

WAAF, WGGY, WILK, WILK-FM, WKRF, WKRZ, WMQX, WODS
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

ENTERCOM Wilkes Barre-Scranton,PA IS AN EQUAL OPPORTUNITY EMPLOYER.

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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
Account Executive	1-49	49
WILK Morning Co-Host	1-48, 50	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
1	Albright College 1621 N 13th St Reading, Pennsylvania 19604 Phone : 610-921-2381 Url : https://app.joinhandshake.com/ Laura Kline Manual Posting	N	0
2	Allegheny College 520 N Main St Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : jfitch@allegheny.edu Jim Fitch	N	0
3	Area Agency on Aging for Luzerne & Wyoming Counties 111 N Pennsylvania Ave #100 Wilkes-Barre, Pennsylvania 18701 Email : denise.stalica@luzernecounty.org Denise Stalica	N	0
4	Binghamton University 4400 Vestal Pkwy E Binghamton, New York 13902 Url : https://app.joinhandshake.com/ Bill McCarthy Manual Posting	N	0
5	Bloomsburg University 400 E 2nd St Bloomsburg, Pennsylvania 17815 Phone : 570-389-4070 Url : https://app.joinhandshake.com/ Michael Babb Manual Posting	N	0
6	Bowling Green University 470 Math Science Building Bowling Green, Ohio 43403 Url : https://app.joinhandshake.com/ Danielle Dimoff Manual Posting	N	0

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7	Bucknell University 701 Moore Ave Lewisburg, Pennsylvania 17837 Phone : 570-577-1599 Email : acs@bucknell.edu Career Center	N	0
8	Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Megan Crouthamel Manual Posting	N	0
9	Commission on Economic Opportunity 165 Amber Lane Wilkes-Barre, Pennsylvania 18702 Phone : 570-208-7010 Email : cmatalonis@ceopeoplehelpingpeople.org Cathy Matalonis	N	0
10	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
11	East Stroudsburg University 200 Prospect St East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Url : https://app.joinhandshake.com/ Career Development Manual Posting	N	0
12	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	3

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13	Franklin & Marshall College 637 College Ave Lancaster, Pennsylvania 17603 Url : https://app.joinhandshake.com/ Sonia Elliott Manual Posting	N	0
14	Georgetown University 3700 O St NW Washinton, District of Columbia 20057 Phone : 202-687-7121 Email : sfc38@georgetown.edu Patrick Denenea	N	0
15	Greater Scranton Chamber of Commerce 222 Mulberry St Scranton, Pennsylvania 18503 Phone : 570-342-7711 Mari Potis Manual Posting	Y	0
16	Indeed Pennsylvania Url : https://www.indeed.com/ n/a n/a Manual Posting	N	0
17	Indiana University of Pennsylvania 1011 South Drive Indiana, Pennsylvania 15705 Url : https://app.joinhandshake.com/ Jan Shellenbarger Manual Posting	N	0
18	Ithaca College 953 Danby Road Ithaca, New York 14850 Url : https://app.joinhandshake.com/ John Fracchia Manual Posting	N	0

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19	Keystone College 1 college Road La Plume, Pennsylvania 18440 Phone : 570-945-5141 Url : https://app.joinhandshake.com/ Diane Bubb Manual Posting	Y	0
20	Kings College 133 N River St Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Url : https://app.joinhandshake.com/ Theresa Kinney Manual Posting	Y	0
21	Kutztown University 15200 Kutztown Road Kutztown, Pennsylvania 19530 Phone : 610-683-4067 Url : https://app.joinhandshake.com/ Chad Ganley Manual Posting	N	0
22	Lehigh University 27 Memorial Dr W Bethlehem, Pennsylvania 18015 Url : https://app.joinhandshake.com/ MaryAnne Wallace Manual Posting	N	0
23	Lesley College 29 Everett Street Cambridge, Massachusetts 2138 Phone : 617-868-9600 Email : crcjobs@lesley.edu Career Services	N	0
24	Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : https://app.joinhandshake.com/ Courtney Force Manual Posting	N	0

