

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM BOSTON**

This report covers full-time vacancy recruitment for the period of December 1, 2008 through November 30, 2009

Employment Unit: Entercom Boston, LLC	Address: Entercom Boston, LLC 20 Guest Street, 3 rd Floor Brighton, MA 02135	Contact Person/Title: Julie Kahn VP/New England Market Manager
Unit Members, Community of License WAAF-FM, Westborough, MA WEEI-AM, Boston, MA WKAF-FM, Brockton, MA WMKK-FM, Lawrence, MA WRKO-AM, Boston, MA WVEI-AM, Worcester, MA	Telephone Number: 617-779-5800	E-mail Address: jkahn@entercom.com

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

	Title	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List)				Referral Source of Interviewees		
			Outreach Organizations	Company Postings	Advertising	Job Fairs	Referral Source	Number Interviewed	New Interviewees
A	12/1/08 Account Executive	Employee referral	2-200	1-2	---	---	Boston Herald Job Fair: 1 (repeat) Employee referral: 6 (repeats) Entercom.com: 1 (repeat) Other: 1 (repeat) Radio Ad: 5 (repeats) WEEI.com: 2 (repeats)	16	0
B	12/1/08 Account Executive	Radio Ad	2-200	1-2	---	---	Boston Herald Job Fair: 1 (repeat) Employee referral: 6 (2 repeats) Entercom.com: 1 (repeat) Other: 1 (repeat) Radio Ad: 5 (3 repeats) WEEI.com: 2 (1 repeat)	16	7
C	12/8/08 Account Executive	Client referral	2-200	1-2	---	---	Boston Herald Job Fair: 1 (repeat) Client referral: 1 Employee referral: 6 (repeats) Entercom.com: 1 (repeat) Other: 1 (repeat) Radio Ad: 5 (repeats) WEEI.com: 2 (repeats)	17	1
D	12/18/08 National Sales Manager	Client referral	1-200	1-2	---	---	Client referral: 2	2	2
E	12/30/08 Account Executive	Employee referral	2-200	1-2	2-6	---	Boston Herald Job Fair: 1 (repeat) Client referral: 1 (repeat) Employee referral: 9 (6 repeats)	24	7

							Entercom.com: 1 (repeat) Former Employee: 1 Other: 1 (repeat) Radio Ad: 7 (5 repeats) Unknown website: 1 WEEI.com: 2 (repeats)		
F	1/5/09 Sales Associate	WEEI.com	2-200	1-2	---	---	Employee referral: 2 Radio ad: 1 WEEI.com: 2	5	5
G	1/5/09 Sales Associate	WEEI.com	2-200	1-2	---	---	Employee referral: 2 (repeats) Radio ad: 1 (repeat) WEEI.com: 2 (repeats)	5	0
H	1/5/09 Sales Associate	Employee referral	2-200	1-2	---	---	Employee referral: 2 (repeats) Radio ad: 1 (repeat) WEEI.com: 2 (repeats)	5	0
I	1/7/09 On-Air Personality	Part-time to full-time	2-200	1-2	---	---	Entercom.com: 4 Part-time to full-time: 1	5	5
J	1/8/09 Account Executive	Employee referral	2-200	1-2	2-6	---	Boston Herald Job Fair: 1 (repeat) Client referral: 1 (repeat) Employee referral: 10 (9 repeats) Entercom.com: 1 (repeat) Former Employee: 1 (repeat) Other: 1 (repeat) Radio Ad: 6 (repeats) Unknown website: 1 (repeat) WEEI.com: 2 (repeats)	24	1
K	1/13/09 Account Executive	Employee referral	2-200	1-2	2-6	---	Boston Herald Job Fair: 1 (repeat) Client referral: 2 (1 repeat) Employee referral: 12 (10 repeats) Entercom.com: 1 (repeat) Former Employee: 1 (repeat) Radio Ad: 5 (4 repeats) Unknown website: 1 (repeat) WEEI.com: 1 (repeat)	24	4
L	1/21/09 Account Executive	Employee referral	2-200	1-2	2-6	---	Boston Herald Job Fair: 1 (repeat) Client referral: 3 (2 repeats) Employee referral: 13 (12 repeats) Entercom.com: 1 (repeat) Former Employee: 1 (repeat) Radio Ad: 7 (5 repeats) Referral: 1 Unknown website: 1 (repeat)	28	5
M	3/1/09 Promotion Coordinator	Part-time to full-time	1-200	1-2	---	---	Part-time to full-time: 1	1	1
N	3/2/09 Account Executive	Radio Ad	2-200	1-2	2-6	---	Call-in: 1 Client referral: 4 (3 repeats) Employee referral: 12 (7 repeats) Former Employee: 1 (repeat) Job Fair: 1 Radio Ad: 7 (5 repeats)	31	13

