

**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM BUFFALO**

**This report covers full-time vacancy recruitment for the period of February 1, 2008 through January 31, 2009**

<b>Employment Unit:</b> Entercom Buffalo, LLC	<b>Address:</b> Entercom Buffalo, LLC 500 Corporate Parkway, Suite 200 Buffalo, NY 14226	<b>Contact Person/Title:</b> Greg Ried, VP/General Manager and Larry Robb, VP/General Manager
<b>Unit Members, Community of License</b> WBEN-AM, Buffalo, NY WGR-AM, Buffalo, NY WKSE-FM, Niagara Falls, NY WLKK-FM, Wethersfield Township, NY WTSS-FM, Buffalo, NY WWKB-AM, Buffalo, NY WWWS-AM, Buffalo, NY	<b>Telephone Number:</b> 716-843-0600	<b>E-mail Address:</b> <a href="mailto:gried@entercom.com">gried@entercom.com</a> and <a href="mailto:lrobb@entercom.com">lrobb@entercom.com</a>

**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	2/25/08 Market Promotions Mgr.	PT to FT	1-112	113-115	116-117	122-123	Internal Posting/Current PT Employees: 2 Internal Posting/Current FT Employees: 2 Employee referral: 1 Client referral: 1 Entercom website: 2	8	8
B	3/26/08 Director of Engineering	Former Employee	1-112	113-115	116-117	122-123	Internal Posting/Current Employee: 1 Former Employee: 1 Employee referrals: 2 Entercom website: 5 Industry referrals: 6 We sought out: 1	16	16
C	4/14/08 Traffic Manager	PT to FT	1-112	113-115	116-118		Internal Posting/Current FT Employee: 1 Internal Posting/Current PT Employee: 2 NAB website: 1 Entercom website: 1 We sought out: 1	6	6



D	5/14/08 Promotions Director	PT to FT	1-112	113-115	116-117 & 119	122	Internal Posting/Current PT employees: 4 Indeed.com thru NAB website: 1	5	5
E	6/9/08 Account Executive	Former intern	1-112	113-115	116-117 & 119	122-124	Entercom website: 1 Former intern: 2 Industry referral: 1 NYS Broadcasters Career Fair: 2 UB website: 1 Employee referral: 1	8	8
F	6/10/08 Director of Engineering	Industry Referral	1-112	113-115	116-117	122-123	SAME AS POOL B	16	0
G	11/25/08 Promotions Director/Coordinator	Entercom Website	1-112	113-115	116-117 & 121	124	Entercom website: 8 WTSS website: 1 WKSE website: 2 Internal Posting/Current Employees: 6 (2 repeats) Employee referral: 1 Buffalo State College website: 1	19	17
<b>Total # of New Interviewees for full-time job vacancies during the reporting period:</b>									<b>60</b>



## 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	Alicia Banner	African Cultural Center	350 Masten Avenue	Buffalo	NY	14209	716-884-2013		Yes	No
2	Larry Michael	Black Student Union SUNY @ Buffalo	350 Student Union <a href="mailto:mgtlarry@buffalo.edu">mgtlarry@buffalo.edu</a>	Buffalo	NY	14260	716-645-3209		Yes	No
3	Diane Westbrook	Bryant & Stratton Buffalo Campus	465 Main St., Suite 400 <a href="mailto:dwestbrook@bryantstratton.edu">dwestbrook@bryantstratton.edu</a>	Buffalo	NY	14203	716-884-9120		Yes	No
4	Phil Palisano	Buffalo & Erie County Workforce Development Consortium, Inc.	275 Oak St., Suite 220 <a href="mailto:ppalisano@wdcinc.org">ppalisano@wdcinc.org</a>	Buffalo	NY	14203	716-819-9845		Yes	No
5	Kyle Salley	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	77 Goodell Street <a href="mailto:Ksalley@wdcinc.org">Ksalley@wdcinc.org</a>	Buffalo	NY	14203	716-856-5627		Yes	No
6	Bonnie Andrews	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	3176 Abbott Road	Orchard Park	NY	14127	716-825-2525		Yes	No
7	S. Lagreca	Cheektowaga Employment & Training @ Buffalo & Erie County Workforce Development Consortium, Inc.	275 Alexander Street <a href="mailto:SLagreca@hotmail.com">SLagreca@hotmail.com</a>	Cheektowaga	NY	14211	716-897-7220		Yes	No
8	Jackie Conroy, Placement Mgr.	JFK Youth Opportunity Ctr. @ Buffalo & Erie County Workforce Development Consortium, Inc.	114 Hickory Street <a href="mailto:jconroy@wdcinc.org">jconroy@wdcinc.org</a>	Buffalo	NY	14203	716-853-2555		Yes	No



9	D. Marley	Bell Youth Opportunity Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	104 Maryland Street	Buffalo	NY	14201	716-854-7121		Yes	No
10	Phil Dicarolo	Greater Buffalo Works (Welfare-to-Work) @ Buffalo & Erie County Workforce Development Consortium, Inc.	237 Main Street <a href="mailto:pdicarolo@wdcinc.org">pdicarolo@wdcinc.org</a>	Buffalo	NY	14203	716-845-6003		Yes	No
11	Manager	Buffalo Employment & Training Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	506 Delaware Avenue	Buffalo	NY	14202	716-885-9840		Yes	No
12	Manager	Buffalo Board of Education	City Hall – 65 Niagara St. <a href="mailto:jamadd@buff.net">jamadd@buff.net</a>	Buffalo	NY	14202	716-851-3500		Yes	No
13	Frank Merriweather	Buffalo Criterion	623 William Street	Buffalo	NY	14206	716-853-2973		Yes	No
14	Kenneth Holley	Buffalo Lutheran Employment Service	910 Fillmore Avenue <a href="mailto:Bles850@aol.com">Bles850@aol.com</a>	Buffalo	NY	14211	716-892-7682		Yes	No
15	Corrine Anderson	Buffalo Municipal Housing Authority Employment Opportunity Center	124 Fulton <a href="mailto:corrineand@yahoo.com">corrineand@yahoo.com</a>	Buffalo	NY	14204	716-853-1580		Yes	No
16	Manager, Kenfield Bldg.	Buffalo Municipal Housing Authority Employment Opportunity Center	175 Oakmont Avenue	Buffalo	NY	14215	716-836-7954		Yes	No
17	Lisa August	Career Development Center @ Buffalo State College	1300 Elmwood Avenue <a href="mailto:askorca@buffalostate.edu">askorca@buffalostate.edu</a>	Buffalo	NY	14222	716-878-5811	1	Yes	No
18	Joan King	Buffalo Urban League	15 E. Genesee Street	Buffalo	NY	14203	716-854-7625		Yes	No
19	Tyne Kruger	Buffalo Workforce Development Center	3000 Genesee Street	Cheektowaga	NY	14225	716-893-4897		Yes	No
20	Marlene Snedden	Career Resource Center ECC North Campus	6205 Main Street <a href="mailto:snedden@ecc.edu">snedden@ecc.edu</a>	Williamsville	NY	14221	716-851-1483		Yes	No
21	Michael M. Golobiewski	Career Resource Center ECC South Campus	4041 Southwestern Blvd. <a href="mailto:golobiewski@ecc.edu">golobiewski@ecc.edu</a>	Orchard Park	NY	14127	716-851-1683		Yes	No
22	Laurie Barszcz	Career Resource Center ECC City Campus	121 Ellicott Street <a href="mailto:barszcz@eccc.edu">barszcz@eccc.edu</a>	Buffalo	NY	14203	716-851-1183		Yes	No
23	ATTN: Dennis	Catholic Charities of Buffalo	525 Washington Street	Buffalo	NY	14203	716-856-4494		Yes	No
24	Mary T. Jefferies	Wage Subsidy Program Community Action Org. of Erie County Inc.	99 Harvard Place	Buffalo	NY	14209	716-881-6277		Yes	No
25	Manager	Community Action Org. of Erie County	608 William Street	Buffalo	NY	14206	716-856-8866		Yes	No



