

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM MIAMI**

This report covers full-time vacancy recruitment for the period of November 17, 2017 through September 30, 2018

Employment Unit: Entercom Miami, LLC CBS Radio Stations, Inc.	Address: Entercom Miami, LLC CBS Radio Stations, Inc. 20450 NW 2 nd Avenue, Miami, FL 33169 and 194 NW 187 Street, Miami, FL 33169	Contact Person/Title: Keriann Worley SVP/Market Manager
Unit Members, Community of License WLYF-FM, Miami, FL WMXJ-FM, Pompano Beach, FL WAXY-AM, South Miami, FL WSFS-FM, Miramar, FL WPOW-FM, Miami, FL WQAM-AM, Miami, FL WKIS-FM, Boca Raton, FL	Telephone Number: (305) 521-5100	E-mail Address: Keriann.Worley@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 Personality-PM Drive/Music Director	Entercom.com	1-91, 94
B	Program Director WLYF 1/2/18		Confidential Search
C	Morning Show Co-Host WLYF		Confidential Search
D	Account Executive	Employee Referral	1-88, 92



E	Account Executive	Employee Referral	7-9, 12,, 36,47, 60,64, 81- 82, 89-90, 92, 93, 95
F	On Air Personality Morning Drive WSFS	Current Employee (PT to FT)	1-94
G	Promotions Coordinator	Current Employee (PT to FT)	1-90, 92
H	Promotions Manager	Current Employee (PT to FT)	1-90, 93
I	Digital Content Producer	Current Employee (PT to FT)	1-90, 92
J	Evening On Air Talent WKIS	Current Employee (PT to FT)	1-6, 8-13, 15-25, 27-33, 35-37, 39-78, 81-82, 84-90, 93
K	Producer/On Air Talent WPOW	All Access	1-25, 27-93
L	Digital Sales Specialist	Current Employee (PT to FT)	1-90, 92-93



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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 Interviewees Referred
1	Xavia Sullivan	African American Chamber of Commerce of Central Florida	info@blackcommerce.org 3201 E. Colonial Drive S A-20 Orlando, FL 32803 407-420-4870 www.blackcommerce.org	Yes	Yes	0
2	Marshall Davis	African Heritage Cultural Arts Center	ahcac@miamidade.gov mldavis@miamidade.gov 6161 NW 22 Avenue Miami, FL 33142 305-638-6771	Yes	No	0
3	Carlena Mitchell	American Adult Education Center	169982@dadeschools.net 18350 NW 67 Avenue Hialeah, FL, 33015 305-557-3770	Yes	No	0
4	LaTasha Tonkins Employment Coordinator	American Inter-Continental University	careerservices@aiuonline.edu 6600 Peachtree Dunwoody Road 500 Embassy Row Atlanta, GA 30328 404-965-5865	Yes	No	0
5	Holly Prociv Director Career Services	AI Miami International University of Art & Design	hprociv@aii.edu spalacios@aii.edu 1501 Biscayne Blvd. #100 Miami, FL 33132 305-428-5700	Yes	Yes	0
6	Gizelle Ortiz-Velasquez Director Student Services	Art Institute of Ft. Lauderdale	aiflcareerservices@edmc.edu 1799 SE 17 Street Ft. Lauderdale, FL 33316 954-308-2611	Yes	Yes	0