							Referral: 2 (1 repeat) Unknown website: 2 (1 repeat) WEEI.com: 1		
O	3/6/09 Account Executive	Former Employee	2-200	1-2	2-6	---	Call-in: 1 (repeat) Client referral: 4 (repeats) Employee referral: 11 (repeats) Former Employee: 1 (repeat) Job Fair: 1 (repeat) Radio Ad: 7 (repeats) Referral: 2 (repeats) Unknown website: 1 (repeat) WEEI.com: 1 (repeat)	29	0
P	3/16/09 Account Executive	Client referral	2-200	1-2	2-6	---	Call-in: 1 (repeat) Client referral: 3 (repeats) Employee referral: 11 (repeats) Former Employee: 1 (repeat) Job Fair: 1 (repeat) Radio Ad: 5 (repeats) Referral: 2 (repeats) Unknown website: 1 (repeat) WEEI.com: 1 (repeat)	26	0
Q	4/27/09 Receptionist	Employee referral	1-200	1-2	---	1-2	Employee referral: 1 Referral: 2	3	3
R	5/6/09 Account Executive	Former employee	2-200	1-2	4 & 7	1-2	Call-in: 1 (repeat) Client referral: 1 (repeat) Employee referral: 4 (3 repeats) Former Employee: 1 Job Fair: 1 (repeat) Radio Ad: 2 (repeats) Referral: 1 (repeat) Unknown website: 1 (repeat) WEEI.com: 1 (repeat)	13	2
S	5/27/09 Account Executive	Employee referral	2-200	1-2	1, 4 & 7	1-2	Client referral: 2 Employee referral: 5 (1 repeat) Former employee: 1 (repeat) Radio Ad: 1 WAAF.com: 1	10	8
T	6/1/09 Account Executive	Employee referral	2-200	1-2	1, 4 & 7	1-2	Client referral: 2 (repeats) Employee referral: 5 (repeats) Former employee: 1 (repeat) Radio Ad: 1 (repeat) WAAF.com: 1 (repeat)	10	0
U	6/8/09 Account Executive	Radio Ad	2-200	1-2	1, 4-5 & 7	1-2	Client referral: 2 (repeats) Employee referral: 5 (repeats) Former employee: 1 (repeat) Radio Ad: 2 (1 repeat) WAAF.com: 1 (repeat) WRKO.com: 1	12	2
V	6/11/09 Imaging Director	All Access	1-200	1-2	8	1-2	All Access: 3 Current employee: 1 Employee referral: 2	8	8

							Radio & Records: 2		
W	6/15/09 Sales Associate	Client referral	2-200	1-2	---	1-2	Approached by ETM employee: 1 Client referral: 2 Employee referral: 4 Radio ad: 1 WEEI.com: 2	10	10
X	6/15/09 Accounts Payable Specialist	Employee referral	1-200	1-2	1	1-2	Craigslist: 3 Employee referral: 1	4	4
Y	7/6/09 Account Executive	WAAF.com	2-200	1-2	1, 4-5 & 7	---	Client referral: 2 (repeats) Craigslist: 4 Employee referral: 5 (repeats) Entercom.com: 2 Former employee: 1 (repeat) Radio Ad: 2 (repeats) Referral: 1 Unknown website: 1 WAAF.com: 2 (1 repeat) WRKO.com: 1 (repeat)	21	9
Z	7/6/09 Account Executive	Former employee	2-200	1-2	1, 4-5 & 7	---	Client referral: 2 (repeats) Craigslist: 4 (repeats) Employee referral: 5 (repeats) Entercom.com: 2 (repeats) Former employee: 2 (1 repeat) Radio Ad: 2 (repeats) Referral: 1 (repeat) Unknown website: 1 (repeat) WAAF.com: 2 (1 repeat) WRKO.com: 1 (repeat)	22	2
AA	7/13/09 Account Executive	Former employee	2-200	1-2	1, 4-5 & 7	---	Client referral: 2 (repeats) Craigslist: 4 (repeats) Employee referral: 3 (repeats) Entercom.com: 2 (repeats) Former employee: 2 (1 repeat) Radio Ad: 2 (repeats) Referral: 1 (repeat) Unknown website: 1 (repeat) WAAF.com: 2 (repeats) WRKO.com: 1 (repeat)	20	1
BB	8/1/09 On-air personality	Part-time to full-time	2-200	1-2	---	---	Part-time to full-time: 1	1	1
CC	8/10/09 Account Executive	Employee referral	2-200	1-2	1, 4-5 & 7	---	Client referral: 2 (repeats) Craigslist: 4 (repeats) Employee referral: 4 (3 repeats) Entercom.com: 2 (repeats) Former employee: 3 (2 repeats) Radio Ad: 2 (repeats) Referral: 1 (repeat) Unknown website: 1 (repeat)	22	2

							WAAF.com: 2 (repeats) WRKO.com: 1 (repeat)		
DD	8/24/09 General Sales Manager	Former employee	1-200	1-2	---	---	Former employee: 1	1	1
EE	9/10/09 Account Executive	Word of mouth	2-200	1-2	5	---	Craigslist: 4 (repeats) Employee referral: 2 (1 repeat) Entercom.com: 2 (repeats) Former employee: 3 (repeats) Referral: 1 (repeat) Unknown website: 1 (repeat) WAAF.com: 1 (repeat) Word of mouth: 1	15	2
FF	10/5/09 Account Executive	Former employee	2-200	1-2	5	3-4	Employee referrals: 2 (repeats) Former employee: 3 (2 repeats) Word of mouth: 1 (repeat)	6	1
GG	10/5/09 Sales Marketing Manager	Personal referral	1-200	1-2	---	3-4	Personal referral: 1 Referral: 1	2	2
HH	10/21/09 Account Executive	Employee referral	2-200	1-2	5	3-4	Employee referral: 5 (2 repeats) Former employee: 2 (repeats) Word of mouth: 1 (repeat)	8	3
II	10/26/09 AM Sales Administrator	Craigslist	1-200	1-2	---	3-4	Craigslist: 5	5	5
JJ	11/2/09 Account Executive	Client referral	2-200	1-2	5	3-4	Client referral: 1 Employee referral: 7 (5 repeats) Former employee: 1 (repeat) Word of mouth: 1 (repeat)	10	3
KK	11/3/09 Account Executive	Employee referral	2-200	1-2	5	3-4	Client referral: 1 (repeat) Employee referral: 7 (repeats) Former employee: 1 (repeat) Word of mouth: 1 (repeat)	10	0
LL	11/9/09 Digital Sales Associate	Employee referral	1-200	1-2	---	3-4	Employee referral: 3 JobsInSports.com: 1 WAAF.com: 1 WEEI.com: 1	6	6

