

WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

ENTERCOM Miami-Ft.Lauderdale-Hollywood,FL 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	1-3, 6-26, 28-46, 48-91, 93-94, 96, 101	96
Promotions Manager	1-37, 39-48, 50-77, 80-91, 93, 95-96	96
Promotions Manager	1-37, 39-48, 50-77, 80-91, 93, 95-96	96
Digital Sales Manager	1-4, 6-41, 43-75, 77-91, 93, 96, 99	96
Account Executive	1-4, 6-33, 35-37, 39-41, 43-46, 48-77, 79-91, 93, 96, 99-100	96
Account Executive	1-4, 6-33, 35-37, 39-41, 43-46, 48-77, 79-91, 93, 96, 99-100	30
Account Executive	1-4, 6-31, 33-41, 43-62, 64-93, 96-99	96

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	African American Chamber of Commerce 3201 E. Colonial Drive S A-20 Orlando, Florida 32803 Phone : 407-420-4870 Url : http://www.blackcommerce.org Email : info@blackcommerce.org Sheena Jackson	Y	0
2	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : mldavis@miamidade.gov Marshall Davis	N	0
3	African Heritage Cultural Arts Center 6161 NW 22 Avenue Miami, Florida 33142 Phone : 305-638-6771 Url : https://www.ahcacmiami.org Email : ahcac@miamidade.gov AHCAC Miami	N	0
4	Ai Miami International University of Art & Design 1501 Biscayne Blvd. #100 Miami, Florida 33132 Phone : 305-428-5700 Url : https://www.artinstitutes.edu/miami Email : AICareerreadiness@aii.edu Sandye Palacios	N	0
5	All Access 24955 Pacific Coast Hwy #C303 Malibu, California 90265 Phone : 301-457-6616 Url : https://www.allaccess.com/ Job Listings Manual Posting	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
6	American Adult Education Center 18350 NW 67 Avenue Hialeah, Florida 33015 Phone : 305-548-4044 Url : https://www.americanadulthood.com/ Email : 169982@dadeschools.net Carlena Mitchell	Y	0
7	American Inter-Continental University 6600 Peachtree Dunwoody Road 500 Embassy Row Atlanta, Georgia 30328 Phone : 404-965-6500 Url : https://www.aiuniv.edu/campus-locations/atlanta Email : careerservices@aiuonline.edu Career Services	Y	0
8	Barry University 11300 NE 2nd Avenue Miami, Florida 33161 Phone : 305-899-4842 Url : https://app.joinhandshake.com Email : careerservices@barry.edu Alison Reagin	Y	0
9	Bethune-Cookman University 640 Dr. McLeod Blvd. Daytona Beach, Florida 32114 Phone : 386-481-2884 Url : https://www.cookman.edu/ Email : walkerg@cookman.edu Glenn Walker	Y	0
10	Broward College Ft. Lauderdale 3051 SW David Road Bldg 19, Room 116 Davie, Florida 33314 Phone : 954-201-6612 Url : http://www.broward.edu Email : awhitefie@broward.edu Autumn Whitfield	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
11	Broward College Pembroke Pines 7200 Hollywood Blvd. Pembroke Pines, Florida 33024 Phone : 954-201-8938 Url : http://www.broward.edu Email : cdelancy@broward.edu Caron DeLancy-Simard	Y	0
12	Career Source Palm Beach County 3400 Belvedere Road West Palm Beach, Florida 33406 Phone : 561-340-1060 Url : http://www.careersourcesfl.com/career-center/ Email : pbastidas@careersourcepbc.com Patricia Bastidas	Y	0
13	Career Source South Florida 7300 Corporate Center Drive Suite 500 Miami, Florida 33126 Phone : 305-929-1546 Url : http://www.careersourcesfl.com Email : jhyna.arauco@careersourcesfl.com Jhyna Arauco	Y	0
14	Career Source South Florida NMB 801 NE 167 Street Miami, Florida 33162 Phone : 305-654-7175 Url : http://www.careersourcesfl.com/career-center/ Email : roxanne.isaacs@careersourcesfl.com Roxanne Isaacs	Y	0
15	Career Source South Florida Northside 7900 NW 27 Avenue Suite 200 Miami, Florida 33147 Phone : 305-693-2060 Url : http://www.careersourcesfl.com/career-center/ Email : hesterline.hall2@careersourcesfl.com Hesterline Hall	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
16	Career Source South Florida Re-Employment Center 325 NW 62 Street Miami, Florida 33150 Phone : 305-795-2058 Url : http://www.careersourcesfl.com/career-center/ Email : yian.perrin@careersourcesfl.com Yian Perrin	Y	0
17	Career Source South Florida West Dade Center 8485 Bird Road 2nd Floor Miami, Florida 33155 Phone : 305-228-2300 Url : http://www.careersourcesfl.com/career-center/ Email : carl.alexis@careersourcesfl.com Carl Alexis	Y	0
18	Carlos Albizu University 2173 NW 99 Avenue Miami, Florida 33172 Phone : 305-593-1223 Url : http://www.albizu.edu/ Email : cdolinsky@albizu.edu Claudia Dolinsky	Y	0
19	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : 407-834-4223 Url : https://www.cfec.org/ Email : cfec@cfec.org Paulette Weir	N	0
20	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 Url : https://www.cful.org/ Email : Info@cful.org Job Listings	N	0