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7	Alison Reagin Employer Relations Coordinator	Barry University	careerservices@barry.edu https://app.joinhandshake.com 11300 NE 2 nd Avenue Miami, FL 33161	Yes	Yes	0
8	Glenn Walker Manager, Radio Station Operations	Bethune Cookman College	walkerg@cookman.edu 640 Dr McLeod Blvd. Daytona Beach, FL 32114 386-481-2884	Yes	Yes	0
9	Caron DeLancy-Simard	Broward College Job Placement & Development	cdelancy@broward.edu 7200 Hollywood Blvd. Pembroke Pines, FL 33024 954-201-8938	Yes	Yes	0
10	Olivia Sarson	Broward College	osarson@broward.edu 3501 SW Davie Road Ft. Lauderdale, FL 33314 954-201-6612	Yes	No	0
11	Patricia Bastidas Manager Client Services	Career Source Palm Beach County	pbastidas@careersourcepbc.com 3400 Belvedere Road West Palm Beach, FL 33406 561-340-1060	Yes	No	0
12	Yian Perrin DEO Program Manager	Career Source South Florida	yian.perrin@careersourcesfl.com 325 NW 62 Street Miami, FL 33150 305-795-2058	Yes	Yes	0
13	Julio Piti	Career Source South Florida	Julio.Piti@careersourcesfl.com 7300 Corporate Center Drive #500 Miami, FL 33126 305-594-7615	Yes	Yes	0
14	Lourdes Bernardes	Career Source South Florida CLOSED AS OF 8/18	Lourdes.bernardes@careersourcesfl.com 5825 SW 68 Street Miami, FL 33143 305-284-0936	Yes	Yes	0
15	Sue Henry	Career Source South Florida	Susie.henry@careersourcesfl.com 801 NE 167 Street Miami, FL 33162 305-370-1127	No	Yes	0
16	Hesterline Hall	Career Sources South Florida Northside	hesterline.hall2@careersourcesfl.com 7900 NW 27 Avenue Suite 200 Miami, FL 33147 305-693-2060	Yes	No	0



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17	Claudia Dolinsky	Carlos Albizu University	cdolinsky@albizu.edu 2173 NW 99 Avenue Miami, FL 33172 305-593-1223	Yes	Yes	0
18	Hermína Hyacinth	Carol City One-Stop Career Center	hermina.hyacinth2@careersourcesfl.com 4888 NW 183 Street #201-206 Miami Gardens, FL 33055 305-620-8012	Yes	Yes	0
19	Anna Wong	Chinese Cultural Association of South Florida	Annawong99@hotmail.com PO Box 2272573 Boca Raton, FL 33427 561-445-0608	Yes	No	0
20	Claire Persichilli	City College	cpersichilli@citycollege.edu 2000 West Commercial Blvd. Ft. Lauderdale, FL 33309 954-492-5353	Yes	No	0
21	Aurora Thomen	Coalition of Hispanic American Women	Hispacol2@aol.com 5659 W Flagler Street Miami, FL 33134 305-262-0060	Yes	No	0
22	Danny Doyle Regional Director	Connecticut School of Broadcasting	Ddoyle@gocsb.com 8600 NW 36 Street #100 Doral, FL 33166 305-592-7135	Yes	Yes	0
23	Erica Lynn Regional Campus Coordinator	Connecticut School of Broadcasting	elynn@gocsb.com 760 US Hwy 1 Suite 101 North Palm Beach, FL 33408 561-847-4126	Yes	Yes	0
24	Jorge Mas	Cuban American National Foundation	info@canf.org 2147 SW 8 Street Miami, FL 33135 305-592-7768	Yes	No	0
25	Sandra Rice	Emma Bowen Foundation	sandra.rice@nbcuni.com 524 W 57 Street New York, NY 10019 212-975-2597	Yes	No	0
26	Job Postings	Employ Florida Marketplace-Florida Veterans	https://www.employflorida.com/loginintro.asp www.employflorida.com 866-FLA-2345	No	Yes	0
27	Judy Clauser	Epilepsy Foundation of South Florida	jclauser@efof.org 7300 SW 88 Street, #700 Miami ,FL 33156 305-670-4479	Yes	No	0



