

WBEN, WGR, WKSE, WLKK, WTSS, WWKB, WWWS
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

ENTERCOM Buffalo-Niagara Falls, NY IS AN EQUAL OPPORTUNITY EMPLOYER.

<p><u>Address:</u></p> <p>500 Corporate Pkwy, Suite 200, Buffalo, NY - 14226</p>	<p><u>Contact Person/Title:</u></p> <p>Tim Holly SVP/Market Manager</p>
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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
Senior Account Executive	1-81, 84-85	85
SVP/Market Manager, Buffalo	1-3, 7-8, 10-12, 15, 17-23, 25-26, 28-39, 41, 43-45, 47-49, 51-53, 57, 60-73, 75-78, 80-83	83

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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	African American Cultural Center Inc. 350 Masten Avenue. Buffalo, New York 14209 Phone : 716-885-2590 Email : african-cultural350@gmail.com Job Listing	N	0
2	Alfred State College Upper College Drive Alfred, New York 14802 Phone : 607-871-2162 Url : https://app.joinhandshake.com Valerie Daciw Manual Posting	N	0
3	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Phone : 607-871-2791 Email : cdc@alfred.edu Mariann Walsh	N	0
4	Alliance for Women in Media National Headquarters Career Services 1760 Old Meadow Road, Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Email : kniswander@allwomeninmedia.org Job Listing	N	0
5	Amherst Chamber of Commerce Centerpointe Corporate Park 350 Essjay Road, Suite 200 Williamsville, New York 14221 Phone : 716-632-0548 Email : kwhelan@amherst.org Kim Whelan	N	0
6	Belle Youth Opportunity Center, Buffalo & Erie County Workforce Development Consortium, Inc. 104 Maryland Street Buffalo, New York 14201 Phone : 716-854-7121 Email : dmarley@wdcinc.org Job Listing	N	0

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7	Black Student Union at SUNY Buffalo 350 Student Union Buffalo, New York 14260 Phone : 716-645-3209 Email : mgtlarry@buffalo.edu Larry Michael	N	0
8	Bryant & Stratton Amherst Campus Career Services 3650 Millersport Hwy. Getzville, New York 14068 Phone : 716-625-6300 Email : amherst@bryantstratton.edu Job Listing	N	0
9	Bryant & Stratton Buffalo Campus Career Services 465 Main Street, Suite 400 Buffalo, New York 14203 Phone : 716-884-9120 Email : dwestbrook@bryantstratton.edu Diane Westbrook	N	0
10	Bryant & Stratton Southtowns Campus Career Services 200 Redtail Drive Orchard Park, New York 14127 Phone : 716-677-9500 Email : southtowns@bryantstratton.edu Job Listing	N	0
11	Buffalo & Erie County Workforce Development Consortium, Inc. Buffalo Employment & Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : 716-856-8139 X3137 Email : spattersonwhite@wdcinc.org Sharon Patterson-White	N	0
12	Buffalo Lutheran Employment Service 910 Fillmore Avenue Buffalo, New York 14215 Phone : 716-892-7682 Email : Bles850@aol.com Kenneth Holley	N	0

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13	Buffalo NAACP 395 E. Ferry Street 2nd Floor Buffalo, New York 14208 Phone : 716-884-7242 Email : naacp@apollo3.com Frank B. Mesiah	N	0
14	Buffalo State College SUNY Career Development Center Cleveland Hall Room 306 1300 Elmwood Avenue Buffalo, New York 14222 Phone : 716-878-5811 Email : augustla@buffalostate.edu Lisa August	N	0
15	Buffalo State College SUNY Career Development Center Cleveland Hall Room 306 1300 Elmwood Avenue Buffalo, New York 14222 Phone : 716-878-5811 Email : rogerslm@buffalostate.edu Lynn M. Rogers	N	0
16	Buffalo Urban League 15 E. Genesee Street Buffalo, New York 14203 Phone : 716-854-7625 Email : jking@buffalourban.org Joan King	N	0
17	Canisius College 2001 Main Street Buffalo, New York 14208 Phone : 716-888-2488 Url : https://app.joinhandshake.com Sheila Pettigrew Manual Posting	N	0
18	Career & Technical Education, Buffalo Board of Education 2201 City Hall Buffalo, New York 14202 Phone : 716-816-3700 Email : kheinle@buffaloschools.org Katherine M. Heinle	N	0