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21	Chinese Cultural Association of South Florida 21514 Sweetwater Ln S Boca Raton, Florida 33428 Phone : 561-445-0608 Url : http://www.ccasf.us/ Email : Annawong99@hotmail.com Anna Wong	Y	0
22	City College 2000 W Commercial Blvd. Ft. Lauderdale, Florida 33309 Phone : 954-492-5353 Url : https://www.citycollege.edu/locations/fort-lauderd Email : cpersichilli@citycollege.edu Claire Persichilli	N	0
23	Coalition of Hispanic American Women Hispanic Coalition 5659 W Flagler Street Miami, Florida 33134 Phone : 305-262-0060 Url : https://hispaniccoalition.org/ Email : Hispacol2@aol.com Marlene Arribas	N	0
24	Connecticut School of Broadcasting N Palm Beach 760 US Hwy 1 Suite 101 North Palm Beach, Florida 33408 Phone : 561-847-4126 Url : https://gocsb.com/ Email : csbpalmbeach@gocsb.com Jim York	Y	0
25	Connecticut School of Broadcasting Pembroke Pines 9050 Pines Blvd. Pembroke Pines, Florida 33024 Phone : 305-592-7133 Url : https://gocsb.com Email : csbmiami@gocsb.com Jim York	N	0

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26	Cuban American National Foundation 2147 SW 8 Street Miami, Florida 33135 Phone : 305-592-7768 Url : https://www.canf.org/ Email : info@canf.org Jorge Mas Santos	N	0
27	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
28	Emma Bowen Foundation 524 W 57 Street New York, New York 10019 Phone : 212-975-2597 Url : https://www.emmabowenfoundation.com Email : sandra.rice@nbcuni.com Sandra Rice	N	0
29	Employ Florida Marketplace-Florida Veterans The Capital, Suite 2105 400 South Monroe St Tallahassee, Florida 32399 Phone : 866-352-2345 Url : http://www.employflorida.com Job Listings Manual Posting	Y	0
30	Entercom Communications 2400 Market Street Philadelphia, Pennsylvania 19103 Url : http://www.entercom.com/careers Careers Page Manual Posting	N	10
31	Epilepsy Foundation Florida 7300 SW 88 Street #700 Miami, Florida 33156 Phone : 305-670-4479 Url : https://www.epilepsyfl.com/ Email : jclausner@efof.org Judy Clauser	N	0

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32	Fellowship House 5711 S Dixie Highway Miami, Florida 33143 Phone : 305-667-1036 Url : http://fellowshiphouse.org Email : cmartinez@fellowshiphouse.org Cristina Martinez	N	0
33	Florida A&M University (FAMU) 1676 S Martin Luther King Dr. Blvd Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famu.edu Career Center	Y	0
34	Florida Assn of Broadcasters 201 S Monroe Street #201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : https://fab.org/ Email : intern@fab.org Job Listings	N	0
35	Florida Atlantic University 777 Glades Road SU80 Room 220 Boca Raton, Florida 33431 Phone : 561-297-3533 Url : https://app.joinhandshake.com Mitchell Roshel Manual Posting	Y	0
36	Florida Atlantic University Broward Campus 3200 College Avenue Davie, Florida 33314 Phone : 954-236-1000 Url : https://app.joinhandshake.com David Jenks Manual Posting	Y	0
37	Florida Dept. of Education 325 W Gaines Street #734 Tallahassee, Florida 32399 Phone : 850-245-0446 Url : http://www.fldoe.org/academics/career-adult-edu/ Email : Careerandadulted@fldoe.org Rod Duckworth	N	0