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28	Cristina Martinez	Fellowship House	cmartinez@fellowshiphouse.org 5711 S Dixie Highway S Miami, FL 33143 305-667-1036	Yes	No	0
29	Career Center	Florida A&M University	careercenter@famu.edu 1676 S Martin Luther King Jr Blvd Tallahassee, FL 32307 850-599-3700	Yes	No	0
30	Jobs	Florida Association of Broadcasters	intern@fab.org 201 South Monroe Street #201 Tallahassee, FL 32301 850-681-6444	Yes	No	0
31	Rod Duckworth	Florida Dept. of Education	Careerandadulted@fldoe.org 325 West Gaines Street, #734 Tallahassee, FL 32399 850-245-0446	Yes	No	0
32	Traci Ackerman	Florida Atlantic University	tackerman@fau.edu recruit@fau.edu Mroshel@fau.edu 777 Glades Road, SU80, Rm220 Boca Raton, FL 33431-0991 561-297-3533 https://app.joinhandshake.com	Yes	Yes	0
33	David Jenks	Florida Atlantic University Broward Campus	jenksd@fau.edu 3200 College Avenue Davie, FL 33314 954-236-1000 https://app.joinhandshake.com	Yes	Yes	0
34	Career Services	Florida Gulf Coast University	https://fgcu-csm.symplicity.com/employers 10501 FGCU Blvd. South Ft. Myers, FL 33965 239-590-1000	No	No	0
35	Yisell Cirion	Florida Int'l University	ycirion@fiu.edu 3000 NE 151 st Street N Miami, FL 33181 305-919-5770	Yes	No	0
36	Carmen Rosado Recruiting Coordinator	Florida International University	rosadoc@fiu.edu https://app.joinhandshake.com/ 11200 SW 8 th Street –GC230 Miami, FL 33199 305-348-7285	Yes	Yes	0
37	Steven Davis	Florida Memorial College	cdcenter@fmuniv.edu 15800 NE 42 Street	Yes	Yes	0



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			Miami Gardens, FL 33054 305-626-3782			
38	Leslie Ertel	Florida State College at Jacksonville	lertel@fscj.edu www.collegecentral.com/fscj/ 3939 Roosevelt Blvd. Jacksonville, FL 32205 904-381-3594	Yes	Yes	0
39	SeminoleLink	Florida State University	https://app.joinhandshake.com 100 South Woodward Avenue Tallahassee, FL 32306-4162 850-644-6431	No	No	0
40	Karen White-Goyzueta	Florida Technical College	Kmwhite@ftcccollege.edu https://edukgroup-csm.symplicity.com/employers/index.php 12520 Pines Blvd. Pembroke Pines, FL 33027 787-664-5699	Yes	Yes	0
41	Scott McWilliams	Freeform Radio Initiative	leads@freeformradio.org 411 Walnut Street #5561 Green Cover Springs, FL 32043 305-982-7233	Yes	No	0
42	Dan Severson	Full Sail University	Dseverson@fullsail.com 3300 University Blvd. Winter Park, FL 32792 800-226-7625	Yes	Yes	0
43	Tracy Gilliam	Futuri Media/Top Line Matters	tracy@futurimedia.com 1320 Summer Avenue, #100 Cleveland, OH 44115 877-221-7979	Yes	No	0
44	Gabe Hobbs President	Gabe Hobbs Consulting	gabe@gabehobbsmedia.com www.gabehobbsmedia.com 535 Central Avenue #302 St. Petersburg, FL 33701 813-938-3870	Yes	No	0
45	Dan Lindblade	Greater Ft. Lauderdale Chamber of Commerce	dan@ftlchamber.com 512 NE 3 rd Avenue Ft. Lauderdale, FL 33301 954-462-4911	Yes	No	0
46	Anne Hotte	Greater Hollywood Chamber of Commerce	Information@hollywoodchamber.org 330 N Federal Highway Hollywood, FL 33020 954-923-4000	Yes	No	0



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47	Alfred Sanchez President/CEO	Greater Miami Chamber of Commerce	asanchez@miamichamber.com 1601 Biscayne Blvd. Miami, FL 33132-1260	Yes	Yes	0
48	Flora Akselrad Employment Specialist	Greater Miami Jewish Federation J Works Miami	fakselrad@gmjf.org 4200 Biscayne Blvd Miami, FL 33142 786-866-8498	Yes	Yes	0
49	Priscilla Ouchida Executive Director	Japanese American Citizens League	jacl@jacl.org 1765 Sutter Street San Francisco, CA 94115 415-921-5225	Yes	No	0
50	Anthony Pica Employment Specialist	Hope South Florida	apica@hopesouthflorida.org 5110 N Federal Highway #102 Ft. Lauderdale, FL 33308 954-566-2311	Yes	Yes	0
51	Sara Lopez Business Development Associate	Jewish Community Services of South Florida	slopez@jcsfl.org jjohnson@jcsfl.org 735 NE 125 Street Miami, FL 33161-5645 305-899-1587	Yes	Yes	0
52	Stephen Campbell	Johnson & Wales University	Craig.Skilling@jwu.edu Stephen.campbell@jwu.edu https://app.joinhandshake.com on-line posting 1701 NE 127 Street North Miami, FL 33181 305-892-7030	Yes	Yes	0
53	Erika Rodriguez Associate Director of Student Services	Keiser University	errodriguez@keiseruniversity.edu 1640 SW 145 Avenue Pembroke Pines, FL33027 954-431-4300	Yes	Yes	0
54	Patricia Arias	Latin Chamber of Commerce	patricia@camacol.org 1417 W Flagler Street Miami, FL 33135 305-642-3870	Yes	No	0
55	Christina Brownlow Activities Director	Lindsey Hopkins Technical College	173463@dadeschools.net 750 NW 20 Street, Room D232 Miami, FL 33127 305-324-6070	Yes	Yes	0