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19	Catholic Charities of Buffalo 525 Washington Street Buffalo, New York 14203 Phone : 716-856-4494 Email : r.rojas@ccwny.org R. Rojas	N	0
20	Chamber of Commerce of the Tonawandas 15 Webster Street North Tonawanda, New York 14120 Phone : 716-692-5120 Email : director@the-tonawandas.com Joyce M. Santiago	N	0
21	Cheektowaga Chamber of Commerce AppleTree Business Park 2875 Union Road, Suite 50 Cheektowaga, New York 14227 Phone : 716-684-5838 Email : chamber@cheektowaga.org Debra S. Liegl	N	0
22	Clarence Chamber of Commerce, Inc. 8899 Main Street, Suite #4 P.O. Box #177 Clarence, New York 14031 Phone : 716-631-3888 Email : info@clarence.org Judy Sirianni	N	0
23	Colored Musicians Club 145 Broadway Buffalo, New York 14203 Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0
24	Community Action Org. of Erie County, Inc. 70 Harvard Place Buffalo, New York 14209 Phone : 716-881-5150 Email : sbrown@caoec.org Sjunseeargn Brown	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
25	Cornell University 129 Ho Plaza Ithaca, New York 14853 Phone : 716-255-5221 Url : https://app.joinhandshake.com Career Services Manual Posting	N	0
26	Corning Community College Career & Transfer Services 1 Academic Drive Corning, New York 14830 Phone : 800-962-9228 Email : Hendrickson@corning-cc.edu Loretta Hendrickson	N	0
27	D'Youville College Career Services Center 320 Porter Avenue Buffalo, New York 14201 Phone : 716-829-8000 Email : shatzeln@dyc.edu Nancy Ann Schatzel	N	0
28	Daemen College 4350 Main Street Amherst, New York 14226 Phone : 716-839-8334 Url : https://app.joinhandshake.com Michelle Thompson Manual Posting	N	0
29	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
30	Dulski Community Services 129 Lewis Street Buffalo, New York 14206 Phone : 716-847-2860 Email : aventurini@urbanctr.org Alissa Venturini	N	0

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31	ECC Employment & Training Center, Buffalo & Erie County Workforce Development Consortium, Inc. 3176 Abbott Road Orchard Park, New York 14127 Phone : 716-270-4444 Email : onestop@ecc.edu Job Listing	N	0
32	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	0
33	Erie Community College- Buffalo 45 Oak Street Room D150 Buffalo, New York 14203 Phone : 716-851-1183 Katie Marshall Manual Posting	N	0
34	Erie Community College- North Campus 6205 Main Street Room 161G Williamsville, New York 14221 Phone : 716-851-1484 Joseph Abbarno Manual Posting	N	0
35	Finger Lakes Community College 4355 Lakeshore Drive Canandaigua, New York 14424 Phone : 585-394-5005 Email : petrucce@flcc.edu Cathy Petruccione	N	0
36	Full Sail University (formerly Full Sail Real World Education) 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-757-5105 Email : dseverson@fullsail.com Daniel Severson	N	0

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37	Genesee Community College Career & Transfer Center One College Road Batavia, New York 14020 Phone : 585-345-6888 Email : CTC@genesee.edu Job Listing	N	0
38	Goods Entertainment 606 Post Rd. E. Westport, Connecticut 6880 Phone : 203-341-0111 Email : agoodman@GoodsEntertainment.com Adam Goodman	N	0
39	Grand Island Chamber-Commerce 2257 Grand Island Blvd. Grand Island, New York 14072 Phone : 716-773-3651 Email : info@gichamber.org Carolyn Konopski	N	0
40	Greater South Buffalo Chamber of Commerce 2019 Seneca Street Buffalo, New York 14210 Phone : 716-824-9942 Email : ann@southbuffalochamber.org Ann J. Enger	N	0
41	Hilbert College Career Development Center 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : info@hilbert.edu Job Listing	N	0
42	Hispanic Women's League P.O. Box 874 Buffalo, New York 14202 Phone : 716-851-1049 Email : contact@hispanicwomensleague.com Dr. Eleanor Paterson	N	0