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25	Luzerne County Careerlink 32 E Union St Wilkes-Barre, Pennsylvania 18701 Job Posting Manual Posting	N	0
26	Luzerne County Community College 1333 South Prospect St Nanticoke, Pennsylvania 18634 Phone : 570-470-0200 Email : mghilani@luzerne.edu Mary Ghilani	Y	0
27	Mansfield University 31 S Academy St Mansfield, Pennsylvania 16933 Url : https://app.joinhandshake.com/ Nichole Lafelhoc Manual Posting	N	0
28	Marywood University 2300 Adams Ave Scranton, Pennsylvania 18509 Url : https://app.joinhandshake.com/ Michael Magistro Manual Posting	N	0
29	Misericordia University 301 Lake St Dallas, Pennsylvania 18612 Phone : 570-674-6343 Url : https://app.joinhandshake.com/ Tiffany Wiernusz Manual Posting	N	0
30	Mount Zion Baptist Church 105 Hill Street Wilkes-Barre, Pennsylvania 18702 Phone : 570-824-0146 Email : mtzionbapch@epix.net Career Services	N	0

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31	Muhlenberg College 2400 W Chew St Allentown, Pennsylvania 18104 Url : https://app.joinhandshake.com/ Samantha Hof Manual Posting	N	0
32	PA Career Link Lackawanna County 135 Franklin Avenue Scranton, Pennsylvania 18503 Phone : 570-344-5959 Email : rgrudzinski@edsisolutions.com Ralph Grudzinski	N	0
33	PSU University 201 Old Main University Park, Pennsylvania 16802 Url : https://nittanylioncareers.psu.edu/ Job Postings Manual Posting	N	0
34	Saint Joseph's University 5600 City Ave Philadelphia, Pennsylvania 19131 Url : https://app.joinhandshake.com/ Jennifer Rossi Long Manual Posting	N	0
35	Shippensburg University 1871 Old Main Dr Shippensburg, Pennsylvania 17257 Phone : 717-532-9121 Url : https://www.collegecentral.com/ Career Services Manual Posting	N	0
36	Slippery Rock University 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : https://app.joinhandshake.com/ Renee Coyne Manual Posting	N	0

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37	Step By Step Inc 51 Gravel St Wilkes-Barre, Pennsylvania 18705 Email : lsulitka@stepbystepusa.com Job Postings	Y	0
38	Susquehanna University 514 University Ave Selingsgrove, Pennsylvania 17870 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
39	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Url : https://app.joinhandshake.com/ Laura Craig Manual Posting	N	0
40	Towson University 8000 York Road Towson, Maryland 21252 Url : https://app.joinhandshake.com/ Tasha Benn Manual Posting	N	0
41	Trehab Center 1 Kim Ave #4 Tunkhannock, Pennsylvania 18657 Phone : 570-933-7576 Email : info@trehab.org Career Services	N	0
42	University of Pennsylvania Philadelphia, Pennsylvania 19104 Url : https://app.joinhandshake.com/ Kelly walsh Manual Posting	N	0
43	University of Scranton 800 Linden St Scranton, Pennsylvania 18510 Url : https://app.joinhandshake.com/ Chris Whitney Manual Posting	Y	0

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44	Villanova University 800 Lancaster Ave Villanova, Pennsylvania 19085 Url : https://app.joinhandshake.com/ Daniel Glaziewski Manual Posting	N	0
45	Whitman School of Management at Syracuse University 721 University Ave Syracuse, New York 13244 Url : https://whitman.syr.edu Email : srclay01@syr.edu Job Posting	N	0
46	Wilkes University 84 W South St Wilkes-Barre, Pennsylvania 18701 Url : https://app.joinhandshake.com/ Sharon Castragano Manual Posting	Y	0
47	WilkesBarre Chamber of Commerce 2 Public Sq Wilkes-Barre, Pennsylvania 18701 Email : dsedor@wilkesbarre.org Career Services	N	0
48	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
49	Non-Employee Referral	N	1
50	On-Air Announcement (One or More SEU Stations)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	8/27/2020	Hosting of Job Fair	Entercom Wilkes-Barre hosted a virtual career fair.	4	Director of Sales
7	9/17/2020	Participation in other activities designed by the station employment unit	Facebook Posting on Station(s)	4	Account Executive Account Executive Account Executive Account Executive
8	9/17/2020	Participation in other activities designed by the station employment unit	Posting of WILK Co-Host Position on WILK Facebook page.	1	Co-Host

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9	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
10	10/15/2020	Participation in Job Fairs	Wilkes University Fall 2020 Virtual Job Fair.	1	Business Manager
11	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
12	10/28/2020	Participation in Job Fairs	Marywood University Virtual Job Fair fall 2020	1	Business Manager
13	1/25/2021	Hosting of Job Fair	Entercom's Virtual Career Fair 1/25-2/21	2	Account Executive On Air
14	2/26/2021	Participation in events or programs sponsored by educational institutions	Entercom Wilkes-Barre and the University of Scranton participated in a virtual job shadowing of its students in the broadcast field.	1	Program Director