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56	Employment Services	Lutheran Services Florida	afraquela@lsfnet.org http://www.lsfnet.org 8532 SW 8 Street #270 Miami, FL 33144 305-567-2511	Yes	No	0
57	Natalie Capiro Career Counselor Cameron Gill Employment Coordinator	Lynn University	ncapiro@lynn.edu Cgill@lynn.edu 3601 N Military Trail Boca Raton, FL 33431 561-237-7287	Yes	No	0
58	Frank Boulton	McFatter Technical Center	fboulton@bellsouth.net 6500 Nova Drive Davie, FL 33317 954-370-8324	Yes	No	0
59	Jobs	Miami Beach Latin Chamber of Commerce	jobs@miamibeach.org 1620 Drexel Avenue Miami Beach ,FL 33139 305-674-1231	Yes	No	0
60	Debbie Pearson	Miami Dade Chamber of Commerce	mdcc@m-dcc.org 100 S Biscayne Blvd 3 rd Fl. Miami ,FL 33131 305-751-8648	Yes	No	0
61	Jorge Hernandez	Miami Dade College	Jorge.hernandez2@mdc.edu 627 SW 27 Avenue, Room 1112 Miami, FL 33135 305-237-6247	Yes	No	0
62	Retha Boone-Fye Program Officer	Miami Dade Office of Community Advocacy Black Affairs Advisory Board	rboone@miamidade.gov 111 NW 1 st Street #1034 Miami, FL 33128-1967 305-375-4606	Yes	Yes	0
63	Richard Zilka Dept Career Education	Miami Lakes Tech	rzilka@dadeschools.net 5780 NW 158 Street Miami Lakes, FL 33014 305-557-1100	Yes	No	0
64	Angel Llamazares Career Services Dir	Miami Media School	Allamazares@beonair.com 901 S Miami Avenue #303 Miami, FL 33130 305-728-1120 X 8105	Yes	Yes	0
65	Marie Wells	Mount Bethel Human Services Corporation, Inc.	mwells@mtbbc.org 1021 NW 6 th Street (Sistrunk Blvd.) Ft. Lauderdale, FL 33311 954-768-0920	Yes	Yes	0



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66	Adora Obi Nweze	NAACP	info@fnaacp.com PO Box 101060 Ft. Lauderdale, FL 33310 407-843-5320	Yes	No	0
67	Nate Mann	NAB	nab@nab.org 1771 N Street NW Washington, DC 20036 202-429-5498	Yes	No	0
68	Job Bank	National Hispanic Media Coalition (NHMC) Headquarters	info@nhmc.org 55 S Grand Avenue Pasadena, CA 91105 626-792-6462	Yes	Yes	0
69	Career Service	National Lesbian & Gay Journalists Assoc.	Arin@nlqja.org 1420 K Street NW #910 Washington ,DC 20037 202-588-9888	Yes	Yes	0
70	Marietta Freeman	New Birth Baptist Enterprise	mfreeman@nbbcmiami.org 13230 NW 7 Avenue Miami, FL 33168 305-691-3464	Yes	Yes	0
71	OCA	Organization of Chinese Americans OCA-Asian Pacific American Advocates	oca@ocanational.org 1322 18 th Street NW Washington, DC 20036 202-223-5500	Yes	No	0
72	Career Center	Palm Beach State College	https://app.joinhandshake.com 4200 Congress Ave Lake Worth, FL 33461 561-868-3066	Yes	Yes	0
73	Career Development	Nova Southeastern University	https://nova.joinhandshake.com Horvitz 1 st Floor Room 152 Carl DeSantis Bldg 1 st Fl Rm 1042 Davie, FL 33324 954-262-7201	Yes	No	0
74	Glen Altman	Seminole Tribe of Florida	galtman@semtribe.com 6300 Stirling Road Hollywood, FL 33024 954-966-6300	Yes	No	0
75	Manuel Cordoba	SER Jobs for Progress One Stop Career Center	mcordoba@serflorida.org 801 NE 167 Street, 1 st FL N Miami Beach, FL 305-654-7175	Yes	No	0