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43	Houghton College Buffalo Career Development Office One Symphony Circle Buffalo, New York 14201 Phone : 716-674-6363 Url : https://houghton.joinhandshake.com/ Job Listing Manual Posting	N	0
44	International Institute 864 Delaware Avenue Buffalo, New York 14209 Phone : 716-883-1900 Url : http://www.iibuffalo.org Email : iib@iibuff.org Job Listing	N	0
45	Ithaca College, Career Services 953 Darby Road / 101 Muller Ithaca, New York 14850 Phone : 607-274-3365 Url : https://app.joinhandshake.com John Fracchia Manual Posting	N	0
46	Jamestown Business College JBC Placement 7 Fairmount Ave. Jamestown, New York 14701 Phone : 716-664-5100 Email : placement@jamestownbusinesscollege.edu Job Listing	N	0
47	Jamestown Community College Career Development Centers 525 Falconer Street Jamestown, New York 14701 Phone : 716-338-1007 Email : WendyBurns@mail.sunyjc.edu Wendy Burns	N	0
48	Jewish Center of Greater Buffalo Inc. 787 Delaware Avenue Buffalo, New York 14209 Phone : 716-204-2074 Email : PamMarin@JCCBuffalo.org Pam Marin	N	0

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49	Jewish Family Service of Buffalo & Erie County 70 Barker Avenue Buffalo, New York 14209 Phone : 716-883-1914 Email : Dnewkirk@JFSBuffalo.org D. Newkirk	N	0
50	Kenmore-Town of Tonawanda Chamber of Commerce 3411 Delaware Avenue Kenmore, New York 14217 Phone : 716-874-1202 Email : tracey@ken-ton.org Tracey M. Lukasik	N	0
51	Lackawanna Area Chamber of Commerce, Inc. 638 Ridge Road Lackawanna, New York 14218 Phone : 716-823-8841 Email : info@lackawannachamber.com Job Listing	N	0
52	Latin American Cultural Association 114 Elmwood Avenue Buffalo, New York 14201 Phone : 716-885-6343 Email : lacanewyork@yahoo.com Job Listing	N	0
53	Medaille College Office of Career Planning 16 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2211 Url : https://app.joinhandshake.com Carol Cullinan Manual Posting	N	0
54	Native American Community Services of Erie and Niagara Counties 1005 Grant Street Buffalo, New York 14207 Phone : 716-874-4460 Email : Tjamison@NACSWNY.org Tom Jamison	N	0

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55	New School of Radio & Television 7 Harriman Campus Road Albany, New York 12206 Phone : 716-438-7682 Email : admin@nsrt.org Cathy Taylor	N	0
56	Niagara County Community College Employment Opportunity Center 3111 Saunders Settlement Road Sanborn, New York 14132 Phone : 716-731-3271 Email : nccceoc@niagaracc.suny.edu Patricia Conway Wilie	N	0
57	Niagara University Career Services Lewiston Road Niagara University, New York 14109 Phone : 716-286-8530 Url : https://app.joinhandshake.com Michael Skowronski Manual Posting	N	0
58	Niagara's WorkSourceOne - Business & One Stop Services Suite E, Room 1014 1001 11th Street Niagara Falls, New York 14301 Phone : 716-278-8109 Email : Kathryn.beckhorn@niagaracounty.com Kathy Beckhorn	N	0
59	Niagara's WorkSourceOne - One Stop Career Center Suite E, Room 1014 1001 11th Street Niagara Falls, New York 14301 Phone : 716-278-8281 Email : Karen.bucolo@niagaracounty.com Karen Bucolo	N	0
60	North Greenville University 132 Tingle Student Center Tigerville, South Carolina 29688 Phone : 716-977-7669 Email : Lisa.snyder@ngu.edu Lisa Snyder	N	0