Total # of new interviewees for full-time job vacancies during the reporting period:	126
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2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	Address (Street or E-Mail)	City	ST	Zip	Phone	Total Number of Interviewees Referred	Pursuant to Prong 2	
									Did Entercom contact organization to request to send job vacancy information?	Did organization contact Entercom to request job vacancy information?
1	Via e-mail to Entercom at: dkerper@entercom.com	All Access.com www.allaccess.com	28955 Pacific Coast Hwy, Suite 210-5	Malibu	CA	90265	(310) 457-6616	3	YES	NO
2	Carol Sharick	Amherst College	careers@amherst.edu				413-542-2265	0	YES	NO
3	Judy Sparanges	Anna Maria College	Jsparanges@AnnaMaria.edu				508-849-3300	0	YES	NO
4	Office of Career Services	Asian Sisters in Action	P.O. Box 380331	Cambridge	MA	02238	N/A	0	YES	NO
5	Carol McGuiggan	Assumption College	cmcguigg@assumption.edu				508-767-7000	0	YES	NO
6	Lois King	Atlantic Union College	lois.king@auc.edu				978-368-2000	0	YES	NO
7	Sally Schirmer Smith	Bay Path College	588 Longmeadow Street	Longmeadow	MA	01106	413-567-0621	0	YES	NO
8	Office of Career Services	Bay State College	careers@baystate.edu				617-217-9266	0	YES	NO
9	Janet Kenney	Bentley College	jkenney@bentley.edu				781-891-3423	0	YES	NO
10	Office of Career Development	Berklee College of Music	CDC@Berklee.edu				617-266-1400	0	YES	NO
11	Office of Career Services	Berkshire Community College	1350 West Street	Pittsfield	MA	01201	413-499-4660	0	YES	NO
12	Tom McDonough	Berkshire Works	tmcdonough@detma.org				413-499-2220	0	YES	NO
13	George A. Castro	Blacks Interested in Communications	1468 Broad St.	Providence	RI	02905	401-941-9370	0	YES	NO
14	Dr. Herbeck, Chaiman of Communications Dept.	Boston College	herbeck@bc.edu				617-552-4280	0	YES	NO
15	Director of Career Services	Boston College	38 Commonwealth Ave	Chestnut Hill	MA	02467	617-552-8000	0	YES	NO
16	Aixa Kidd, Asst. Dean for Student Affairs	Boston Conservatory	24 The Fenway	Boston	MA	02215	617-912-9150	0	YES	NO
17	Student Employment Job Board	Boston University	stujobs@bu.edu				617-353-3594	0	YES	NO
18	Joyce Rogers	Boston University - College of Communication	comjobs@bu.edu				617-353-3490	0	YES	NO
19	Pat Nickerson	Boston Women's Commission	City Hall Plaza, Rm. 716	Boston	MA	02201	617-635-4427	0	YES	NO
20	Caroline O'Shea	Brandeis University	oshea@brandeis.edu				781-736-3618	0	YES	NO
21	Christine Tetreault	Bridgewater State College	131 Summer Street	Bridgewater	MA	02325	508-531-1000	0	YES	NO
22	Jeffrey Craig	Bristol Community College	777 Elsbree Street, Building G	Fall River	MA	02720	508-678-2811	0	YES	NO
23	Delores Gatley	Bunker Hill Community College	JobPostings@BHCC.Mass.edu				617-228-2420	0	YES	NO
24	Office of Career Services	Cambridge College	1000 Mass. Ave.	Cambridge	MA	02138	617-868-1000	0	YES	NO
25	Alicia Georgantas	Cardinal Cushing Ctr. for the Spanish Speaking	76 Union Park St.	Boston	MA	02118		0	YES	NO

26	Charles Colby	Career Development & Marketing Association	195 East Squantum Street	Quincy	MA	02171	617-328-0387	0	YES	NO
27	Alison Adams	Career Resource Library (Boston University)	Future@BU.edu				617-353-3650	0	YES	NO
28	Eric Saczawa	Clark University	esaczawa@clarku.edu				508-793-7711	0	YES	NO
29	Office of Career Services	Colby-Sawyer College	100 Main Street	New London	NH	03257	603-526-3000	0	YES	NO
30	Office of Career Services	College of the Holy Cross	One College Street	Worcester	MA	01610	508-793-2011	0	YES	NO
31	Office of Career Services	Colleges of Worcester Consortium	484 Main St., Suite 500	Worcester	MA	01608	508-754-6829	0	YES	NO
32	Tom Patria, Business Service Representative	Commonwealth of Massachusetts' Division of Career Services	tpatria@detma.org				508.478.4300 x122	0	YES	NO
33		Community Minority Cultural Center	298 Union Street, 1st Floor	Lynn	MA	01902	781-686-1845	0	YES	NO
34	Dianne Merrigan	Community Renewal Team	555 Windsor St.	Hartford	CT	06120	860-280-0100	0	YES	NO
35	Sylvia Saavedra - Keber	Concilio Hispano	sskeberconciliohispano.org				617-661-9406	0	YES	NO
36	Steve Williams	Connecticut School of Broadcasting	swilliams@gocsb.com				781-444-0237	0	YES	NO
37	Office of Career Services	Curry College	1071 Blue Hill Avenue	Milton	MA	02186	617-333-0500	0	YES	NO
38	Kerry Willard Bray	Daniel Webster College	CareerResources@dw.edu				603-577-6584	0	YES	NO
39	Office of Career Services	Dartmouth College	career.services@dartmouth.edu				603-646-1111	0	YES	NO
40	Maurice Lewis	Department of Employment and Training Resources	mlewis@detma.org				508-786-0928 x-123	0	YES	NO
41	Bob Pelis	Department of Social Services	1537 Main St.	Springfield	MA	01103	413-781-0881	0	YES	NO
42		Department of Veterans Affairs	Vet Center, 468 North Street	New Bedford	MA	02740	508-999-6920	0	YES	NO
43	Job Placement Officer	Division of Employment and Training	mmoore@detma.org				508-799-1600	0	YES	NO
44	Joanne Douglas	Dunbar Community Center	33 Oak St.	Springfield	MA	01109	413-788-6143	0	YES	NO
45	Donna Lund	Dvision of Employment & Training	dlund@detma.org				617-626-5054	0	YES	NO
46	Office of Career Services	Eastern Nazarene College	bradford.e.thorne@enc.edu				617-745-3000	0	YES	NO
47	Office of Career Services	Elms College	eaglesonm@elms.edu				413-594-2761 x272	0	YES	NO
48	Sandy Rivet, Staff Assistant	Emerson College	Careers@emerson.edu				617-824-8586	0	YES	NO
49	Office of Career Services	Emmanuel College	400 The Fenway	Boston	MA	02115	617-735-9715	0	YES	NO
50	Office of Career Services	Endicott College	careers@endicott.edu				978-232-2330	0	YES	NO
51	Resource & Referral Program	Every Woman's Center - UMass	hdking@stuas.umass.edu				413-545-0883	0	YES	NO
52	Anne Borges	Fall River Career Center	aborges@detma.org				508-730-5003	0	YES	NO
53	Bob Buchanan	Federal Veteran's Center	468 North St.	New Bedford	MA	02740	508-999-8642	0	YES	NO
54	Angela Dorval	FOR Community Services	75 Litwin Lane	Chicopee	MA	01020	413-592-6142	0	YES	NO
55	Carol Spector	Framingham State College	cspector@fsc.mass.edu				508-620-1220	0	YES	NO
56	Office of Career Services	Franklin Pierce College	20 College Road	Rindge	NH	03461	603-899-4000	0	YES	NO
57	Elizabeth Torres	Freedom House, Inc	14 Crawford St.	Boston	MA	02121	617-445-3700	0	YES	NO
58	Office of Career Services	Girls Incorporated of Pittsfield	info@girlsinc-berkshires.org				413-442-5174	0	YES	NO
59	Suzanne Simon	Goodwill Industries	dclark@goodwill-spsld-hlfrd.org				413-788-6981	0	YES	NO
60	Office of Career Services	Gordon College	lazarakis@hope.gordon.edu				978-927-2300	0	YES	NO
61	Elizabeth Foxworth	Grace Church of All Nations	sthomas@churchofallnations.org				617-825-6757	0	YES	NO
62	Office of Career Services	Greenfield Community College	swasey@gcc.mass.edu				413-775-1000	0	YES	NO
63	Jane Zerby	Hampshire College (Career Options Center)	corc@hampshire.edu				413-559-5520	0	YES	NO
64	Linda Roberts	Harriet Tubman House	lroberts@uses.org				617-536-8610	0	YES	NO
65	Office of Career Services	Harvard University	54 Dunster Street	Cambridge	MA	02138	617-495-1000	0	YES	NO