26	Mrs. T. Walker	Community Action Org. of Erie County – Main Office	70 Harvard Place	Buffalo	NY	14209	716-881-5150		Yes	No
27	Manager	Community Action Org. of Erie County – Dart Office	1237 Main Street	Buffalo	NY	14209	716-884-9101		Yes	No
28	Manager	Community Action Org. of Erie County – Fruitbelt Office	326 High Street	Buffalo	NY	14204	716-886-2616		Yes	No
29	James L. Jackson	Community Action Org. of Erie County – Masten Office	735 Humboldt Pkwy.	Buffalo	NY	14208	716-882-2055		Yes	No
30	Manager	Community Action Org. of Erie County – Lackawanna Office	273 Ridge Road	Lackawanna	NY	14218	716-825-2147		Yes	No
31	Jacqueline Davis	Assistant to Council Member at Large	City Hall – 65 Niagara St. <a href="mailto:jacquie52@adelphia.net">jacquie52@adelphia.net</a>	Buffalo	NY	14202	716-851-5148		Yes	No
32	Patricia Palmer	County of Erie, Div. of EEO	Rath Bldg., 95 Franklin St <a href="mailto:aughtry@erie.gov">aughtry@erie.gov</a>	Buffalo	NY	14202	716-858-7542		Yes	No
33	T. J. Dulski	Dulski Community Services	129 Lewis Street <a href="mailto:tjdulski@adelphia.net">tjdulski@adelphia.net</a>	Buffalo	NY	14206	716-847-2860		Yes	No
34	Judith Fisher	Erie County Legislature	25 Delaware Ave., 7 <sup>th</sup> Floor <a href="mailto:legfisher@aol.com">legfisher@aol.com</a>	Buffalo	NY	14202	716-854-0674		Yes	No
35	Employment Division – Human Service Center	Erie County Social Services	1500 Broadway	Buffalo	NY	14212	716-891-2021		Yes	No
36	Employment Division – Human Service Center	Erie County Social Services	608 William Street	Buffalo	NY	14206	716-858-8161		Yes	No
37	Ivy K. Diggs-Washington	Everywoman Opportunity Center, Inc.	237 Main St., Suite 330 <a href="mailto:iwashington@everywoman.org">iwashington@everywoman.org</a>	Buffalo	NY	14203	716-847-1120		Yes	No
38	Manager	Everywoman Opportunity Center, Inc.	583 Niagara Street	Buffalo	NY	14201	716-886-2050		Yes	No
39	Manager	Everywoman Opportunity Center, Inc.	2440 Sheridan Drive	Tonawanda	NY	14150	716-837-2660		Yes	No
40	Reverend	Friendship Baptist Church	402 Clinton Street	Buffalo	NY	14204	716-847-1020		Yes	No
41	Jed Broitman	Full Sail Real World Education	<a href="mailto:jbroitman@fullsail.com">jbroitman@fullsail.com</a>				800-757-5105		Yes	No
42	Rev. Herbert V. Reid	Gethsemane Baptist Church	55 Grape Street	Buffalo	NY	14204	716-855-3928		Yes	No
43	Manager	Gloria J. Parks Comm. Ctr.	3242 Main Street <a href="mailto:youhcda@aol.com">youhcda@aol.com</a>	Buffalo	NY	14214	716-832-1010		Yes	No
44	Manager	Hispanic Women's League	P.O. Box 874	Buffalo	NY	14202			Yes	No



45	Amaris Diaz-Canaseco	Hispanics United of Buffalo	254 Virginia Street <a href="mailto:hispanicunitedofbuffalo@hotmail.com">hispanicunitedofbuffalo@hotmail.com</a>	Buffalo	NY	14201	716-856-7110		Yes	No
46	City Hall	Human Resource Dept. – Division of Employment	65 Niagara Square	Buffalo	NY	14202	716-851-5407		Yes	No
47	Manager	International Institute	864 Delaware Avenue	Buffalo	NY	14209	716-883-1900		Yes	No
48	Manager	James A. Dockery Community Center	800 Sycamore Street	Buffalo	NY	14212	716-894-0561		Yes	No
49	Manager	Jewish Center of Greater Buffalo Inc.	787 Delaware Avenue	Buffalo	NY	14209	716-886-3145		Yes	No
50	Manager	Jewish Ctr. of Greater Bflo, Inc.	2640 N. Forest Road	Getzville	NY	14068	716-688-4033		Yes	No
51	Manager	Jewish Family Service of Buffalo & Erie County	70 Barker Avenue	Buffalo	NY	14209	716-883-1914		Yes	No
52	Manager	Jewish Family Service of Buffalo & Erie County	2640 N. Forest Road	Getzville	NY	14068	716-688-2321		Yes	No
53	Lea Nuwer	Job Location & Dev. Program State Univ. College @ Bflo	1300 Elmwood Avenue	Buffalo	NY	14222	716-878-5911		Yes	No
54	Mr. Delgado	Langston Hughs Center	25 High St.	Buffalo	NY	14209	716-881-3266		Yes	No
55	W. B. Holder	NAACP	1490 Jefferson Avenue	Buffalo	NY	14208	716-884-7242		Yes	No
56	Stan Wrobel, CEO	Neighborhood Information Center Inc.	1170 Broadway <a href="mailto:SWrobel@Juno.com">SWrobel@Juno.com</a>	Buffalo	NY	14212	716-897-4100		Yes	No
57	Joseph Z. Chilicki	Neighborhood Information Ctr.	1170 Broadway	Buffalo	NY	14212	716-897-4100		Yes	No
58	Patricia Conway Wille	Niagara Comm. College	Employment Opportunity Ctr. <a href="mailto:nccceoc@niagaracc.suny.edu">nccceoc@niagaracc.suny.edu</a>	Sanborn	NY	14132	716-731-3271		Yes	No
59	Linwood Hagin, Ph.D.	North Greenville College	P.O. Box 1892 <a href="mailto:lahagin@NGC.edu">lahagin@NGC.edu</a>	Tigerville	SC	29688	864-977-7137		Yes	No
60	Sandy Hickey Administrator, NCSA Program	NYS Broadcasters Assn.	1805 Western Avenue <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>	Albany	NY	12203	518-456-8888		Yes	No
61	Western New York Job Bank	NYS Dept. of Labor	284 Main Street <a href="http://www.labor.state.ny.us">www.labor.state.ny.us</a>	Buffalo	NY	14202	716-851-2694		Yes	No
62	Kathy Beckhorn, Business Svcs. Coordinator	Niagara's WorkSourceOne	Suite E, Rm. 1014 1001 11 <sup>th</sup> Street <a href="mailto:Kathryn.Beckhorn@niagaracounty.com">Kathryn.Beckhorn@niagaracounty.com</a>	Niagara Falls	NY	14301	716-278-8258		Yes	No



