

EEO ANNUAL PUBLIC FILE REPORT ENTERCOM MIAMI

This report covers full-time vacancy recruitment for the period of October 1, 2018 through September 30, 2019

Employment Unit: Entercom License, LLC	Address: Entercom Miami, LLC 8300 NE 2 nd Avenue, Suite 200, Miami, FL 333138	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	Morning On Air Talent	All Access	1-6, 9-23, 25-31, 33-36, 38-68, 71-77, 79-84, 85, 87, 88, 95
B	On Air Night Time Host/Music Director	Current Employee	1-6, 8-11, 6-23, 25-88, 95
C	Traffic Reporter	Current Employee	1-6, 8-23, 25-84, 86-87, 90, 91, 95
D	Sales Assistant	Entercom.com	1-6, 9-11, 16-84, 86-87, 91, 94, 95
E	Sales Assistant	Current Employee	1-6, 9-11, 16-84, 86-87, 91, 94, 95
F	Promotion Coordinator	Current Employee	1-6, 8-11, 16-66, 68-84, 86, 87, 95
G	Sports Talk Host/Reporter	Current Employee	1-6, 8-84, 86-87, 93, 95

H	Account Executive	Employee Referral	1-6, 8-11, 13, 16-31, 33-36, 38-84, 86, 87, 91, 95
I	Account Executive	Current Employee	1-6, 8-13, 15-31, 33-36, 38-84, 86, 87, 95
J	Promotion Coordinator	Current Employee	1-6, 8-23, 25-84, 86-87, 95
K	Sports Producer	Current Employee	1-6, 8-87, 95
L	Account Executive	Industry Referral	1-6, 8-23, 25-84, 86-87, 95
M	Promotions & Events Manager	Industry Referral	1-6, 8-23, 25-84, 86, 87, 95
N	Account Executive	Employee Referral	1-6, 8-23, 25-84, 86, 87, 95

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	Sheena Jackson Program Manager	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 Director	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 855-377-1888	Yes	No	0
5	Sandye Palacios Director Career Services	AI Miami International University of Art & Design	Aicareerreadiness@aii.edu aimiucareerservices@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
7	Kandice Matteson	Association for Women In Communications	https://awc.careerwebsite.com/ 1717 E Republic Road #A Springfield, Missouri 65804 417-886-8606	Yes	Yes	0
8	Alison Reagin Employer Relations Coordinator	Barry University	careerservices@barry.edu https://app.joinhandshake.com 11300 NE 2 nd Avenue Miami, FL 33161 305-899-4842	Yes	Yes	0

9	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
10	Caron DeLancy-Simard Sr. Career Center Specialist	Broward College South Campus	cdelancy@broward.edu 7200 Hollywood Blvd. Pembroke Pines, FL 33024 954-201-8938	Yes	Yes	0
11	Autumn Whitfield Sr. Career Center Specialist	Broward College Central Campus	awhitefie@broward.edu 3501 SW Davie Road Ft. Lauderdale, FL 33314 954-201-6612	Yes	No	0
12	Yian Perrin Center Director	Career Source South Florida Re-Employment Center	yian.perrin@careersourcesfl.com 325 NW 62 Street Miami, FL 33150 305-795-2058	Yes	Yes	0
13	Jhyna Arauco Business Services Manager	Career Source South Florida	jhyna.arauco@careersourcesfl.com 7300 Corporate Center Drive #500 Miami, FL 33126 305-594-7615	Yes	Yes	0
14	Carl Alexis Center Director	Career Source South Florida West Dade Center	carl.alexis@careersourcesfl.com 8485 Bird Road, 2 nd Floor Miami, FL 33155 305-228-2300	Yes	Yes	0
15	Roxanne Isaacs Center Director	Career Source South Florida North Miami Beach Center	roxanne.isaacs@careersourcesfl.com 801 NE 167 Street Miami, FL 33162 305-654-7175	No	Yes	0
16	Claudia Dolinsky	Carlos Albizu University	cdolinsky@albizu.edu 2173 NW 99 Avenue Miami, FL 33172 305-593-1223	Yes	Yes	0
17	Anna Wong Director	Chinese Cultural Association of South Florida	Annawong99@hotmail.com 21514 Sweetwater Ln S Boca Raton, FL 33428 561-445-0608	Yes	No	0
18	Claire Persichilli	City College	cpersichilli@citycollege.edu 2000 West Commercial Blvd. Ft. Lauderdale, FL 33309 954-492-5353	Yes	No	0
19	Marlene Arribas Executive Director	Hispanic Coalition	Hispacol2@aol.com 5659 W Flagler Street Miami, FL 33134 305-262-0060	Yes	No	0
20	Jim York Regional Director	Connecticut School of Broadcasting	jyork@gocsb.com 9050 Pines Blvd Pembroke Pines, FL 33024 305-592-7133	Yes	Yes	0