66	Jose Duran	Hispanic Office of Planning and Evaluation	165 Brookside Avenue	Jamaica Plain	MA	02130	617-524-8888	0	YES	NO
67	Office of Career Services	Holyoke Community College	303 Homestead Avenue	Holyoke	MA	01040	413-538-7000	0	YES	NO
68	Helen Coulton	Human Services of Springfield	95 State St. Suite 201	Springfield	MA	01103	413-787-6454	0	YES	NO
69	Job Placement Officer	Immigrants Assistance Center	58 Crapo Street	New Bedford	MA	02740	508-996-8113	0	YES	NO
70	Anne M. Marona	International Association for Administrative Professionals	anne.marie.marona@bhs.org				413-794-4111	0	YES	NO
71	Elizabeth Nunn	International Institute of Boston	enunn@iiboston.org				617-695-9990	0	YES	NO
72	Ed Crognalo	Job Net	ecrognalo@detma.org				617-338-0809 ext 214	0	YES	NO
73	Maxine Mazur (Pres)	Junior League of Springfield	c/o 64 Sewall St.	Ludlow	MA	01056		0	YES	NO
74	Office of Career Services	Keene State College	229 Main Street	Keene	NH	03435	603-352-1909	0	YES	NO
75	Office of Career Services	Lasell College	1844 Commonwealth Avenue	Newton	MA	02466	617-243-2000	0	YES	NO
76	E. Lorraine Brown, President/CEO	Lena Park Community Development	150 American Legion Hwy.	Boston	MA	02203		0	YES	NO
77	Office of Career Services	Lesley College	29 Everett Street	Cambridge	MA	02138	617-868-9600	0	YES	NO
78	Office of Career Services	Longy School of Music	kdlssinger@longy.edu				617-876-0956	0	YES	NO
79	Office of Career Services	M.I.T.	career-www@mit.edu				617-253-4733	0	YES	NO
80	Office of Career Services	MA College of Liberal Arts	375 Church Street	North Adams	MA	01247	413-662-5000	0	YES	NO
81	Office of Career Services	MA Communications College	10 Brookline Place West	Brookline	MA	02245	800-903-4425	0	YES	NO
82	Carla James	Martin Luther King Center	cjames.mlkc@verizon.net				413-746-4254	0	YES	NO
83	Dino Innarelli	Mass Career Development Institute	140 Wilbraham Avenue	Springfield	MA	11099	413-781-5640	0	YES	NO
84	Office of Career Services	Mass Commonwealth of Unemployment	P.O. Box 751 446 North Main St.	Fall River	MA	02722	508-678-8311	0	YES	NO
85		Mass Rehabilitation Comm	elleen.sheehan@mrc.state.ma.csn				508-651-7531	0	YES	NO
86	Office of Career Services	Massachusetts College of Art	careerservices@massart.edu				617-232-1555	0	YES	NO
87	Office of Career Services	Massachusetts College of Liberal Arts	375 Church Street	North Adams	MA	01247-4100	413-662-5010	0	YES	NO
88	Office of Career Services	Massachusetts Rehabilitation Comm.	6 Clinton Avenue	Pittsfield	MA	01201	413-499-2720	0	YES	NO
89	Office of Career Services	Massasoit Community College	One Massasoit Boulevard	Brockton	MA	02302	800-227-3377	0	YES	NO
90	Dr. Arlene F. Grant	Mayor's Office - Affirmative Action	1 City Hall Square Room 612	Boston	MA	02201	617-635-3361	0	YES	NO
91	Office of Career Services	Merrimack College	lynn.bouldnger@merrimack.edu				978-837-5000	0	YES	NO
92	Office of Career Services	MIT	career-www@mit.edu				617-253-1000	0	YES	NO
93	Office of Career Services	Montserrat College of Art	tperreault@montserrat.edu				978-922-8222	0	YES	NO
94	Office of Career Services	Mount Ida College	777 Dedham Street	Newton Centre	MA	02459	617-928-4500	0	YES	NO
95	Office of Career Services	Mt. Moriah Baptist Church	eugenville@hotmail.com				508-588-0833	0	YES	NO
96	Office of Career Services	Mt. Wachusett Community College	pbrewerton@mwcc.mass.edu				978-632-6600	0	YES	NO
97	Office of Career Services	Myrtle Baptist Church	21 Curve Street	West Newton	MA	02165	617-332-5870	0	YES	NO
98	Job Placement Officer	NAACP	95 Cedar St.	New Bedford	MA	02745	508-991-4416	0	YES	NO
99	Human Resources	NAACP - National Office	nbailey@naacpnet.org				410-358-8900	0	YES	NO
100	Job Placement Officer	NAACP (Positive Program for Boston)	P.O. Box 8368	Boston	MA	02114		0	YES	NO
101	Office of Career Services	NAACP/South Middlesex Branch	300 Howard Street, 2nd Floor	Framingham	MA	01701		0	YES	NO
102	Karen Hunter	NAB Career Center	khunter@nab.org				202-429-5497	0	YES	NO
103	Michelle Vignoli	National Association of Hispanic Journalists	jobbank@nahn.org				202-662-7145	0	YES	NO