63	JOBS Program	NYS Dept. of Labor	284 Main St., 1 <sup>st</sup> Fl.	Buffalo	NY	14202	716-851-2600		Yes	No
64	Antoine M. Thompson	Office of Urban Initiatives Ellicott Complex	101C Fargo Quad, Bldg. #1	Buffalo	NY	14261	716-829-2306		Yes	No
65	Gary James, National Director of Placement	Ohio/Illinois Centers for Broadcasting	9000 Sweet Valley Drive <a href="mailto:gary@beonair.com">gary@beonair.com</a>	Valley View	OH	44125	216-447-9117		Yes	No
66	Manager	Polish Community Center of Buffalo Inc.	1081 Broadway	Buffalo	NY	14212	716-893-7222		Yes	No
67	Manager	Polish Community Center of Buffalo Inc.	385 Paderewski Dr.	Buffalo	NY	14212	716-855-2124		Yes	No
68	Manager	Polish Community Center of Buffalo Inc.	185 Rother Avenue	Buffalo	NY	14212	716-896-1524		Yes	No
69	Michael Patrick	Regent University	1000 Regent University Drive <a href="mailto:michpat@regent.edu">michpat@regent.edu</a>	Virginia Beach	VA	23464 -9800	757-226-4353		Yes	No
70	Sister M. Celeste O'Bryan	S. Buffalo Community Table	185 Southside Pkwy, PO Box 1067	Buffalo	NY	14220	716-822-3193		Yes	No
71	Bernadette Franklin	Seneca Bingo	11099 Rt. 5	Irving	NY	14081	716-549-4389		Yes	No
72	Carleen Durham	Seventy-Eighth Restoration Group	730 Fillmore Ave.	Buffalo	NY	14212	716-856-7151		Yes	No
73	Denise Hill	SNASP Allegheny Reservation	P.O. Box 231	Salamanca	NY	14779	716-945-1790		Yes	No
74	Doreen Bennett	SNI Employment & Training Cattaraugus Reservation	1530 Rt. 438 <a href="mailto:snivocational@hotmail.com">snivocational@hotmail.com</a>	Irving	NY	14081	716-532-1033		Yes	No
75	Manager	South Buffalo Community Development Association	2219 South Park Avenue	Buffalo	NY	14220	716-882-4532		Yes	No
76	Michael E. Johnson	St. Augustine's Center	1600 Fillmore Ave.	Buffalo	NY	14211	716-897-4110		Yes	No
77	Rev. Bennett Smith	St. John Baptist Church	184 Goodell Street	Buffalo	NY	14204	716-852-4504		Yes	No
78	Stephanie Zuckerman- Aviles	SUNY Career Development Center	Grover Cleveland Hall, Room 306 1300 Elmwood Avenue	Buffalo	NY	14222	716-878-5811		Yes	No



79	Career Development Office	SUNY College at Fredonia		Fredonia	NY	14063	716-673-3327		Yes	No
80	Barbara Banks	The Challenger Newspaper	1303 Fillmore Avenue	Buffalo	NY	14211	716-897-0442		Yes	No
81	Manager	Tonawanda Indian Community House	372 Bloomingdale Road	Akron	NY	14001	716-542-2481		Yes	No
82	Manager	United Way of Buffalo & Erie County	742 Delaware Avenue <a href="mailto:mmummery@uwbec.org">mmummery@uwbec.org</a>	Buffalo	NY	14209	716-887-2626		Yes	No
83	Danette Porto	West Side Community Services	161 Vermont Street	Buffalo	NY	14213	716-884-6616		Yes	No
84	Delaware Family Branch	YMCA of Greater Buffalo	2564 Delaware Avenue	Buffalo	NY	14216	716-875-1283		Yes	No
85	Humbolt Family Branch	YMCA of Greater Buffalo	347 E. Ferry	Buffalo	NY	14208	716-883-9622		Yes	No
86	Ken-Ton Family Branch	YMCA of Greater Buffalo	535 Belmont Avenue	Buffalo	NY	14223	716-874-5051		Yes	No
87	Lancaster Family Branch	YMCA of Greater Buffalo	5 W. Main	Lancaster	NY	14086	716-684-2395		Yes	No
88	Northeast Family Branch	YMCA of Greater Buffalo	4433 Main Street	Amherst	NY	14226	716-839-2543		Yes	No
89	Southtowns Family Branch	YMCA of Greater Buffalo	1620 Southwestern Blvd.	West Seneca	NY	14224	716-662-9369		Yes	No
90	WEONA Resident	YMCA of Greater Buffalo	300 Cayuga Road	Cheektowaga	NY	14225	716-565-6008		Yes	No
91	William-Emslie Family Branch	YMCA of Greater Buffalo	585 William	Buffalo	NY	14206	716-845-5440		Yes	No
92	Manager	YWCA	250 Athens Blvd.	Buffalo	NY	14223	716-835-7708		Yes	No
93	Manager	YWCA	290 Main Street	Buffalo	NY	14202	716-852-4637		Yes	No
94	Manager	YWCA of the Tonawandas	49 Tremont	N. Tonawanda	NY	14120	716-692-5580		Yes	No
95	Downtown YWCA	YWCA of Western New York	190 Franklin	Buffalo	NY	14202	716-852-6120		Yes	No
96	YWCA Downtown Early Childhood Center	YWCA of Western New York	190 Franklin	Buffalo	NY	14202	716-852-6120		Yes	No