21	Jim York Regional Director	Connecticut School of Broadcasting	csbmiami@gocsb.com 760 US Hwy 1 Suite 101 North Palm Beach, FL 33408 561-847-4126	Yes	Yes	0
22	Jorge Mas Santos Chairman	Cuban American National Foundation	info@canf.org 2147 SW 8 Street Miami, FL 33135 305-592-7768	Yes	No	0
23	Sandra Rice	Emma Bowen Foundation	sandra.rice@nbcuni.com 524 W 57 Street New York, NY 10019 212-975-2597	Yes	No	0
24	Job Postings	Employ Florida Marketplace-Florida Veterans	https://www.employflorida.com/loginintro.asp www.employflorida.com 866-FLA-2345	No	Yes	0
25	Judy Clauser	Epilepsy Foundation Florida	jclauser@efof.org 7300 SW 88 Street, #700 Miami ,FL 33156 305-670-4479	Yes	No	0
26	Cristina Martinez	Fellowship House	cmartinez@fellowshiphouse.org 5711 S Dixie Highway S Miami, FL 33143 305-667-1036	Yes	No	0
27	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
28	Jobs	Florida Association of Broadcasters	intern@fab.org 201 South Monroe Street #201 Tallahassee, FL 32301 850-681-6444	Yes	No	0
29	Rod Duckworth Chancellor	Florida Dept. of Education Career & Adult Education	Careerandadulted@fldoe.org 325 West Gaines Street, #734 Tallahassee, FL 32399 850-245-0446	Yes	No	0
30	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
31	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

32	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
33	Yisell Cirion	Florida International University	ycirion@fiu.edu 3000 NE 151 st Street N Miami, FL 33181 305-919-5770	Yes	No	0
34	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
35	Kareem Coney Director Student Career Services	Florida Memorial University	cdcenter@fmuniv.edu kareem.coney@fmuniv.edu 15800 NE 42 Street Miami Gardens, FL 33054 305-626-3782	Yes	Yes	0
36	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
37	SeminoleLink	Florida State University	https://app.joinhandshake.com 100 South Woodward Avenue Tallahassee, FL 32306-4162 850-644-6431	No	No	0
38	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
39	Scott McWilliams President	Freeform Radio Initiative	leads@freeformradio.org 411 Walnut Street #5561 Green Cover Springs, FL 32043 305-982-7233	Yes	No	0
40	Dan Severson	Full Sail University	Dseverson@fullsail.com 3300 University Blvd. Winter Park, FL 32792 800-226-7625	Yes	Yes	0
41	Tracy Gilliam	Futuri Media/Top Line Matters	tracy@futurimedia.com 1320 Summer Avenue, #100 Cleveland, OH 44115 877-221-7979	Yes	No	0

42	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
43	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
44	Anne Hotte	Greater Hollywood Chamber of Commerce	Information@hollywoodchamber.org 330 N Federal Highway Hollywood, FL 33020 954-923-4000	Yes	No	0
45	Alfred Sanchez President/CEO	Greater Miami Chamber of Commerce	asanchez@miamichamber.com 1601 Biscayne Blvd. Miami, FL 33132-1260 305-577-5424	Yes	Yes	0
46	Bonnie Dawson Employment Specialist	Greater Miami Jewish Federation J Works Miami	bdawson@gmif.org 4200 Biscayne Blvd Miami, FL 33142 786-866-8498	Yes	Yes	0
47	David Inoue Executive Director	Japanese American Citizens League	jacl@jacl.org 1765 Sutter Street San Francisco, CA 94115 415-921-5225	Yes	No	0
48	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
49	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
50	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
51	Erika Rodriguez Associate Director of Student Services	Keiser University	erodriguez@keiseruniversity.edu 1640 SW 145 Avenue Pembroke Pines, FL33027 954-431-4300	Yes	Yes	0

52	Patricia Arias	Latin Chamber of Commerce	patricia@camacol.org 1417 W Flagler Street Miami, FL 33135 305-642-3870	Yes	No	0
53	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
54	Aimee Fraguela	Lutheran Services Florida	afraguela@lsfnet.org http://www.lsfnet.org 8532 SW 8 Street #270 Miami, FL 33144 305-567-2511	Yes	No	0
55	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
56	Frank Boulton	McFatter Technical Center	fboulton@bellsouth.net 6500 Nova Drive Davie, FL 33317 954-370-8324	Yes	No	0
57	Jobs	Miami Beach Latin Chamber of Commerce	jobs@miamibeach.org 1620 Drexel Avenue Miami Beach ,FL 33139 305-674-1231	Yes	No	0
58	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
59	Jorge Hernandez	Miami Dade College	Jorge.hernandez2@mdc.edu 627 SW 27 Avenue, Room 1112 Miami, FL 33135 305-237-6247	Yes	No	0
60	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
61	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
62	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	1