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38	Florida Gulf Coast University 10501 FGCU Blvd. S Ft. Myers, Florida 33965 Phone : 239-590-7946 Url : https://fgcu-csm.symplicity.com/employers Reid Lennertz Manual Posting	N	0
39	Florida International University - North Campus 3000 NE 151 Street North Miami, Florida 33181 Phone : 305-919-5770 Url : https://app.joinhandshake.com Yisell Cirion Manual Posting	N	0
40	Florida International University - South Campus 11200 SW 8 Street GC230 Miami, Florida 33199 Phone : 305-348-7285 Url : https://app.joinhandshake.com Carmen Rosado Manual Posting	Y	0
41	Florida Memorial University 15800 NE 42 Street Miami Gardens, Florida 33054 Phone : 305-626-3782 Url : https://www.fmuniv.edu/ Email : Athena.jackson@fmuniv.edu Kareem Coney	Y	0
42	Florida State College at Jacksonville 101 W State Street Jacksonville, Florida 32202 Phone : 904-381-3594 Url : http://www.collegecentral.com/fscj/ Email : lertel@fscj.edu Leslie Ertel	Y	0

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43	Florida State University Career Center 600 W College Avenue Tallahassee, Florida 32306 Phone : 850-644-6431 Url : https://app.joinhandshake.com Kate Heron Manual Posting	N	0
44	Florida Technical College 12520 Pines Blvd. Pembroke Pines, Florida 33027 Phone : 787-664-5699 Url : http://feedback.ftccollege.edu/employers/ Email : Kmwhite@ftccollege.edu Karen White-Goyzueta	Y	0
45	Freeform Radio Initiative 411 Walnut Street #5561 Green Cover Springs, Florida 32043 Phone : 305-982-7233 Url : https://freeformradio.org/site/ Email : leads@freeformradio.org Scott McWilliams	N	0
46	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-226-7625 Url : https://hello.fullsail.edu/ Email : Dseverson@fullsail.com Dan Severson	Y	0
47	Futuri 1320 Summer Avenue #100 Cleveland, Ohio 44115 Phone : 877-221-7979 Url : https://futurimedia.com/ Email : tracy@futurimedia.com Tracy Gilliam	N	0

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48	Gabe Hobbs Consulting 535 Central Avenue #302 St. Petersburg, Florida 33701 Phone : 813-938-3870 Url : http://www.gabehobbsmedia.com Email : gabe@gabehobbsmedia.com Gabe Hobbs	N	0
49	Georgia Association of Broadcasters 6 W Druid Hills Drive NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Url : https://www.gab.org/ Email : lstory@gab.org McKenzie Lewis	N	0
50	Greater Ft. Lauderdale Chamber of Commerce 512 NE 3rd Avenue Ft. Lauderdale, Florida 33301 Phone : 954-462-4911 Url : https://www.ftlchamber.com/ Email : dan@ftlchamber.com Dan Lindblade	N	0
51	Greater Hollywood Chamber of Commerce 330 N Federal Highway Hollywood, Florida 33020 Phone : 954-923-4000 Url : http://hollywoodchamber.org/ Email : information@hollywoodchamber.org Anne Hotte	N	0
52	Greater Miami Chamber of Commerce 1601 Biscayne Blvd Miami, Florida 33132 Phone : 305-577-5424 Url : http://www.miamichamber.com/ Email : asanchez@miamichamber.com Alfred Sanchez	Y	0

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53	Greater Miami Jewish Federation J Works Miami 4200 Biscayne Blvd. Miami, Florida 33142 Phone : 786-866-8498 Url : https://jewishmiami.org/ Email : bdawson@gmjf.org Bonnie Dawson	Y	0
54	Hope South Florida 5110 N Federal Highway #101 Ft. Lauderdale, Florida 33308 Phone : 954-566-2311 Url : https://hopesouthflorida.org/ Email : apica@hopesouthflorida.org Anthony Pica	Y	0
55	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : 415-921-5225 Url : https://jacl.org Email : jacl@jacl.org David Inoue	N	0
56	Jewish Community Services of South Florida 735 NE 125 Street Miami, Florida 33161 Phone : 305-899-1587 Url : https://jcsfl.org/ Email : slopez@jcsfl.org Sara Lopez	Y	0
57	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : 305-892-7030 Url : https://app.joinhandshake.com Craig Skilling Manual Posting	Y	0