97	YWCA Makowski Early Childhood Center	YWCA of Western New York	1095 Jefferson Avenue	Buffalo	NY	14208	716-881-5445		Yes	No
98	YWCA Early Center at the School House Commons	YWCA of Western New York	1005 Grant	Buffalo	NY	14207	716-447-1494		Yes	No
99	YWCA After School Programs	YWCA of Western New York	190 Franklin <a href="mailto:gduunworth@ywcawny.org">gduunworth@ywcawny.org</a>	Buffalo	NY	14202	716-852-6120		Yes	No
100	YWCA Residence	YWCA of Western New York	245 North	Buffalo	NY	14201	716-884-4761		Yes	No
101	YWCA Early Childhood Center at the North Buffalo Community Center	YWCA of Western New York	203 Sanders Road	Buffalo	NY	14216	716-877-5534		Yes	No
102	YWCA Early Childhood Center at Cathedral Park	YWCA of Western New York	290 Main Street	Buffalo	NY	14202	716-852-4637		Yes	No
103	Manager	YWCA of Western New York	245 North Street	Buffalo	NY	14201	716-883-9574		Yes	No
104	Jason Jacobowski Job Posting Services	Medaille College	18 Agassiz Circle	Buffalo	NY	14214	716-884-3411 X145		Yes	No
105	Career Development Office	Genesee Community College	One College Road	Batavia	NY	14020	585-345-6800		Yes	No
106	Regina Rexford, Secretary, Co-Op/CD Career Development Office	Daemen College	4380 Main Street <a href="mailto:rrexford@daemen.edu">rrexford@daemen.edu</a>	Amherst	NY	14226	716-839-3600		Yes	No
107	Career Development Office	Houghton College	910 Union Road	West Seneca	NY	14224	716-674-6363		Yes	No



108	Career Development Office	Villa Maria College	240 Pine Ridge Road	Cheektowaga	NY		716-896-0700		Yes	No
109	Career Development Officer	Niagara University	Lewiston Road	Niagara University	NY	14109	716-285-1212		Yes	No
110	Career Development Office	Trocaire College	360 Choate Avenue	Buffalo	NY	14220	716-826-1200		Yes	No
111	Career Development Office	University at Buffalo (SUNY)	15 Capen Hall	Buffalo	NY	14260	716-645-6900	1	Yes	No
112	Adam Goodman	Goods Entertainment	<a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a>				203-341-0111 or 800-867-9532		Yes	No

COMPANY POSTINGS AND COMPANY WEBSITES										
113	Noreen McCormack or Donna Kerper	Entercom Corp Website	<a href="mailto:nmccormack@entercom.com">nmccormack@entercom.com</a> or <a href="mailto:mburge@entercom.com">mburge@entercom.com</a> or <a href="mailto:dkerper@entercom.com">dkerper@entercom.com</a>				206.726.7099 206-726-7028 610-660-5612	17	N/A	
114	Lynn Hooper	Internal postings...Kitchen and e-mail to All Buffalo employees	<a href="mailto:lhooper@entercom.com">lhooper@entercom.com</a> (current employees)				716-843-0110	16	N/A	
115	Heather Harwood	Station websites (WBEN, WGR, WKSE, WLKK, WTSS, WWKB, and WWWS)	<a href="mailto:harwood@entercom.com">harwood@entercom.com</a>				716-843-0173	3	N/A	

ADVERTISING										
116	Nat'l Assoc. of Broadcasters	NAB website via e-mail to Noreen McCormack, Michelle Burge, or Donna Kerper @ Entercom 1771 N Street, NW, Washington, DC 20036 (202) 429-5300						2	N/A	
117	All Access.com	All Access website via e-mail to Noreen McCormack, Michelle Burge, or Donna Kerper @ Entercom <a href="http://www.allaccess.com">www.allaccess.com</a> 28955 Pacific Coast Hwy., Suite 210-5, Malibu, CA 90265 (310) 457-6616							N/A	
118	Buffalo News	Advertising Classifieds Dept. – One News Plaza, P.O. Box 100, Buffalo, NY 14240 (176) 856-5555							N/A	
119	Radio Ads	WBEN, WGR, WWKB, WKSE, WTSS, WWWS, and/or WLKK								
120	Craig's List	Post on-line at <a href="http://buffalo.craigslist.org">http://buffalo.craigslist.org</a>							N/A	
121	RBR.com / TVBR.com / MBR	Jim Carnegie, Editor and Publisher via e-mail to <a href="mailto:Mediaepaper!@tvbrepaper.com">Mediaepaper!@tvbrepaper.com</a>							N/A	

JOB FAIRS										
122	NYS Broadcasters Assoc. Job Fair	See Supplemental Initiatives #9						2	N/A	
123	NAB Job Fair – April 2007	See Supplemental Initiatives #11							N/A	



124	NAB Job Fair – September 2007	See Supplemental Initiatives #14		N/A
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<b>OTHER SOURCES</b>				
-	Employee Referral		5	N/A
-	Former Employee		1	N/A
-	Former Intern		2	N/A
-	Client Referral		1	N/A
-	Industry Referrals		7	N/A
-	We sought out		2	N/A

<b>Total # of New Interviewees Referred</b>				<b>60</b>
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### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Manager EEO Training	Ongoing	Entercom Buffalo	Managers are trained regarding EEO compliance rules, and are given forms and booklets. Procedures for preventing and addressing discrimination claims or concerns are reviewed.	VP/Human Resources Department Heads
2	RAMP Sales Training Program	Ongoing	Entercom Buffalo	Entercom Buffalo 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(s) and solving their client's marketing challenges. The program consists of 12 weekly training sessions conducted by the Sales Managers of all stations within the cluster. After completing the twelve weekly sessions, the AEs become RAMP graduates, having required skills through the training that could qualify them for higher level positions. This year, 1 employee successfully completed RAMP training.	Sales Managers Account Executives
3	SHRED	Ongoing	Entercom Buffalo	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. This year, 1 employee successfully completed SHRED training.	VP/General Managers Sales Managers Account Executives
4	Internships	Ongoing	Entercom Buffalo	Entercom Buffalo offers internships at the radio stations in our Promotions, Programming, Newsroom, Sales and Production departments. Interns must be college students and receive college credit for the internships. The Promotions Director and the Program Directors, News Director, Sales Managers, and Production Director oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. This year, Entercom Buffalo had 30 students participate in the Intern Program.	Program Directors Promotions Directors Promotion Coordinator News Director Sales Managers Production Director
5	5 <sup>th</sup> Annual Communications Course for members of NFIEC	1/22/08	Entercom Buffalo	14 members of Niagara Frontier Industry Education Council Inc (NFIEC)—all area teachers—attended a facility tour at Entercom Buffalo and held open discussion regarding the radio communication business and jobs/careers within our company	VP/General Manager
6	Buffalo State College – “Writing for Media” Class	2/20/08	Buffalo State College, Buffalo, NY	Entercom Buffalo DOS lectured a class of 19 college media students on writing for radio, commercials and getting results, followed by radio career-related Q&A.	Director of Sales
7	Boy Scout Troup 483 – Career Day	3/4/08	Entercom Buffalo	Entercom Buffalo DOS hosted and spoke at a Troop meeting of 12 boy scouts about radio/media for a career.	Director of Sales
8	University of Buffalo – Advanced Advertising Class	3/27/08	Entercom Buffalo	Entercom Buffalo DOS lectured a 1 ½ hour session for a University of Buffalo Marketing and Advertising class (23 students and their instructor) on radio and advertising. The session concluded with a facility tour and WKSE studio visit.	Director of Sales On-Air Personality