76	Careers	Society of Broadcast Engineers	kjones@sbe.org www.sbe.org/career_jobonline 9102 N Meridian Street #150 Indianapolis, IN, 46260 317-846-9000	Yes	No	0
77	Anielka Loaisiga	South Florida Hispanic Chamber of Commerce	info@sflhcc.com 333 Arthur Godfrey Rd. S-300 Miami Beach, FL 33140 305-534-1903	Yes	Yes	0
78	Carmen Coto Job Bank Coordinator	South Florida Work Force	Carmen.coto@careersourcesfl.com 7300 Corporate Ctr Drive #500 Miami, FL 33126 305-470-5627	Yes	Yes	0
79	Cristina Lopez	St. Thomas University	cclopez@stu.edu https://app.joinhandshake.com 1640 NW 37 Avenue Miami, FL 33054 305-628-6768	Yes	Yes	0
80	Valdo Ramdial	University of Central Florida	https://app.joinhandshake.com career@mail.ucf.edu PO Box 160165 Orlando, FL 32816 407-823-2361	Yes	Yes	0
81	Helga Williams	University of Florida College Journalism/Communications	hwilliams@jou.ufl.edu 2070 Wellmer Hall Gainesville, FL 32611 352-392-5968	Yes	No	0
82	Kebrina Maharaj Career Services & Intern Coordinator	University of Miami School of Communication	kmaharaj@miami.edu https://miami.joinhandshake.com on-line posting 5100 Brunson Drive Coral Gables, FL 33146 305-284-6632	Yes	Yes	0
83	Career Services	University of South Florida	https://usf.joinhandshake.com 4202 E Fowler Avenue, SVC2088 Tampa, FL 33620 813-974-2171	No	No	0
84	Ryan Bancroft	United Way of Broward County	Rbancroft@UnitedWayBroward.org Ansin Bldg, 1300 S Andrews Ave Ft. Lauderdale, FL 33316 954-308-9264	Yes	No	0



85	T Willard Fair President	Urban League of Greater Miami	shenley.miamiurbanleague@gmail.com 8500 NW 25 Avenue Miami, FL 33147 305-696-4450	Yes	Yes	0
86	Sheryl Bain	Women in Distress	s.bain60@gmail.com info@womenindistress.org PO Box 50187 Lighthouse Point, FL 33074 954-760-9800	Yes	No	0
87	Mason Jackson	Workforce One Broward	mcj@wf1broward.com 6301 NW 5 Way, #3000 Ft. Lauderdale, FL 33309 954-677-5627	Yes	Yes	0
88	Felipe Reboucas	Youth Co-Op, Inc. Career Sources Little Havana	felipe.reboucas@careersourcesfl.com 5040 NW 7 Street #200 Miami, FL 33126 305-442-6900	Yes	No	0

COMPANY POSTINGS AND COMPANY WEBSITES

89	Corporate Representatives	Entercom Corp Website (former CBS Corp Website)	www.entercom.com	610-660-5645	16
90	Myra Berk	Internal postings (Current Employees and Interns)	myra.berk@entercom.com Angie.ozel@entercom.com	305-521-5350	22

ADVERTISING AND WEBSITES

91	All Access	www.allaccess.com / salexander@allaccess.com			7
92	Indeed	www.indeed.com			7
93	LinkedIn	www.linkedin.com			2
94	RAMP247.com	cartermedia@gmail.com			0
95	Glassdoor	Glassdoor.com			1