104	Office of Career Services	NE Conservatory of Music	careerservices@newenglandconservatory.edu				617-585-1100	0	YES	NO
105	Office of Career Services	New England College	edurkee@nec.edu				603-428-2000	0	YES	NO
106	Bill Devine	New England School of Communication	bill@nescom.edu				207-947-6083	0	YES	NO
107	Office of Career Services	New Hampshire College	p.gamelin@snhu.edu				603-668-221	0	YES	NO
108	Barbara Rivera	New North Citizens Council	briverera@nncc.org				413-746-4885	0	YES	NO
109	Office of Career Services	New School of Radio	tbrownlie@nsrt.org				518-438-7682	0	YES	NO
110	Office of Career Services	Newbury College	careers@newbury.edu				617-730-7000	0	YES	NO
111	Office of Career Services	Nichols College	careerservices@nichols.edu				508-943-1560	0	YES	NO
112	Hope Bean	North End Community Center	360 Coggeshall St.	New Bedford	MA	02746		0	YES	NO
113	Linwood Hagin, Ph.D.	North Greenville College	lahagin@ngc.edu				864-977-7137	0	YES	NO
114	Office of Career Services	North Shore Community College	lmarcus@northshore.edu				978-762-4000	0	YES	NO
115	Mika Benford	Northeast Minority News	mika_benford@yahoo.com				860-249-6065	0	YES	NO
116	Office of Career Services	Northeast University Stern Cnt.	k.henderson@neu.edu			617-373-2000		0	YES	NO
117	Maria K. Stein	Northeast University-Career Dev. & Placement	k.henderson@neu.edu				617-373-4010	0	YES	NO
118	Donald Gomes	Office of Equal Opportunity	dgomes@www.ci.new-bedford.ma.us				508-979-1446 ext.208	0	YES	NO
119	Jennifer Rich	Officiana Hispana	125 Amory St. Building A	Roxbury	MA	02119		0	YES	NO
120	Gary James	Ohio Center for Broadcasting	gary@beonair.com				216-447-9117	0	YES	NO
121		Old Hill Neighborhood Council	99 Eastern Avenue	Springfield	MA	01109	413-796-2318	0	YES	NO
122	Office of Career Services	Pine Manor College	boamtamm@pmc.edu				617-731-7000	0	YES	NO
123	Academic & Career Advising Center	Plymouth State College	jobline-career.services@unh.edu				603-535-5000	0	YES	NO
124	Joe Borges	Portugese Club	67 South St.	Framingham	MA	01701	508-620-0419	0	YES	NO
125	Barbara Hayes	PREP Computer Training Center - Bruce Wall Ministries, Inc.	barbara@bwministries.org				617-282-0155	0	YES	NO
126	Anne Marie Marona	Professional Secretaries International	PO Box 793	Bondsville	MA	01009		0	YES	NO
127	Office of Career Services	Puerto Rican Veteran's Association	sgtgomez@aol.com				413-731-0194	0	YES	NO
128	Michael Patrick	Regent University	michpat@regent.edu				757-226-4353	0	YES	NO
129	Office of Career Services-John Conway	Regis College	John.Conway@regiscollege.edu				781-768-7000	0	YES	NO
130	Job Placement Officer	Rhode Island Indian Council	807 Broad Street	Providence	RI	02907		0	YES	NO
131	Office of Career Services	RI Black Social Workers	7 Burgess St.	Providence	RI	02903		0	YES	NO
132	Michael	RI Island Indian Council	807 Broad St.	Providence	RI	02903	401-941-3398	0	YES	NO
133	A. Vincent Igliazzi	RI State Equal Opportunity Office	tmwalmsley@prism.net				401-222-3090	0	YES	NO
134	Lloyd King	Roxbury Action Program	highfort@judo.com				617-442-4400	0	YES	NO
135	Office of Career Services	Roxbury Multi-Service Center	317 Blue Hill Avenue	Roxbury	MA	02121		0	YES	NO
136	Office of Career Services	Roxbury YMCA	285 Martin Luther King Blvd.	Roxbury	MA	02119		0	YES	NO
137	Office of Career Services	Rutgers University	thopkins@andromeda.rutgers.edu				973-353-5311	0	YES	NO
138	Monsita Moorehead	Safe G.E.D.	365 Bay St.	Springfield	MA	01109		0	YES	NO
139	Office of Career Services	Saint Anselm College	fholden@anselm.edu				603-641-7000	0	YES	NO
140	African American Association	Salem State College	career@salemstate.edu				978-542-6000	0	YES	NO
141	Office of Career Services	Salem State College	352 Lafayette Street	Salem	MA	01970	978-542-6000	0	YES	NO