9	New York State Broadcasters On-Line Career Fair	March 2008	Entercom Buffalo	Entercom Buffalo participated the NYS Broadcasters on-line career fair with the help of RegionalHelpWanted.com. All current Buffalo positions were posted. Other New York State broadcasting participants also list their job openings, receive resumes from interested applicants, and can see how many people have viewed each opening. Job seekers can view job openings and forward their resumes to appropriate parties. Over 200 broadcasting candidates viewed the postings. Entercom Buffalo received 36 resumes for posted positions.	Executive Assistant / EEO Administrative Coordinator
10	West Seneca Career Day	4/3/08	West Seneca West High School, West Seneca, NY	Entercom Buffalo DOS, Account Executive and 2 Reporter/Announcers participated as guest speakers for 3 sessions each at West Seneca Career Day. 1500 high school students attended the sessions. Discussion included opportunities for career in radio, as well as personal anecdotes and experiences.	Director of Sales Senior Account Executive Reporter/Announcers
11	NABEF-BEA-RTNDA Job Fair	April 2008	NAB Convention in Las Vegas, NV	An Entercom Communications corporate representative attended this job fair on behalf of all Entercom stations. He met with over 2,000 attendees, and provided information about the companies' stations and job openings (including Entercom Buffalo), and discussed careers in radio and at Entercom.	Corporate Representative
12	Williamsville North High School – Media Day & Facility Tour	4/12/08	Entercom Buffalo	Entercom Buffalo DOS spoke to a class of 31 high school seniors (and their teacher) interested in a media career. Following the lecture, they visited various departments in the stations. Duties and responsibilities of each department were explained. The tour included studio visits with Star 102.5, Kiss 98.5 and WBEN.	Director of Sales On-Air Personalities
13	Leadership Niagara's Media Day	4/24/08	Entercom Buffalo	Leadership Niagara is a group of 34 of the top juniors and seniors from Niagara County High Schools. This group takes monthly field trips with their director to area businesses. Entercom Buffalo's DOS lectured to the group regarding radio/media/advertising, opportunities in the radio business, and held a Q&A session with our WKSE morning show host. A tour was conducted after the lecture. The group visited various departments where responsibilities and responsibilities of each department were explained. The tour included WKSE and WBEN studio visits.	Director of Sales On-Air Personalities
14	National Association of Broadcasters (NAB) Job Fair	9/24/08	NAB Convention in Austin, TX	Entercom Austin employees represented the entire company by providing company-wide job postings to the job fair attendees, including Entercom Buffalo. They personally met with over 1,000 attendees, distributed job openings throughout the company, and discussed careers in radio at Entercom.	Entercom Austin employees on behalf of Entercom Buffalo
15	Canisius College's AMA meeting	11/5/08	Canisius College, Buffalo, NY	Entercom Buffalo DOS was invited to provide the college's American Marketing Association (AMA) with insight into Entercom's business practices with discussions on how Entercom and the radio industry "markets" itself to the community, as well as career opportunities at Entercom.	Director of Sales



16	Entercom PILOT Program	October 6-8, 2008	Entercom Corporate	This is a management program for sales managers that includes interviewing, hiring, coaching and counseling executives. The training program educates our managers on our EEO program and policies. One (1) manager attended this program during this annual reporting period	VP of Sales Training General Managers Sales Managers
17	Entercom High Dive Program	October 1-2, 2008	Entercom Rochester	This is a 2-day seminar with extensive follow-up that is designed to educate the most experienced in our sales force about marketing and client's needs and challenges in today's changing marketplace. It was designed to help our company impact the larger pool of marketing dollars. This additional training contributes to their growth and success, especially for account executives and managers with goals to be promoted in the company. Seven (7) managers and 15 account executives from Entercom Buffalo attended this seminar.	VP of Sales Training General Managers Sales Managers Account Executives
18	Medaille College Media Day	11/7/08	Medaille College, Buffalo, NY	Entercom Buffalo was represented at this multi-session event. College students attended sessions to hear panelists discuss various aspects of media (radio, television, print, production, public relations and digital). Our Production Director, Webmaster, DOS, 2 Operations Managers, a Program Director and a Reporter/Anchor were panel members discussing the exciting career opportunities available in today's radio industry.	Director of Sales Production Director Webmaster Operations Managers Program Director Reporter/Anchor
19	Networking Workshop and Recruiting Event at Buffalo State College	11/7/08	Buffalo State College, Buffalo, NY	Our Director of Sales served as a role model at Buffalo State College's "Evening of Dining, Etiquette and Networking for the New Professional" for the school's Career Development Center. This 7 <sup>th</sup> annual "mocktail" party and etiquette dinner included appropriate conversation support and role modeling for students in a business dinner setting, helping the students with appropriate questions to ask, and/or taking the lead on suitable dinner conversation to keep the evening lively.	Director of Sales
20	Boy Scouts Troop 483 of West Seneca – "Salesmanship Merit Badge Training"	1/11/08	Entercom Buffalo	Our Director of Sales taught the troop "Salesmanship" for the boys to earn their merit badge. The session concluded with a facility tour, including production and engineering departments and WKSE and WTSS studio visits.	Director of Sales Director of Engineering Engineers Production Directors On-Air Personalities
21	University of Buffalo Advanced Advertising Class	11/13/08	Entercom Buffalo	Our DOS lectured for a 1½ hour session for a University of Buffalo Marketing & Advertising class (141 students and Instructor) on radio and advertising. The session concluded with a facility tour and WKSE studio visit.	Director of Sales On-Air Personality