JOB FAIRS		
JobsNewsUSA Job Fair 3/21/18	See Supplemental Initiative #6	0

OTHER SOURCES		
Industry Referral		4
Employee Referral		5



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3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Periodically throughout the year	Entercom Miami	Once a week, Entercom Miami airs recruitment advertisements on all radio stations, seeking applicants across all departments. Advertisements inform the South Florida area of Entercom's EOE policy and invite all organizations to be a part of our recruitment process.	EEO Coordinator Program Directors
2	Manager EEO Training	Periodically throughout the year	Entercom Miami	Managers are trained regarding EEO compliance rules, and are given forms and policy memos. All Department Heads are expected to adhere to the EEO Rules and complete all necessary EEO paperwork for each new hire.	EEO Coordinator All Hiring Managers
3	Internship Program	Fall 2017 through Spring 2018	Entercom Miami	Entercom Miami offered internships at the radio stations in our Programming, Production, and Digital departments. Interns must be college students and receive college credit for the internships. The Program Directors oversee the internships to evaluate the interns and ensure they are receiving information and education.	Program Directors, WAXY Producer, Digital Producer, On Air Staff, Office Manager
4	Connecticut School of Broadcasting Scholarship Program	Ongoing	Connecticut School of Broadcasting	Through a partnership with the Connecticut School of Broadcasting, scholarships were awarded on Entercom Miami's behalf. The scholarships are awarded on the basis of talent and need, and are paid for through a trade with the school for on air advertising.	Business Manager
5	Mater Beach Academy's Annual Career Day	3/9/18	Mater Beach Academy	Program Director attended Mater Beach Academy's Career Day where he spoke to students from 6 th to 9 th grade delivering four 30 minute presentations about careers in radio.	WLYF/WMXJ Program Director
6	JobsNewsUSA Job Fair	3/21/18	BB&T Center	Representatives from Entercom Miami attended the Job News USA Job Fair at the BB&T Center. The representatives collected resumes, distributed lists of open positions, and spoke to job applicants. This job fair was promoted on-air and on stations' websites. Approximately 2000 people were in attendance at this event.	WAXY/WQAM Program Director Promotion Coordinator & Assistant
7	STN Convention – Coaching Students	3/15/18 – 3/18/18	Gaylord Opryland Resort, Nashville, TN	STN supports and encourages scholastic broadcasting and provides a forum for teachers to share ideas and learn from professionals in the industry. Entercom Miami Marketing Director coached a group of 30 South Florida students at the annual STN Convention. He worked with students to produce Radio & TV challenges. Each challenge has a certain amount of time to write, record, and present for judges. He worked with students to get them excited about careers in Mass Media.	Marketing Director



8	Barry University – Media Relations Class Guest Speaker	3/23/18	Barry University	WAXY On Air Host was guest speaker at the graduate class of Media Relations in Sports at Barry University. During the 2 hour session, he discussed his job as talk show host and sports reporter, relating stories from his career and answered students' questions about careers in Radio. Six students attended.	WAXY On Air Sports Talk Host
9	University of Miami Communication Meet Up	3/28/18	University of Miami	Assistant Program Director attended this networking event for UM School of Communication students which provided an opportunity for students and alumni to connect with professionals in a variety of fields. He was able to collect resumes, advised students on succeeding in the radio industry, the value of internships, and the importance of networking.	Assistant Program Director
10	Park Springs Elementary Career Day	4/6/18	Park Springs Elementary	General Sales Manager attended Park Springs Elementary Career Day where she spoke to 100 students from the 2 nd grade about careers in radio advertising and marketing.	General Sales Manager
11	Barry University Students Tour of Entercom Miami	4/12/18	Entercom Miami	Six students and a professor from Barry University Media Relations in Sports class visited the WAXY Studios. They observed the live sports talk show from the control room. It was followed by a Q&A session with the Producer and On Air Host.	On Air Host, Producer
12	University of Miami Sports Media Class Lecture	4/19/18	University of Miami	Assistant Program Director spoke to a class of 15 students from the Sports Media Class at University of Miami for one hour. He spoke about the viability and growth of radio; as well as Entercom and its culture.	WAXY/WQAM Assistant Program Director
13	St. Thomas University Mass Media Research Project & Presentation	4/23/18	Entercom Miami	WAXY/WQAM Program Director was interviewed by a St. Thomas University Communications Student required to conduct research by interviewing a media professional and write a final mass media research critique based on the outcome of the interview. The paper was presented to the class on the final day of the semester.	WAXY/WQAM Program Director
14	EEO Policy and Compliance Training	5/22/18	Entercom Miami	Regional HR Director facilitated a training session for all Hiring Managers on Entercom's EEO Policy and Hiring Procedures, and reviewed the requirements that each market must complete in order to be in compliance.	Regional HR Director All Hiring Managers