63	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
64	Adora Obi Nweze	NAACP	info@flnaacp.com PO Box 101060 Ft. Lauderdale, FL 33310 407-843-5320	Yes	No	0
65	Job Bank	National Hispanic Media Coalition (NHMC) Headquarters	info@nhmc.org 55 S Grand Avenue Pasadena, CA 91105 626-792-6462	Yes	Yes	0
66	Career Service	National Lesbian & Gay Journalists Assoc.	info@nlqja.org 1420 K Street NW #910 Washington, DC 20037 202-588-9888	Yes	Yes	0
67	Marietta Freeman	New Birth Baptist Enterprise	info@nbbcmiami.org 2300 NW 135 Street Miami, FL 33167 305-685-3700	Yes	Yes	0
68	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
69	Career Center	Palm Beach State College	https://app.joinhandshake.com 4200 Congress Ave Lake Worth, FL 33461 561-868-3066	Yes	Yes	0
70	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
71	Glen Altman	Seminole Tribe of Florida	galtman@semtribe.com 6300 Stirling Road Hollywood, FL 33024 954-966-6300	Yes	No	0
72	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
73	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

74	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
75	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
76	Helga Williams	University of Florida College Journalism/Communications	hwilliams@jou.ufl.edu 2070 Wellmer Hall Gainesville, FL 32611 352-392-5968	Yes	No	0
77	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
78	Career Services	University of South Florida	https://usf.joinhandshake.com 4202 E Fowler Avenue, SVC2088 Tampa, FL 33620 813-974-2171	No	No	0
79	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
80	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
81	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
82	Felipe Reboucas Center Director	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				
83	EEO Coordinator	Entercom Corporate Website	www.entercom.com	24
84	EEO Coordinator	Internal postings/Current Employees	miamiteam@entercom.com	27

ADVERTISING AND WEBSITES				
85	All Access	www.allaccess.com / salexander@allaccess.com		7
86	Indeed	www.indeed.com		11
87	LinkedIn	www.linkedin.com		5
88	RAMP247.com	Kevin@RAMP247.com		0
89	Radio Facts	Radiofacts@gmail.com		0
90	Entercom Radio Stations On Air Ad	WLYF, WMXJ, WSFS, WAXY, WQAM, WPOW, WKIS		1
91	Glassdoor	Glassdoor.com		0
92	Social Media	Facebook, Twitter		0
93	Sportscasters Talent Agency of America (STAA)	Staatalent.com		3
94	Zip Recruiter	Zipcruiter.com		1
95	Direct Employers	https://de.nlx.org/pdfs/JobAlliancesList.pdf		0

JOB FAIRS		
JobNewsUSA.com Job Fair at BB&T Center	See Supplemental Initiative #9	1
NAB National Job Fair	See Supplemental Initiative #13	0
JobNewsUSA.com Job Fair at BB&T Center	See Supplemental Initiative #15	0

OTHER SOURCES	
Industry Referral	9
Employee Referral	15
Entercom Open House	0

Total # of New Interviewees Referred	105
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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	Entercom Careers Page	Periodically throughout the year	Entercom Miami	The websites for each of the stations in the Employment Unit include a link to the Entercom Careers page, which has information about careers in broadcasting.	EEO Coordinator
4	DirectEmployers Association	Periodically throughout the year	Entercom Miami	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the DirectEmployers Association Job Syndication Alliance. Members of the Alliance include organizations whose membership includes 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.	EEO Coordinator
5	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
6	Women of Tomorrow Panel Speaker	1/11/19	Hard Rock Stadium, Miami	Entercom Miami General Sales Manager attended the Women of Tomorrow event hosted by the Miami Dolphins. She participated in a "Women in Sports" panel discussion which including Miami Dolphins Senior Leadership as well as leaders from their sports partners including Entercom. The Women of Tomorrow mission is to inspire, motivate and empower at-risk young women to live up to their full potential through unique groups mentoring program with highly accomplished professional women and scholarship opportunities. They operate in partnership with public school districts. Each group is diverse in its composition with girls in 9 th -12 th grades.	General Sales Manager
7	University of Miami Lecture	2/21/19	University of Miami	WAXY Sports Talk Host spoke to a Communications Class of about 25 students at University of Miami to discuss his career at 790 The Ticket, how to create sports campaigns, and the relationship media has with college and professional sports in 2019.	Sports Talk Host