**EEO ANNUAL PUBLIC FILE REPORT  
ENTERCOM BUFFALO**

**This report covers full-time vacancy recruitment for the period of February 1, 2009 through January 31, 2010**

<b>Employment Unit:</b> Entercom Buffalo, LLC	<b>Address:</b> Entercom Buffalo, LLC 500 Corporate Parkway, Suite 200 Buffalo, NY 14226	<b>Contact Person/Title:</b> Greg Ried, VP/General Manager and Larry Robb, VP/General Manager
<b>Unit Members, Community of License</b> WBEN-AM, Buffalo, NY WGR-AM, Buffalo, NY WKSE-FM, Niagara Falls, NY WLKK-FM, Wethersfield Township, NY WTSS-FM, Buffalo, NY WWKB-AM, Buffalo, NY WWWS-AM, Buffalo, NY	<b>Telephone Number:</b> 716-843-0600	<b>E-mail Address:</b> <a href="mailto:gried@entercom.com">gried@entercom.com</a> and <a href="mailto:lrobb@entercom.com">lrobb@entercom.com</a>

**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
H	3/23/09 Account Executive	Employee Referral	1-105	106-107	108	113	Entercom Website: 7 Employee Referral: 2 Client Referral: 1	10	10
I	5/4/09 Receptionist	Entercom Website	1-105	106-107	108	114-115	Current PT Employee: 1 Entercom Website: 2 Employee Referral: 1 Everywoman Opportunity Center: 1	5	5
J	9/1/09 Account Executive	Industry Referral	1-105	106-107	108		Industry Referral: 2 Medaille website: 1 Entercom website: 2 Client referral: 1 Canisius College website: 1 Niagara University website: 1	8	8
<b>Total # of New Interviewees for full-time job vacancies during the reporting period:</b>									<b>23</b>



## 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?
125	Alicia Banner	African Cultural Center	350 Masten Avenue	Buffalo	NY	14209	716-884-2013		Yes	No
126	Career Development Office	Alfred State College	Upper College Drive	Alfred	NY	14802	800-425-3733		Yes	No
127	Larry Michael	Black Student Union SUNY @ Buffalo	350 Student Union <a href="mailto:mgtlarry@buffalo.edu">mgtlarry@buffalo.edu</a>	Buffalo	NY	14260	716-645-3209		Yes	No
128	Diane Westbrook	Bryant & Stratton Buffalo Campus	465 Main St., Suite 400 <a href="mailto:dwestbrook@bryantstratton.edu">dwestbrook@bryantstratton.edu</a>	Buffalo	NY	14203	716-884-9120		Yes	No
129	Phil Palisano	Buffalo & Erie County Workforce Development Consortium, Inc.	275 Oak St., Suite 220 <a href="mailto:ppalisano@wdcinc.org">ppalisano@wdcinc.org</a>	Buffalo	NY	14203	716-819-9845		Yes	No
130	Kyle Salley	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	77 Goodell Street <a href="mailto:Ksalley@wdcinc.org">Ksalley@wdcinc.org</a>	Buffalo	NY	14203	716-856-5627		Yes	No
131	Bonnie Andrews	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	3176 Abbott Road	Orchard Park	NY	14127	716-825-2525		Yes	No
132	S. Lagreca	Cheektowaga Employment & Training @ Buffalo & Erie County Workforce Development Consortium, Inc.	275 Alexander Street <a href="mailto:SLagreca@hotmail.com">SLagreca@hotmail.com</a>	Cheektowaga	NY	14211	716-897-7220		Yes	No
133	Jackie Conroy, Placement Mgr.	JFK Youth Opportunity Ctr. @ Buffalo & Erie County Workforce Development Consortium, Inc.	114 Hickory Street <a href="mailto:jconroy@wdcinc.org">jconroy@wdcinc.org</a>	Buffalo	NY	14203	716-853-2555		Yes	No



134	D. Marley	Bell Youth Opportunity Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	104 Maryland Street	Buffalo	NY	14201	716-854-7121		Yes	No
135	Phil Dicarolo	Greater Buffalo Works (Welfare-to-Work) @ Buffalo & Erie County Workforce Development Consortium, Inc.	237 Main Street <a href="mailto:pdicarolo@wdcinc.org">pdicarolo@wdcinc.org</a>	Buffalo	NY	14203	716-845-6003		Yes	No
136	Manager	Buffalo Employment & Training Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	506 Delaware Avenue	Buffalo	NY	14202	716-885-9840		Yes	No
137	Manager	Buffalo Board of Education	City Hall – 65 Niagara St. <a href="mailto:jamadd@buff.net">jamadd@buff.net</a>	Buffalo	NY	14202	716-851-3500		Yes	No
138	Frank Merriweather	Buffalo Criterion	623 William Street	Buffalo	NY	14206	716-853-2973		Yes	No
139	Kenneth Holley	Buffalo Lutheran Employment Service	910 Fillmore Avenue <a href="mailto:Bles850@aol.com">Bles850@aol.com</a>	Buffalo	NY	14211	716-892-7682		Yes	No
140	Manager, Kenfield Bldg.	Buffalo Municipal Housing Authority Employment Opportunity Center	175 Oakmont Avenue	Buffalo	NY	14215	716-836-7954		Yes	No
141	Lisa August	Career Development Center @ Buffalo State College	1300 Elmwood Avenue <a href="mailto:askorca@buffalostate.edu">askorca@buffalostate.edu</a>	Buffalo	NY	14222	716-878-5811		Yes	No
142	Joan King	Buffalo Urban League	15 E. Genesee Street	Buffalo	NY	14203	716-854-7625		Yes	No
143	Manager, Career Development Office	Canisius College	2001 Main Street	Buffalo	NY	14208	716-883-7000	1	Yes	No
144	Marlene Snedden	Career Resource Center ECC North Campus	6205 Main Street <a href="mailto:snedden@ecc.edu">snedden@ecc.edu</a>	Williamsville	NY	14221	716-851-1483		Yes	No
145	Michael M. Golobiewski	Career Resource Center ECC South Campus	4041 Southwestern Blvd. <a href="mailto:golobiewski@ecc.edu">golobiewski@ecc.edu</a>	Orchard Park	NY	14127	716-851-1683		Yes	No
146	Laurie Barszcz	Career Resource Center ECC City Campus	121 Ellicott Street <a href="mailto:barszcz@eccc.edu">barszcz@eccc.edu</a>	Buffalo	NY	14203	716-851-1183		Yes	No
147	ATTN: Dennis	Catholic Charities of Buffalo	525 Washington Street	Buffalo	NY	14203	716-856-4494		Yes	No
148	Mary T. Jefferies	Wage Subsidy Program Community Action Org. of Erie County Inc.	99 Harvard Place	Buffalo	NY	14209	716-881-6277		Yes	No
149	Manager	Community Action Org. of Erie County	608 William Street	Buffalo	NY	14206	716-856-8866		Yes	No



