area of Entercom's EEO Policy and invites all organizations to be a part of our recruitment process.	General Sales Manager Promotions Director Program Director Air Talent Production Traffic Coordinators
3	Station Tour/Q&A session with the University of Oregon	February 21, 2018	Entercom Boston	Entercom Boston hosted 10 students from the University of Oregon who were in town attending the Sloane Conference at MIT. The Director of Operations Manager spoke to the students for two hours regarding the state of our industry, the development of the WEEI brand digitally and how we are evolving as a business. He also provided a tour of the facilities.	Director of Operations
4	Station Tour – Perkins School for the Blind	March 15, 2018	Entercom Boston	WAAF-FM provided a station tour to the students of the Perkins School for the Blind which is located down the street from our facilities. The Promotions Assistant facilitated a tour of the studios and offices, and answered any questions they had about the industry.	Promotions Assistant
5	Red Sox Career Fair	April 13, 2018	Fenway Park	Entercom Boston participated in the career fair and met with hundreds of college students. The Human Resources Manager and the Promotions Assistant handed out information regarding available job openings and internships. They also collected resumes and answered any questions about a career in radio and opportunities at Entercom.	Human Resources Manager Promotions Assistant
6	Q&A Session with students at Emerson College	June 8, 2018	Emerson College	The Director of Operations spoke to students at Emerson College about Digital Content and Engagement in radio. He offered students practical advice on how to get their "first" job in the industry.	Director of Operations



7	Teamsters Military Job Fair	July 14, 2018	Worcester, MA	Entercom Boston participated in the career fair and met with hundreds of eager individuals. The Promotions Assistant handed out information regarding available job openings. They also collected resumes and answered any questions about a career in radio and opportunities at Entercom.	Promotions Assistant
---	-----------------------------	---------------	---------------	---	----------------------

