

WBEE-FM, WBZA, WCMF-FM, WPXY-FM, WROC
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

ENTERCOM Rochester, NY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant Broadcast Engineer-Rochester	1-19, 21	19
Assistant Broadcast Engineer-Rochester	1-19, 21	19
Inside Sales Manger, Rochester	1-18, 21, 25-26	26
Morning Show Co-Host, Rochester	1-19, 21-22, 27	5
Broadcast Engineer-Rochester	1-18, 20, 25	20
Inside Sales Representative, Rochester	1-18, 21-24, 28	22
Inside Sales Representative, Rochester	1-18, 21-24, 28	28
Inside Sales Representative, Rochester	1-18, 21-24, 28	24

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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	Cayuga CC 197 Franklin Street Auburn, New York 13021 Phone : 315-255-1743 Url : https://www.cayuga-cc.edu/ Email : osbornem@cayuga-cc.edu Meg Osborne	N	0
2	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
3	Eastern Monroe Career Center 41 O'Connor Road Fairport, New York 14450 Phone : 585-377-4660 Url : https://www.monroe.edu/emcc Email : Selene_terry@boces.monroe.edu Terry Selene	N	0
4	Empire State College 2 Union Ave Saratogo Springs, New York 12866 Phone : 585-224-3200 Url : https://www.esc.edu Email : robin.oliver@esc.edu Robin Oliver	N	0
5	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	4
6	Finger Lakes Community College 3325 Marvin Sands Drive Canandaigua, New York 14424 Phone : 585-394-5005 Url : https://www.flcc.edu Email : petrucce@flcc.edu Cathy Petruccione	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	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 407-551-2037 Url : https://www.fullsail.edu Email : hthompson@fullsail.com Harmony Thompson	N	0
8	Genesee Community College 1 College Rd Batavia, New York 14020 Phone : 585-343-0050 Url : https://www.genesee.edu/ Email : ctc@genesee.edu Career Center	N	0
9	Ibero-American Action League 817 E Main St Rochester, New York 14605 Phone : 585-256-8900 Url : https://iaal.org/ Email : yolanda@iaal.org Yolanda Albino	N	0
10	Monroe Community College 1000 E Henrietta Rd Rochester, New York 14623 Phone : 585-292-2370 Url : http://www.monroecc.edu Email : jobconnection@monroecc.edu Robin Richardson	N	0
11	Native American Cultural Center 229 Empire Boulevard Rochester, New York 14609 Phone : 585-442-1100 Url : http://www.nativeamericanculturalcenterinc.com/ Email : netroc@frontiernet.net Wia Program	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
12	Nazareth College 4245 E Avenue Rochester, New York 14618 Phone : 585-389-2571 Url : https://www2.naz.edu Email : mkahl6@naz.edu Michael Kahl	N	0
13	Newhouse School Communications 215 University Place Syracuse, New York 13244 Phone : 315-443-2911 Url : https://newhouse.syr.edu/ Email : belichti@syr.edu Career Services	N	0
14	NYS Dept. of Labor Building 12 W. Averell Harriman State Office Campus Albany, New York 12240 Phone : 585-258-4550 Url : https://www.labor.ny.gov/home Email : rochesterjobbank@labor.state.ny.us Job Bank	N	0
15	NYS Education Department 89 Washington Ave Albany, New York 12234 Phone : 585-238-2949 Url : http://www.nysed.gov Email : Jennifer.geiger@nysed.gov Jennifer Geiger	N	0
16	Rochester Institute of Technology 1 Lomb Memorial Dr Rochester, New York 14623 Phone : 585-475-2301 Url : https://www.rit.edu Email : cmsoce@rit.edu Cathy Slocum	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
17	SUNY Brockport 350 New Campus Dr Brockport, New York 14420 Phone : 585-395-5000 Url : https://www.brockport.edu/ Email : wkozires@brockport.edu Warren Kozires	N	0
18	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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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
19	Current Employee	N	7
20	Current Employee/Internal Promotion	N	1
21	Did not indicate (Source Unknown)	N	6
22	Former Employee	N	2
23	On Air Recruitment Ad	N	1
24	Radio Recruitment Ad	N	3
25	Station On-Air Advertisement	N	3
26	Station Website	N	1
27	Trade Website	N	2
28	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	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