150	Mrs. T. Walker	Community Action Org. of Erie County – Main Office	70 Harvard Place	Buffalo	NY	14209	716-881-5150		Yes	No
151	Manager	Community Action Org. of Erie County – Dart Office	1237 Main Street	Buffalo	NY	14209	716-884-9101		Yes	No
152	Manager	Community Action Org. of Erie County – Fruitbelt Office	326 High Street	Buffalo	NY	14204	716-886-2616		Yes	No
153	James L. Jackson	Community Action Org. of Erie County – Masten Office	735 Humboldt Pkwy.	Buffalo	NY	14208	716-882-2055		Yes	No
154	Manager	Community Action Org. of Erie County – Lackawanna Office	273 Ridge Road	Lackawanna	NY	14218	716-825-2147		Yes	No
155	Patricia Palmer	County of Erie, Div. of EEO	Rath Bldg., 95 Franklin St <a href="mailto:aughtry@erie.gov">aughtry@erie.gov</a>	Buffalo	NY	14202	716-858-7542		Yes	No
156	Regina Rexford	Daemen College – Career Development Office	4380 Main Street <a href="mailto:rrexford@daemen.edu">rrexford@daemen.edu</a>	Amherst	NY	14226	716-839-3600		Yes	No
157	T. J. Dulski	Dulski Community Services	129 Lewis Street <a href="mailto:tjdulski@adelphia.net">tjdulski@adelphia.net</a>	Buffalo	NY	14206	716-847-2860		Yes	No
158	Career Development Office	D’Youville College	320 Porter Avenue	Buffalo	NY	14201	716-829-8000		Yes	No
159	Judith Fisher	Erie County Legislature	25 Delaware Ave., 7 <sup>th</sup> Floor <a href="mailto:legfisher@aol.com">legfisher@aol.com</a>	Buffalo	NY	14202	716-854-0674		Yes	No
160	Employment Division – Human Service Center	Erie County Social Services	1500 Broadway	Buffalo	NY	14212	716-891-2021		Yes	No
161	Employment Division – Human Service Center	Erie County Social Services	608 William Street	Buffalo	NY	14206	716-858-8161		Yes	No
162	Ivy K. Diggs-Washington	Everywoman Opportunity Center, Inc.	237 Main St., Suite 330 <a href="mailto:iwashington@everywoman.org">iwashington@everywoman.org</a>	Buffalo	NY	14203	716-847-1120	1	Yes	No
163	Manager	Everywoman Opportunity Center, Inc.	583 Niagara Street	Buffalo	NY	14201	716-886-2050		Yes	No
164	Manager	Everywoman Opportunity Center, Inc.	2440 Sheridan Drive	Tonawanda	NY	14150	716-837-2660		Yes	No
165	Reverend	Friendship Baptist Church	402 Clinton Street	Buffalo	NY	14204	716-847-1020		Yes	No
166	Jed Broitman	Full Sail Real World Education	<a href="mailto:jbroitman@fullsail.com">jbroitman@fullsail.com</a>				800-757-5105		Yes	No
167	Career Development Office	Genesee Community College	One College Road	Batavia	NY	14020	585-345-6800		Yes	No



168	Rev. Herbert V. Reid	Gethsemane Baptist Church	55 Grape Street	Buffalo	NY	14204	716-855-3928		Yes	No
169	Manager	Gloria J. Parks Comm. Ctr.	3242 Main Street <a href="mailto:youthcda@aol.com">youthcda@aol.com</a>	Buffalo	NY	14214	716-832-1010		Yes	No
170	Adam Goodman	Goods Entertainment	<a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a>				203-341-0111 or 800-867-9532		Yes	No
171	Career Development Office	Hilbert College	5200 South Park Ave.	Hamburg	NY	14075	716-649-7900		Yes	No
172	Manager	Hispanic Women's League	P.O. Box 874	Buffalo	NY	14202			Yes	No
173	Amaris Diaz-Caneco	Hispanics United of Buffalo	254 Virginia Street <a href="mailto:hispanicunitedofbuffalo@hotmail.com">hispanicunitedofbuffalo@hotmail.com</a>	Buffalo	NY	14201	716-856-7110		Yes	No
174	Career Development Office	Houghton College	910 Union Road	West Seneca	NY	14224	716-674-6363		Yes	No
175	City Hall	Human Resource Dept. – Division of Employment	65 Niagara Square	Buffalo	NY	14202	716-851-5407		Yes	No
176	Manager	International Institute	864 Delaware Avenue	Buffalo	NY	14209	716-883-1900		Yes	No
177	Manager	James A. Dockery Community Center	800 Sycamore Street	Buffalo	NY	14212	716-894-0561		Yes	No
178	Manager	Jewish Center of Greater Buffalo Inc.	787 Delaware Avenue	Buffalo	NY	14209	716-886-3145		Yes	No
179	Manager	Jewish Ctr. of Greater Bflo, Inc.	2640 N. Forest Road	Getzville	NY	14068	716-688-4033		Yes	No
180	Manager	Jewish Family Service of Buffalo & Erie County	70 Barker Avenue	Buffalo	NY	14209	716-883-1914		Yes	No
181	Manager	Jewish Family Service of Buffalo & Erie County	2640 N. Forest Road	Getzville	NY	14068	716-688-2321		Yes	No
182	Lea Nuwer	Job Location & Dev. Program State Univ. College @ Bflo	1300 Elmwood Avenue	Buffalo	NY	14222	716-878-5911		Yes	No
183	Mr. Delgado	Langston Hughs Center	25 High St.	Buffalo	NY	14209	716-881-3266		Yes	No
184	Jason Jacobowski Job Posting Services	Medaille College	18 Agassiz Circle	Buffalo	NY	14214	716-884-3411 X145	1	Yes	No
185	W. B. Holder	NAACP	1490 Jefferson Avenue	Buffalo	NY	14208	716-884-7242		Yes	No
186	Stan Wrobel, CEO	Neighborhood Information Center Inc.	1170 Broadway <a href="mailto:SWrobel@Juno.com">SWrobel@Juno.com</a>	Buffalo	NY	14212	716-897-4100		Yes	No