15	Preventing Discrimination, Harassment, and Retention Training	5/22/18	Entercom Miami	Regional HR Director facilitated a training session on Entercom's Policy and Procedure regarding Preventing Discrimination, Harassment, and Retaliation.	Regional HR Director All Managers
16	Shadowlawn Elementary School Career Day	5/30/18	Shadowlawn Elementary School	WSFS Evening On Air Host participated in Career Day at Shadowlawn Elementary School where she spoke to approx.100 students in all grades about careers in Radio.	WSFS Evening On Air Host
17	EEO Breakfast/Recruitment Open House	6/22/18	Entercom Miami	Entercom Miami hosted a breakfast for EEO Recruitment Source contacts and Job Applicants. Entercom Miami Market Manager gave an overview of the company. Station Managers discussed the opportunities available and provided an overview of their specific departments. Station tours were given. A list of job openings was distributed, and candidates were directed to apply at entercom.com/careers. 17 people attended including Career Advisors, media school students, and job seekers.	Market Manager Office Manager Program Director Assistant Program Director General Sales Manager On Air Hosts Events Manager Digital Producer
18	Lighthouse of Broward Tour of Entercom Miami	6/29/18	Entercom Miami	Twenty blind and visually impaired children from Lighthouse of Broward Summer Camp received a tour of the radio stations. Various staff members spoke to the group about our company, the radio business, and demonstrated the audio production process.	Assistant Program Director Marketing Director General Sales Manager Account Executive Creative Services Director Production Manager Office Manager On Air Hosts
19	Connecticut School of Broadcasting Graduation Guest Speaker	6/29/18	Connecticut School of Broadcasting	WSFS Afternoon On Air Host was the guest speaker at the Connecticut School of Broadcasting Class of March 2018 Graduation. Theme of the 30 minute talk was "Graduation, Hard Work, Life After CSB, and what to expect from a career in the broadcasting industry."	WSFS Afternoon On Air Host
20	Miami Media School Students Tour of Entercom Miami	7/17/18	Entercom Miami	Fifteen students along with professors from Miami Media School were given a tour of the radio stations, where the Office Manager and various On Air Hosts discussed our company, the production & on-air process; and careers in radio.	Office Manager Various On Air Hosts Assistant Program Director



21	University of Miami Summer Scholars Program - Entercom Miami Tour	7/24/18	Entercom Miami	Eight students from the University of Miami Summer Scholars Program and Vice Dean of UM's School of Communications visited Entercom Miami for a tour of the stations. During the tour, an overview of the radio stations was provided. The students observed on air programs and learned about the production process. Various staff members spoke about careers in radio.	Assistant Program Director Various On Air Host Office Manager
22	AMI Kids Tour of Entercom Miami	7/25/18	Entercom Miami	Ten children ages 15-18 from AMI Kids, a non-profit organization that serves at-risk youth by helping them with career exploration and preparing them for jobs, were given a tour of the stations at both of our locations. Our Manager of Events, Production Directors, Promotion Manager, and On Air Hosts spoke to them about careers in radio.	Manager of Events Various On Air Hosts Production Directors Promotion Manager



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* On November 17, 2017, there was a transfer of control of the stations in the employment unit. See DA 17-1100. Although this report covers the entire twelve month reporting period, the stations in the employment unit are only responsible for the information that relates to the period from and after November 17, 2017. See 47 C.F.R. § 73.2080(c)(6).

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