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58	Keiser University 1640 SW 145 Street Pembroke Pines, Florida 33027 Phone : 954-431-4300 Url : https://keiser-education.com Email : errodriguez@keiseruniversity.edu Erika Rodriguez	Y	0
59	Latin Chamber of Commerce 1417 W Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Url : http://www.camacol.org/ Email : patricia@camacol.org Patricia Arias	N	0
60	Lindsey Hopkins Technical College 750 NW 20 Street Room D232 Miami, Florida 33127 Phone : 305-324-6070 Url : https://www.lindseyhopkins.edu/ Email : 173463@dadeschools.net Christina Brownlow	Y	0
61	Lutheran Services Florida 8532 SW 8 Street #270 Miami, Florida 33144 Phone : 305-567-2511 Url : https://www.lsfnet.org/ Email : careers@lsfnet.org Aimee Fraguela	N	0
62	Lynn University 3601 N Military Trail Boca Raton, Florida 33431 Phone : 561-237-7287 Url : https://www.lynn.edu/ Email : cgill@lynn.edu Cameron Gilliam	N	0

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63	McFatter Technical College 6500 Nova Drive Davie, Florida 33317 Phone : (754) 321-5750 Url : https://www.collegecentral.com/mcfattertech/ Email : fboulton@bellsouth.net Frank Boulton	N	0
64	Miami Beach Latin Chamber of Commerce 1620 Drexel Avenue Miami, Florida 33139 Phone : 305-674-1231 Url : http://www.miamibeach.org/ Email : jobs@miamibeach.org Job Listings	N	0
65	Miami Dade Chamber of Commerce 100 S Biscayne Blvd. 3rd Floor Miami, Florida 33131 Phone : 305-751-8648 Url : http://m-dcc.org/ Email : mdcc@m-dcc.org Debbie Pearson	N	0
66	Miami Dade College 627 SW 27 Avenue Room 1112 Miami, Florida 33135 Phone : 305-237-6247 Url : https://www.mdc.edu Email : Jorge.hernandez2@mdc.edu Jorge Hernandez	N	0
67	Miami Dade Office of Community Advocacy 111 NW 1 Street #1034 Miami, Florida 33128 Phone : 305-375-4606 Url : https://www8.miamidade.gov/global/government/commi Email : rboone@miamidade.gov Retha Boone-Fye	Y	0

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68	Miami Lakes Tech 5780 NW 158 Street Miami Lakes, Florida 33014 Phone : 305-557-1100 Url : http://www.miamilakes.edu/ Email : rzilka@dadeschools.net Richard Zilka	N	0
69	Miami Media School 901 S Miami Avenue #303 Miami, Florida 33180 Phone : 305-728-1120 Url : https://beonair.com/ Email : Allamazares@beonair.com Angel Llamazares	Y	0
70	Mount Bethel Human Services 1021 NW 6 Street Sistrunk Blvd. Ft. Lauderdale, Florida 33311 Phone : 954-768-0920 Url : http://www.mbhsc.org Email : mwells@mtbbc.org Marie Wells	Y	0
71	NAACP Ft. Lauderdale PO Box 101060 Ft. Lauderdale, Florida 33310 Phone : 407-843-5320 Url : http://www.flnaacp.com/ Email : info@flnaacp.com Adora Obi Nweze	N	0
72	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org/about/ Email : info@nhmc.org Job Bank	Y	0

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73	National Lesbian & Gay Journalist Association 1420 K Street NW #910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : https://www.nlgja.org/ Email : info@nlgja.org Job Listings	Y	0
74	New Birth Baptist Enterprise 2300 NW 135 Street Miami, Florida 33167 Phone : 305-685-3700 Url : https://nbbcmiami.org/ Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
75	Nova Southeastern University 3301 College Avenue 1st Floor/Room 152 Ft. Lauderdale, Florida 33314 Phone : 954-262-7239 Url : https://app.joinhandshake.com Mignon Bissonnette Manual Posting	N	0
76	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : https://www.ocanational.org Email : oca@ocanational.org Andrew Lo	N	0
77	Palm Beach State College 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3051 Url : https://app.joinhandshake.com Karen Rose Cover Manual Posting	Y	0

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78	Rollins College 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407-646-2000 Url : https://www.rollins.edu Email : tzelayaleon@rollins.edu Tricia Zelaya-Leon	N	0
79	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033 Url : https://www.seminolestate.edu Email : obriencs@seminolestate.edu Christopher O'Brien	N	0
80	Seminole Tribe of Florida 6300 Stirling Road Hollywood, Florida 33024 Phone : 954-966-6300 Url : https://www.semtribe.com/ Email : galtman@semtribe.com Glen Altman	N	0
81	Society of Broadcast Engineers 9102 N Meridian Street #150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/career_jobonline Email : kjones@sbe.org K Jones	N	0
82	South Florida Hispanic Chamber of Commerce 333 Arthur Godfrey Road Suite 300 Miami Beach, Florida 33140 Phone : 305-534-1903 Url : https://sflhcc.com Email : info@sflhcc.com Anielka Loaisiga	Y	0