8	Barry University Guest Speaker	2/21/19	Barry University, Miami Shores	WAXY On Air Host was guest speaker at the graduate Sports Media class at Barry University. During the session, he discussed his career as talk show host and sports reporter. Topics included how to get started in Radio, how has the business changed, how has social media affected sports radio, and how to prepare for the show. A mix of sports management and MBA students, totaling 8, were in attendance.	Sports Talk Host
9	JobNewsUSA Job Fair	3/6/19	BB&T Center, Sunrise, FL	Entercom Miami participated in a Job Fair at the BB&T Center hosted by Job NewsUSA.com and sponsored by Florida Panthers, where 974 job seekers attended. Entercom Miami representatives collected resumes, distributed lists of open positions, and spoke to job applicants. The job fair was promoted on-air and on stations' websites and social media.	Traffic Director Promotion Assistants
10	Chaminade Madonna International Women's Day Guest Speakers	3/8/19	Chaminade Madonna High School, Hollywood, FL	WKIS Afternoon On Air Host, and WLYF Morning On Air Host were guest speakers to female students at Chaminade Madonna High School for International Women's Day. The objective was to speak of their careers in Radio, the road to success, challenges along the way, how to stay focused on their path, and how to compete with men with equality & pay.	WKIS and WLYF On Air Hosts
11	Mater Beach Academy Career Day Guest Speaker	3/15/19	Mater Beach Academy, Miami Beach	WLYF/WMXJ Program Director was guest speaker at Mater Beach Academy Charter School. He spoke to 100 students from Grades 2-6 about careers in Radio.	Program Director
12	Mater Gardens Elementary Mentor Chat	3/22/19	Mater Gardens Elementary School, Miami Lakes	WPOW Morning Show Host attends various events, representing WPOW, at Mater Gardens Elementary throughout the year such as Career Days and pep rallies; and participates in 'mentor talks' with students.	WPOW Morning Show On Air Host
13	NAB Job Fair	4/9/19	Westgate Las Vegas Resort	Entercom attended the national industry-wide career fair at the NAB Show in Las Vegas. Entercom met with attendees, distributed job openings and discussed careers in radio at Entercom.	HR Administrator
14	Barry University students Radio Station Tour	4/16/19	Entercom Miami	WQAM Afternoon On Air Host was visited by 5 students and the Professor from Barry University Sports Media Class. The students observed the live show operations and learned more about careers in Radio from the Producer and On Air Host.	WQAM Afternoon On Air Host Producer
15	JobNewsUSA Job Fair	6/12/19	BB&T Center, Sunrise, FL	Entercom Miami participated in a Job Fair at the BB&T Center hosted by Job NewsUSA.com and sponsored by Florida Panthers, where 2000+ job seekers attended. Entercom Miami representatives collected resumes, distributed lists of open positions, and spoke to job applicants. The job fair was promoted on-air and on stations' websites and social media.	General Sales Manager Promotion Assistants
16	CW Camps Tour of Radio Stations	8/1/19	Entercom Miami	WAXY on-air host led a tour of the radio stations for 18 campers from CW Camps/Delray Beach in partnership with Avenue Church.	Morning Show Sports Talk Host

17	Dunkin Donuts Scholarships Tour of Radio Stations	8/8/19	Entercom Miami	Two high school seniors from Cooper City High School, who won Scholarships from Dunkin Donuts attended a scholarship check presentation hosted by Entercom Miami, and were given a tour of the radio stations.	WMXJ On Air Host, Promotion Manager, National Sales Manager
18	EEO Breakfast/Recruitment Open House	8/16/19	Entercom Miami	Entercom Miami hosted a breakfast for EEO Recruitment Source contacts and Job Applicants. Entercom Managers gave an overview of the company and their specific departments, and discussed the job opportunities available. Station tours were given. A list of job openings was distributed, resumes collected, and some interviews were conducted. Nineteen (19) people attended.	EEO Coordinator General Sales Managers On Air Hosts Marketing Director Events Director Program Directors Account Executive
19	AMI Kids Tour of Entercom Miami	8/26/19	Entercom Miami	Seven teens 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 radio stations.	Promotions Manager
20	Career Day at Pembroke Pines Charter School	9/25/19	Pembroke Pines, FL	WPOW On Air personality attended a Career Day for Grades 6-8, where she spoke to 100+ students about careers in Radio.	On Air Host