

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM CLEVELAND**

**This report covers full-time vacancy recruitment for the period of June 1, 2018 through May 31, 2019**

<b>Employment Unit:</b> Entercom License, LLC	<b>Address:</b> Entercom License LLC 1041 Huron Road Cleveland, OH 44115	<b>Contact Person/Title:</b> Tom Herschel/SVP Market Manager
<b>Unit Members, Community of License:</b> WDOK -FM, Cleveland, OH WKRK - FM, Cleveland Heights, OH WNCX - FM, Cleveland, OH WQAL – FM, Cleveland, OH	<b>Telephone Number:</b> 216-861-0100	<b>E-mail Address:</b> Tom.Herschel@entercom.com

**1. Full-Time Job Vacancies Filled by the Employment Unit:**

	<b>Title and Hire Date</b>	<b>Recruitment Source Referring Hire</b>	<b>Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)</b>
A	Director Live Events & Experiences	Entercom.com	1-8, 11
B	Sales Assistant Digital & Events	Internal Candidate	1-8, 11
C	Q104 Midday Host	Entercom.com	1-8, 11
D	Account Executive	Entercom.com	1-9
E	Account Executive	Entercom.com	1, 2, 4-8



F	Account Executive	Entercom.com	1, 2, 4-8
G	Sports Reporter	SportsRadioPD.com	1, 2, 4-11
H	Digital Sales Manager	Entercom.com	1, 2, 4-8



## 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	Yolanda Brown, Director of Career Services	Bryant & Stratton College	216-771-1700 216-771-7787 Fax ybelle@bryantstratton.edu	Yes	No	0
2	Maria Brathwaite, Career Services	Cuyahoga Community College Career Center	216-987-4913 216-987-3198 Fax Maria.Brathwaite@tri-c.edu	Yes	No	0
3	Robin Pijor, Assistant Director Career Services	Kent State University	330-672-2360 330-672-2057 Fax cscjobs@kent.edu	Yes	No	0
4	Marc J. Spears, President	National Association of Black Journalists	301-405-0248 301-314-1714 Fax marcjspears@yahoo.com	Yes	No	0
5	Career Services	Ohio Center for Broadcasting	216-503-5900 216-476-3435 Fax Jhardy@beonair.com	Yes	No	0

### COMPANY POSTINGS AND WEBSITES

6	Entercom	Entercom.com	Thomas.collinsworth@entercom.com	216.861.0100	33
---	----------	--------------	----------------------------------	--------------	----

### ADVERTISING

7	On-Air Announcements	Entercom Cleveland Radio Advertisement WDOK-FM, WKRK-FM, WNCX-FM, WQAL-AM,				0
8	Direct Employers Association	<a href="https://de.nlx.org/pdfs/JobAlliancesList.pdf">https://de.nlx.org/pdfs/JobAlliancesList.pdf</a>				0



9	Indeed.com	Indeed.com	4
10	Barrett Sports Media Website	Sportsradiopd.com	1
11	Internal Candidate/Transfer	Internal Candidate/Transfer	12

<b>JOB FAIRS</b>			
Cleveland Cavaliers Career Fair	1/8/19 (see supplemental recruitment initiative #4		0
Ohio Media School Career Fair	4/3/19 (see supplemental recruitment initiative #9		0
NAB National Job Fair	4/9/19 (see supplemental recruitment initiative #11		0

<b>OTHER SOURCES</b>			
Employee Referral			0
Industry Referral			0
<b>Total # of New Interviewees Referred</b>			<b>50</b>



### 3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	Entercom Cleveland	Once a week, Entercom Cleveland airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Cleveland area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Program Director Assistant Controller Air-Talent Production Traffic Coordinators HR Manager
2	Kent State University Honors College Career Speaking Event	Kent	Midday Host for WKRK-FM took part in the Career Speaker Series. These are casual Q&A sessions with KSU alumni where students were able to ask questions, explore careers, and make connections in a stress-free environment. The hour long speaking event took place in their Honors Library with about 20 students.	Midday Host
3	Rittman Middle School Career Day	Rittman	The Morning Show Host for WQAL-FM spoke to students about his personal career path and what it takes to land an opportunity to work on air. He spoke for an hour and answered questions about careers in the broadcast industry.	Morning Show Host
4	Cleveland Cavaliers Career Fair	Cleveland	Human Resource Manager and Promotions Coordinator attended the Cleveland Cavaliers Career Fair at Quicken Loans Arena. Attendees were able to learn about available job opportunities and education requirements for different positions within the company.	HR Manager and Promotions Coordinator
3	Ohio Media School Career Networking Event	Independence	Promotions Coordinator attended a career networking event with about 40 students at the Ohio Media School. The event provided opportunities for students to learn more about career opportunities, ask questions, practice mock interviews, and learn about different paths their broadcasting training could take them.	Promotions Coordinator
5	Ohio Media School Women in Radio	Independence	On Air Talent for WDOK-FM went to Ohio Media School to attend a Women in Radio speaking event. She was part of a group that spoke to new students about her career and what it's like to work in the broadcasting industry. She answered questions and spoke to students about her career path.	On Air Talent
7	Rittman Middle School Career Day	Rittman	The Morning Show Host for WQAL-FM spoke to students about his personal radio experience in Cleveland. He spoke for an hour and answered questions about careers in the broadcast industry.	Morning Show Host



8	CCI Commons Learning Group at Kent State University	Kent	Promotions Coordinator and Kent State Alumni spoke to CCI Commons Learning Group about careers in the broadcast industry and the education and experience that will help prepare someone to be successful.	Promotions Coordinator
9	Baylor University Career Services	Cleveland	HR Manager spoke to Baylor Career Services multiple times about careers available at Entercom Cleveland and how we can build a relationship to help funnel candidates into our job opportunities. Answered questions regarding job descriptions, requirements, career paths, and the recruitment process. Baylor hopes to share our future job openings with their students that are involved in their broadcast and media related programs.	HR Manager
9	Ohio Media School Career Fair and Networking Event	Independence	Promotions Coordinator attended the Ohio Media School Career Fair at the broadcast school in Independence. Students and alumni were able to learn about available job opportunities and education requirements for different positions within the company.	Promotions Coordinator
11	NAB National Job Fair	Las Vegas, NV	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
12	Marion C. Seltzer Elementary School Career Day	Cleveland	The Midday Host for WDOK-FM spoke at Marion C. Seltzer Elementary School in Cleveland and talked to 3 different classes, Kindergarten, 1st, and 2nd graders for a Career Day, explaining different opportunities and what it's like to work in the broadcasting industry.	Midday Host
13	Valley View Elementary School Career Day	Valley View	The Morning Show Host for WQAL-FM participated in the school's career fair. He explained to students what a morning show host does and spoke to them about his personal radio experience in Cleveland. He spoke for an hour and answered questions about different careers in the broadcast industry.	Morning Show Host