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83	St. Thomas University 1640 NW 37 Avenue Miami, Florida 33054 Phone : 305-628-6768 Url : https://app.joinhandshake.com Cristina Lopez Manual Posting	Y	0
84	United Way of Broward County 1300 S Andrews Avenue Ansin Bldg Ft. Lauderdale, Florida 33316 Phone : 954-308-9264 Url : https://www.unitedwaybroward.org/ Email : Rbancroft@UnitedWayBroward.org Ryan Bancroft	N	0
85	University of Central Florida (UCF) - School of Communications 4000 Central Florida Blvd. Orlando, Florida 32816 Phone : 407-823-2361 Url : https://app.joinhandshake.com Career Center Manual Posting	Y	0
86	University of Florida 2070 Wellmer Hall Gainseville, Florida 32611 Phone : 352-273-2300 Url : http://www.ufl.edu/ Email : Ppena@ufsa.ufl.edu Phyllis Pena	N	0
87	University of Miami 5100 Brunson Drive Coral Gables, Florida 33146 Phone : 305-284-6632 Url : https://miami.joinhandshake.com Kebrina Maharai Manual Posting	Y	1

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88	University of South Florida 4202 E Fowler Avenue SVC2088 Tampa, Florida 33620 Phone : 813-974-5350 Url : https://app.joinhandshake.com Lynn Chisholm Manual Posting	N	0
89	Urban League of Greater Miami 8500 NW 25 Avenue Miami, Florida 33147 Phone : 305-696-4450 Url : https://miamiurbanleague.org/ Email : shenley@miamiurbanleague.org Sharron Henley	Y	0
90	Valencia Community College 1800 S Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Url : https://valenciacollege.edu/ Email : mabalos@valenciacollege.edu Carmen Diaz	N	0
91	Women In Distress PO Box 50187 Lighthouse Point, Florida 33074 Phone : 954-760-9800 Url : https://www.womenindistress.org/ Email : info@womenindistress.org Sheryl Bain	N	0
92	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

WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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
93	Youth Co-Op, Inc. 5040 NW 7 Street #200 Miami, Florida 33126 Phone : 305-442-6900 Url : http://www.careersourcesfl.com Email : felipe.reboucas@careersourcesfl.com Felipe Reboucas	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
94	Career Fair	N	1
95	Current Employee	N	1
96	Employee Referral	N	12
97	Indeed.com	N	2
98	Job posting on internet	N	2
99	Linked In	N	11
100	Non-Employee Referral	N	1
101	On Air Recruitment Ad	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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	10/16/2019	Participation in Job Fairs	Participation in University of Florida 2019 Careers in Communication Fair. A Sales Administration Manager for Entercom spoke with students from University of Florida with interests in working with Entercom for future employment.	1	Sales Administration Manager
2	Ongoing Event	Participation in scholarship programs	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.	1	Business Administrator
3	2/11/2020	Participation in events or programs sponsored by educational institutions	Eight students and professor from Johnson & Wales Music Business Class toured the radio stations. Programming staff spoke to the class about careers in radio.	7	Program Director Program Director Program Director Program Director
4	2/24/2020	Participation in other activities designed by the station employment unit	Miami Dolphins Business Combine: Three Miami Dolphins players joined the Hochman & Crowder show for an afternoon of broadcast instructions. The Business Combine offers players the opportunity to learn about other trades, such as broadcasting, in preparing them for life after football.	3	On Air Host On Air Host Program Director
5	3/6/2020	Participation in other activities designed by the station employment unit	<p>Hosted a group of teens from AMIKids for a tour of the radio stations, and talks by On Air Hosts and Program Directors about the opportunity to transform their lives, and the possibilities of careers in radio.</p> <p>AMIKids Miami-Dade has been dedicated to helping kids discover the potential within them, transform their lives and strengthen our community. Located in Miami, Florida, AMIKids Miami-Dade empowers our kids through care and guidance to reach that potential and, as a result, break the cycle of failure and poverty.</p>	6	On Air Talent Program Director Program Director On Air Talent

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	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
7	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
8	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
9	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
10	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
11	6/17/2020	Participation in Job Fairs	Participation in Florida Careers Center Virtual Career Fair on 6/17. Job Seekers from the Florida Career Centers Member Institutions, which include 10 Florida Universities, entered the Entercom Florida chat room where the Director of New Business Development, HR Specialist, and Office Manager for Entercom engaged with job seekers via chat and video, and discussed job openings available at Entercom Florida.	3	Director of Marketing and New Business Development Business Administrator/HR Office Manager

WAXY, WKIS, WLYF, WMXJ, WPOW, WQAM, WSFS**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	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