142	Job Postings	SENPAP	554 Columbus Ave.	Boston	MA	02118		0	YES	NO
143	Cordelia Vahadji	Smith College	cvahadji@smith.edu				413-585-2597	0	YES	NO
144	Office of Career Services	SMOC-(South Middlesex Opportunity Council)	kassiat@smoc.org				508-872-4853	0	YES	NO
145	Pat Cusick	SNAP	554 Columbus Avenue	Boston	MA	02118		0	YES	NO
146	Karen	South End Community Center	allensecc@netscape.net				413-788-6173	0	YES	NO
147	Office of Career Services	Spanish American Union	fiscala@lacasahispana.org				413-734-7381	0	YES	NO
148	Office of Career Services	Springfield College	dianne_b_lyons@spfldcol.edu				413-748-3000	0	YES	NO
149	Office of Career Services	State Office of Affirmative Action	One Ashburton Place, 2nd Floor	Boston	MA	02108		0	YES	NO
150	Algeria Marsh	State Office Of Minority Women's Business Associations	algeria.marsh@massmail.state.ma.us				617-727-8692	0	YES	NO
151	Office of Career Services	Stonehill College	hheerman@stonehill.edu				508-565-1000	0	YES	NO
152	Emerson Foster	Stop & Shop Supermarket Company	efoster@STOPANDSHOP.COM				617-770-6941	0	YES	NO
153	Office of Career Services	Suffolk University	coopjobs@suffolk.edu				617-573-8000	0	YES	NO
154	Dr. Jin Kim	SUNY	Communication 101 Broad St. Yokum Hall	Plattsburgh	NY	12901	518-564-2285	0	YES	NO
155	Grace Pell	Suny-New Paltz	School of Communications	New Paltz	NY	12562		0	YES	NO
156	Marion Henderson	Susan A. Sullivan Temple #94	PO Box 8178	New Bedford	MA	02740		0	YES	NO
157	Placement Office	Syracuse University	careers@syr.edu				315-443-1870	0	YES	NO
158	Tracy Goldat	Temple University Career Development Services	goldat@mail.temple.edu				215-204-7981	0	YES	NO
159	Senior Project Coordinator-Claudie	Thayer Academy	cboy@thayer.org				781-843-3580	0	YES	NO
160	Office of Career Services	Twelfth Baptist Church	160 Warren Street	Roxbury	MA	02119		0	YES	NO
161	Juli Parker	U-Mass Dartmouth (Women's Resource Center)	285 Old Westport Road	No. Dartmouth	MA	02747		0	YES	NO
162	Gail Berman	U-Mass Dartmouth Student Employment Office	Admin. Bldg., Rm 106	No. Dartmouth	MA	02747		0	YES	NO
163	Linda Roberts	United South End Settlements	lroberts@uses.org				617-536-8610	0	YES	NO
164	RTY Joubert	United Way of Pioneer Valley	P.O. Box 3040	Springfield	MA	01101-304	413-737-2691	0	YES	NO
165	Placement Office	University of Delaware	lindy@udl.edu				302-831-2000	0	YES	NO
166	Office of Career Services	University of Hartford	School of Communications	West Hartford	CT	06117	860-768-4100	0	YES	NO
167	Office of Career Services-John Williams	University of MA at Amherst	jjgw@acad.umass.edu				413-545-0111	0	YES	NO
168	Office of Career Services	University of MA at Boston	110 William T. Morrissey Blvd.	Dorchester	MA	02125		0	YES	NO
169	Office of Career Services	University of MA at Dartmouth	285 Old Westport Road	North Dartmouth	MA	02747		0	YES	NO
170	Office of Career Services	University of Maine	Dept. of Communications and Journalism	Orono	ME	04469	207-581-1283	0	YES	NO
171	Office of Career Services-Edwin Santos	University of Massachusetts	careers@umb.edu				617-287-5519	0	YES	NO
172	Tina Acker	University of Massachusetts	CCNhealth@acad.umass.edu				413-545-1396	0	YES	NO
173	Michael Alderman	University of Massachusetts-Minority Graduate	alderman@gesgf.umass.edu				413-545-5284	0	YES	NO
174	Office of Career Services	University of New Hampshire	105 Main Street	Durham	NH	03824	603-862-2010	0	YES	NO
175	Office of Career Services	University of NH at Manchester	400 Commercial Street	Manchester	NH	03101	603-641-4321	0	YES	NO
176	Placement Office	University of Vermont	employment@uvm.edu				802-656-3368	0	YES	NO
177	Grayce-Lynda R. Sypteras	Upper Hill Neighborhood Council	25 Colonial Ave.	Springfield	MA	01201	413-734-6522	0	YES	NO
178	Robert DuBois	Urban Collaborative Accelerated Progeam (UC)	urbancollaborative@yahoo.com				401-272-0881	0	YES	NO