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61	NYS Broadcasters Assn. 1605 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
62	Office of Urban Initiatives Inc. 3435 Main Street Buffalo, New York 14214 Phone : 716-829-3485 Email : jkujawa@buffalo.edu Jeff Kujawa	N	0
63	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-226-4353 Email : michpat@regent.edu Michael Patrick	N	0
64	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : 585-594-6533 Url : https://app.joinhandshake.com Mary Flaherty Manual Posting	N	0
65	Rochester Institute of Technology (RIT) One Lomb Memorial Drive Rochester, New York 14623 Phone : 585-475-2301 Url : https://app.joinhandshake.com Maria Richart Manual Posting	N	0
66	Seneca Nation of Indians 1510 Route 438 Irving, New York 14081 Phone : 716-532-9221 Email : Darcy.kettle@sni.org Darcy Kettle	N	0

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67	SNASP Allegheny Reservation P.O. Box 231 Salamanca, New York 14779 Phone : 716-945-1790 Email : RochellePierce@SNI.org Rochelle Pierce	N	0
68	SNI Training & Employment Resource Center Cattaraugus Reservation 23 Thomas Indian School Drive Irving, New York 14081 Phone : 716-532-1033 Email : Patricia.Schindler@SNI.org Patricia Schindler	N	0
69	St. Bonaventure University 3261 West State Road Reilly Center, Room 228 St. Bonaventure, New York 14778 Phone : 716-375-2099 Email : pburdick@sbu.edu Pamela Burdick	N	0
70	State University of New York at Geneseo (SUNY Geneseo) Blake A-104 Geneseo, New York 14454 Phone : 585-245-5721 Url : https://app.joinhandshake.com Rob DiCarlo Manual Posting	N	0
71	SUNY College at Fredonia Career Development Office Gregory Hall, 2nd Floor Fredonia, New York 14063 Phone : 716-673-3327 Url : https://app.joinhandshake.com Marjorie Plaister Manual Posting	N	0
72	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : 315-443-5548 Url : https://app.joinhandshake.com Sue Clayton Manual Posting	N	0

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73	The College at Brockport- State University of New York (SUNY) 350 New Campus Crive Rochester, New York 14604 Phone : 585-395-2159 Url : https://app.joinhandshake.com Jill Wesley Manual Posting	N	0
74	Tonawanda Band of Senecas 7027 Meadville Road Basom, New York 14013 Phone : 716-542-4244 Email : tonsenec@buffnet.net Chief Roger Hill	N	0
75	Trocaire College – Main Campus 360 Choate Avenue Buffalo, New York 14220 Phone : 716-827-2577 Email : darsteinC@Trocaire.edu Claire Darstein	N	0
76	United Way of Buffalo & Erie County 742 Delaware Avenue Buffalo, New York 14209 Phone : 716-887-2656 Email : Karen.christie@uwbec.org Karen Christie	N	0
77	University at Buffalo (SUNY) North Campus 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Url : https://app.joinhandshake.com Arlene Kaukus Manual Posting	N	0
78	University of Rochester River Campus Rochester, New York 14627 Phone : 585-275-2366 Url : https://app.joinhandshake.com Megan Vargulick Manual Posting	N	0

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79	Villa Maria College 240 Pine Ridge Road Cheektowaga, New York 14225 Phone : 716-961-1814 Url : https://www.collegecentral.com/villa/ Email : dhandzlik@villa.edu Judy Piskun	N	0
80	West Seneca Chamber of Commerce 950 Union Road #205 West Seneca, New York 14224 Phone : 716-674-4900 Email : Director@westseneca.org Frank B. Calieri	N	0
81	West Side Community Services 161 Vermont Street Buffalo, New York 14213 Phone : 716-884-6616 Email : lcandelario@roadrunner.com Lucy Candelario	N	0
82	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
83	Current Employee - Transfer/Promotion	N	1
84	Did not indicate (Source Unknown)	N	3
85	Station Website Posting (One or More SEU Stations)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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
2	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
3	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
4	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
5	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
6	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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7	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