179	James E. Willingham, Sr.	Urban League	gsutherland@ulgh.org				860-527-0147	0	YES	NO
180	Office of Career Services	Urban League	88 Warren Street	Roxbury	MA	02119		0	YES	NO
181	Marsha Reeves Jews	US Black Engineers and Information Technology	gmadison@ccmag.com				410-244-7101	0	YES	NO
182	Heather Graham	US Dept of Labor	JFK Bldg; Rm 1001	Boston	MA	02203	617-565-3630	0	YES	NO
183	Robert L. Sanders	US Dept. of Labor/Apprentice & Training	1 Congress St.	Boston	MA	02203	617-565-3200	0	YES	NO
184	Johanne P. Washington	Vietnam Era Veterans Association	685 Cranston Street	Providence	RI	02907	401-521-6711	0	YES	NO
185	Adam Guttell	WBRS-FM (Brandeis University)	gm@wbrs.org				617-736-5277	0	YES	NO
186	News Director	WBRU (Brown University)	ktebbett@wbru.bu.edu				401-421-9278	0	YES	NO
187	Deborah Pace	Western New England College	1215 Wilbraham Road	Springfield	MA	01119	413-782-3111	0	YES	NO
188	Office of Career Services-Sharon King	Westfield State College	577 Western Avenue	Westfield	MA	01015	413-572-5300	0	YES	NO
189	Office of Career Services	Wheaton College	filene@wheatonma.edu				508-285-8200	0	YES	NO
190	Office of Career Services-Yolanda Paul	Wheelock College	ypaul@wheelock.edu				617-734-5200	0	YES	NO
191	Office of Career Services	Williams College	occ@williams.edu				413-597-3131	0	YES	NO
192	Career Counseling	Williamstown Youth Center	270 Cole Avenue	Williamstown	MA	01267	413-458-5925	0	YES	NO
193	Office of Career Services	Worcester State College	careerservices@worcester.edu				508-929-8000	0	YES	NO
194	Lou Conrad	WRBB-FM (Northeastern University)	360 Huntington Ave.	Boston	MA	02115	617-437-2790	0	YES	NO
195	Patricia Monteith	WUMB-FM (U-Mass Boston)	wumb@umb.edu				617-287-6900	0	YES	NO
196	Evan Dooley	WZBC-FM 90.3FM (Boston College)	107 McElroy Commons	Chestnut Hill	MA	02167		0	YES	NO
197	Corinne Cremotti	YMCA of Greater Springfield	ccremonti@springfieldY.org				413-739-6951	0	YES	NO
198	Gary Schuyler	YMCA of New Bedford	25 So. Water St.	New Bedford	MA	02740	508-997-5362	0	YES	NO
199	Office of Career Services	YWCA	140 Clarendon Street	Boston	MA	02116		0	YES	NO
200	Office of Career Services	YWCA	7 Temple Street	Cambridge	MA	02139	617-491-6050	0	YES	NO

COMPANY POSTINGS AND COMPANY WEBSITES						
1	Donna Kerper	Entercom Corp Website (Includes the following recruitment sources listed above, as all stations link to Entercom.com job board: Entercom.com, WAAF.com, WEEI.com and WRKO.com)	dkerper@entercom.com	610-660-5612	18	N/A
2	Andrea St. Pierre	Internal postings (listed as "Current employee" above) (Posted in three different locations in offices)	astpierre@entercom.com	617-779-3408	1	N/A

ADVERTISING						
1	Craigslist.com	Craigslist, 1381 9th Avenue, San Francisco, CA 94122			12	N/A
2	WEEI Radio Ad	12/24/08 – 1/7/09			13	N/A
3	WAAF Radio Ad	12/24/08 – 1/7/09				N/A
4	WRKO Radio Ad	12/24/08 – 1/7/09; 4/27/09 – 5/31/09				N/A
5	WMKK Radio Ad	12/24/08 – 1/7/09; 6/1/09 – 6/28/09; 6/29/09 – 7/26/09; 7/27/09 – 8/18/09				N/A
6	WVEI Radio Ad	12/29/08 – 1/25/09; 1/26/09 – 2/1/09				N/A
7	WRKO/ Sox Radio Ad	4/27/09 – 5/31/09				N/A
8	Radio & Records Inc.	R&R Inc, 5055 Wilshire Blvd., Suite 600, Los Angeles, CA 90036, 323-954-3434			2	N/A

JOB FAIRS						
1	March 30, 2009 – April 1, 2009: Art Institute Job Fair, Brookline, MA				1	N/A
2	April 22, 2009: NABEF-BEA-RTNDA Job Fair Job Fair, NAB Convention, Las Vegas, NV					N/A
3	September 17, 2009: Art Institute Job Fair, Brookline, MA					N/A
4	September 23, 2009: NAB Job Fair, Philadelphia, PA					N/A

OTHER SOURCES					
Approached by Entercom				1	N/A
Call-in				1	N/A
Client referral				11	N/A
Part-time to full-time				3	N/A
Employee referral				41	N/A
Former employee				7	N/A
Jobinsports.com				1	N/A
Personal referral				1	N/A
Referral				6	N/A
Unknown Website				3	N/A
Word of mouth				1	N/A

Total Number of New Interviewees Referred:	126
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3. Supplemental Recruitment Initiatives

<u>Initiatives</u>		<u>Date</u>	<u>Location</u>	<u>Description</u>	<u>Titles of Employees Involved</u>
1	Department Head EEO Training	On-going throughout the year	Entercom Boston	Entercom Boston's HR Coordinator regularly trains the Entercom Boston/Providence/Springfield Department Heads on the EEO program and the manager's responsibilities.	HR Coordinator All Entercom Boston Dept Heads
2	Entercom Engage Program	Ongoing throughout the year	Entercom Boston	This program is designed to help our salespeople and managers understand the value of our digital assets and how to position them effectively to qualified advertisers. After successfully completing this program, account executives are approved to make digital presentations to clients. This additional training contributes to their growth and success, especially for account executives with goals to be promoted in the company. They are trained on pricing and inventory and impression reports 25 account executives and 1 sales manager.	Business Dev Director Sales Managers Account Executives
3	GM Advanced Education Conference Calls	Ongoing throughout the year	Entercom Boston	Bi-monthly conference calls are held with all Entercom General Managers and other managers/professionals as determined by the call content to enhance learning, skills and internal communication in key revenue generating areas.	VP/New England Market Manager
4	Internship Program	Ongoing throughout the year	Entercom Boston	Entercom Boston offers internships at the radio stations in our Promotions and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions Directors and the Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. 56 participated in this program.	Marketing Director Promotions Directors On-Air Personalities Sales Managers HR Coordinator
5	Personal People Meter Preparedness Training	Ongoing throughout the year	Entercom Boston	Many Entercom markets are impacted by the change in ratings service methodology provided by the Arbitron Company. To help our employees maximize the opportunity this change represents, and improve their ability to be more successful in their careers, we have created a training program. This program is for Entercom General Managers, Program Directors, Sales Managers, Account Executives, Sales Support and On-Air Personnel. The program includes comprehensive on-line and on-site training for Arbitron professionals, Entercom training personnel, outside consultants and more. The program takes place over a 6-month period.	GM Program Director Sales Manager Account Executives Sales On-Air Personalities
6	RAMP Sales Training Program	On-going throughout the year	Entercom Boston	Entercom Boston participates in Entercom RAMP Training. RAMP is a comprehensive training program designed to teach the AEs about the company, the industry, the market, the station and solving their client's marketing challenges. The program consists of 12 weekly training sessions conducted by the Sales Managers of all of Entercom's stations. After completing the twelve weekly sessions, the AEs become RAMP graduates. 25 account executives and sales associates graduated from this program during the annual reporting period.	Sales Managers Account Executives
7	Sales Associate Program	On-going throughout the year	Entercom Boston	Entercom Boston offers a Sales Associate Training Program. Sales Associates are salaried, full-time assistants that work with a specific group of salespeople providing sales support. The Associates participate in external sales calls with AEs, assist in prospecting and conduct cold calls. In addition, all Sales Associates participate in the RAMP Training Program. The position is different from the Sales Assistant position in that after a 9-month to one-year training program, they become Account Executives. 6 employees participated in this program during the annual reporting period.	Sales Managers Sales Associates

8	SHRED Sales Training Program	On-going throughout the year	Entercom Boston	SHRED is an internal name for an initiative designed to convert newspaper advertising to radio. After successfully completing this program, account executives are approved to make SHRED presentations to clients. This additional training contributes to their growth and success, especially for account executives with goals to be promoted in the company. 25 AE's and Sales Managers have completed the SHRED training program.	Account Executives Sales Managers
9	Street Team Group Interview/Open House	February 18, 2009	Entercom Boston	7 people attended the Entercom Boston Street Team Group Interview/Open House at the Entercom Boston offices. Topics discussed were the qualifications and skills necessary to be a successful street team member. Current job openings and applications were distributed.	Promotion Directors Promotion Coordinators
10	Advanced Leadership Training	March 2009	Philadelphia, PA	A dynamic 2-day group setting session taking part in a series of engaging, informative and enriching conversation. Discussion of key common issues and challenges, leadership and leading change. Topics also included digital elements, financial analysis and decision making. 1 manager participated in this seminar.	Program Director
11	Street Team Group Interview/Open House	March, 26, 2009	Entercom Boston	4 people attended the Entercom Boston Street Team Group Interview/Open House at the Entercom Boston offices. Topics discussed were the qualifications and skills necessary to be a successful street team member. Current job openings and applications were distributed.	Promotion Directors Promotion Coordinators
12	Art Institute Job Fair	March 30, 2009 - April 1, 2009	Art Institute Campus in Brookline, MA	Two of Entercom Boston's Promotion Directors attended a three day Job Fair at the Art Institute campus in Brookline, MA. 27 candidates were interviewed and will be invited back. Topics discussed were the qualifications and skills necessary to be a successful street team member. Current job openings and applications were distributed.	Promotion Coordinators
13	NABEF-BEA-RTNDA Job Fair	April 22, 2009	NAB Convention Las Vegas	An Entercom corporate representative attended this job fair on behalf of all Entercom stations. He met with over 2,000 attendees, distributed job openings throughout the company and discussed careers in radio and at Entercom.	Corporate Representative
14	Group Interview	April 28, 2009	Entercom Boston	11 people attended a group interview that was held as a follow up to the Art Institute of Boston job fair attended earlier that week.	Promotion Directors Promotion Coordinators
15	Advanced Leadership Training	June 2009	Denver, CO	A dynamic 2-day group setting session taking part in a series of engaging, informative and enriching conversation. Discussion of key common issues and challenges, leadership and leading change. Topics also included digital elements, financial analysis and decision making. 2 managers participated in this seminar.	VP/GM/Director of Ops Program Director
16	Art Institute Job/Internship Fair	September 17, 2009	Art Institute Campus in Brookline, MA	Two of Entercom Boston's Promotion Directors attended a Job Fair at the Art Institute campus in Brookline, MA. 15 candidates were interviewed and will be invited back. Topics discussed were the qualifications and skills necessary to be a successful street team member. Current job openings and applications were distributed.	Promotion Directors Promotion Coordinators
17	NAB Job Fair	September 23, 2009	NAB Job Fair Phila., PA	Entercom Corporate employees represented the entire company by providing company-wide job postings to the job fair attendee. The openings included our market. They met with over 1,000 attendees, distributed job openings throughout the company and discussed careers in radio in Entercom.	Entercom Corporate employees on behalf of Entercom Boston
18	Street Team Group Interview/Open House	October 8, 2009	Entercom Boston	13 people attended the Entercom Boston Street Team Group Interview/Open House at the Entercom Boston offices. Topics discussed were the qualifications and skills necessary to be a successful street team member. Current job openings and applications were distributed.	Promotion Directors Promotion Coordinators

19	Newport Sales Retreat	November 9-10, 2009	Newport Marriot	The annual overnight Sales retreat was held in Newport, MA. Employees were broken into three groups and attended interactive workshops focusing on Appointment Setting, Ideation/Solution Building and Negotiating. 82 employees attended the retreat.	VP/Market Manager, V/GM, Sales Managers, Account Executives, Promotion Directions and Coordinators, Sales Associates and Marketing Director.
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