187	Joseph Z. Chilicki	Neighborhood Information Ctr.	1170 Broadway	Buffalo	NY	14212	716-897-4100		Yes	No
188	Patricia Conway Wille	Niagara County Community College	Employment Opportunity Ctr. <a href="mailto:nccceoc@niagaracc.suny.edu">nccceoc@niagaracc.suny.edu</a>	Sanborn	NY	14132	716-731-3271		Yes	No
189	Career Development Officer	Niagara University	Lewiston Road	Niagara University	NY	14109	716-285-1212	1	Yes	No
190	Linwood Hagin, Ph.D.	North Greenville College	P.O. Box 1892 <a href="mailto:lahagin@NGC.edu">lahagin@NGC.edu</a>	Tigerville	SC	29688	864-977-7137		Yes	No
191	Sandy Hickey Administrator, NCSA Program	NYS Broadcasters Assn.	1805 Western Avenue <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>	Albany	NY	12203	518-456-8888		Yes	No
192	Western New York Job Bank	NYS Dept. of Labor	284 Main Street <a href="http://www.labor.state.ny.us">www.labor.state.ny.us</a>	Buffalo	NY	14202	716-851-2694		Yes	No
193	Kathy Beckhorn, Business Svcs. Coordinator	Niagara's WorkSourceOne	Suite E, Rm. 1014 1001 11 <sup>th</sup> Street <a href="mailto:Kathryn.Beckhorn@niagaracounty.com">Kathryn.Beckhorn@niagaracounty.com</a>	Niagara Falls	NY	14301	716-278-8258		Yes	No
194	JOBS Program	NYS Dept. of Labor	284 Main St., 1 <sup>st</sup> Fl.	Buffalo	NY	14202	716-851-2600		Yes	No
195	Antoine M. Thompson	Office of Urban Initiatives Ellicott Complex	101C Fargo Quad, Bldg. #1	Buffalo	NY	14261	716-829-2306		Yes	No
196	Gary James, National Director of Placement	Ohio/Illinois Centers for Broadcasting	9000 Sweet Valley Drive <a href="mailto:gary@beonair.com">gary@beonair.com</a>	Valley View	OH	44125	216-447-9117		Yes	No
197	Manager	Polish Community Center of Buffalo Inc.	1081 Broadway	Buffalo	NY	14212	716-893-7222		Yes	No
198	Manager	Polish Community Center of Buffalo Inc.	385 Paderewski Dr.	Buffalo	NY	14212	716-855-2124		Yes	No
199	Manager	Polish Community Center of Buffalo Inc.	185 Rother Avenue	Buffalo	NY	14212	716-896-1524		Yes	No
200	Michael Patrick	Regent University	1000 Regent University Drive <a href="mailto:michpat@regent.edu">michpat@regent.edu</a>	Virginia Beach	VA	23464-9800	757-226-4353		Yes	No
201	Sister M. Celeste O'Bryan	S. Buffalo Community Table	185 Southside Pkwy, PO Box 1067	Buffalo	NY	14220	716-822-3193		Yes	No



202	Bernadette Franklin	Seneca Bingo	11099 Rt. 5	Irving	NY	14081	716-549-4389		Yes	No
203	Denise Hill	SNASP Allegheny Reservation	P.O. Box 231	Salamanca	NY	14779	716-945-1790		Yes	No
204	Doreen Bennett	SNI Employment & Training Cattaraugus Reservation	1530 Rt. 438 <a href="mailto:snivocational@hotmail.com">snivocational@hotmail.com</a>	Irving	NY	14081	716-532-1033		Yes	No
205	Manager	South Buffalo Community Development Association	2219 South Park Avenue	Buffalo	NY	14220	716-882-4532		Yes	No
206	Rev. Bennett Smith	St. John Baptist Church	184 Goodell Street	Buffalo	NY	14204	716-852-4504		Yes	No
207	Stephanie Zuckerman-Aviles	SUNY Career Development Center	Grover Cleveland Hall, Room 306 1300 Elmwood Avenue	Buffalo	NY	14222	716-878-5811		Yes	No
208	Career Development Office	SUNY College at Fredonia		Fredonia	NY	14063	716-673-3327		Yes	No
209	Barbara Banks	The Challenger Newspaper	1303 Fillmore Avenue	Buffalo	NY	14211	716-897-0442		Yes	No
210	Manager	Tonawanda Indian Community House	372 Bloomingdale Road	Akron	NY	14001	716-542-2481		Yes	No
211	Career Development Office	Trocaire College	360 Choate Avenue	Buffalo	NY	14220	716-826-1200		Yes	No
212	Manager	United Way of Buffalo & Erie County	742 Delaware Avenue <a href="mailto:mmummery@uwbec.org">mmummery@uwbec.org</a>	Buffalo	NY	14209	716-887-2626		Yes	No
213	Career Development Office	University at Buffalo (SUNY)	15 Capen Hall	Buffalo	NY	14260	716-645-6900		Yes	No
214	Career Development Office	Villa Maria College	240 Pine Ridge Road	Cheektowaga	NY		716-896-0700		Yes	No
215	Danette Porto	West Side Community Services	161 Vermont Street	Buffalo	NY	14213	716-884-6616		Yes	No
216	Delaware Family Branch	YMCA of Greater Buffalo	2564 Delaware Avenue	Buffalo	NY	14216	716-875-1283		Yes	No
217	Humbolt Family Branch	YMCA of Greater Buffalo	347 E. Ferry	Buffalo	NY	14208	716-883-9622		Yes	No



218	Ken-Ton Family Branch	YMCA of Greater Buffalo	535 Belmont Avenue	Buffalo	NY	14223	716-874-5051		Yes	No
219	Lancaster Family Branch	YMCA of Greater Buffalo	5 W. Main	Lancaster	NY	14086	716-684-2395		Yes	No
220	Northeast Family Branch	YMCA of Greater Buffalo	4433 Main Street	Amherst	NY	14226	716-839-2543		Yes	No
221	Southtowns Family Branch	YMCA of Greater Buffalo	1620 Southwestern Blvd.	West Seneca	NY	14224	716-662-9369		Yes	No
222	WEONA Resident	YMCA of Greater Buffalo	300 Cayuga Road	Cheektowaga	NY	14225	716-565-6008		Yes	No
223	William-Emslie Family Branch	YMCA of Greater Buffalo	585 William	Buffalo	NY	14206	716-845-5440		Yes	No
224	Manager	YWCA	250 Athens Blvd.	Buffalo	NY	14223	716-835-7708		Yes	No
225	Manager	YWCA	290 Main Street	Buffalo	NY	14202	716-852-4637		Yes	No
226	Manager	YWCA of the Tonawandas	49 Tremont	N. Tonawanda	NY	14120	716-692-5580		Yes	No
227	YWCA Makowski Early Childhood Center	YWCA of Western New York	1095 Jefferson Avenue	Buffalo	NY	14208	716-881-5445		Yes	No
228	YWCA Early Center at the School House Commons	YWCA of Western New York	1005 Grant	Buffalo	NY	14207	716-447-1494		Yes	No
229	YWCA Early Childhood Center at Cathedral Park	YWCA of Western New York	290 Main Street	Buffalo	NY	14202	716-852-4637		Yes	No

**COMPANY POSTINGS AND COMPANY WEBSITES**

230	Noreen McCormack or Donna Kerper	Entercom Corp Website (links to station websites WBEN, WGR, WKSE, WLKK, WTSS, WWKB, and WWWS)	<a href="mailto:nmccormack@entercom.com">nmccormack@entercom.com</a> or <a href="mailto:dkerper@entercom.com">dkerper@entercom.com</a>	206.726.7099 610-660-5612	11	N/A
231	Lynn Hooper	Internal postings...Kitchen and e-mail to All Buffalo employees	<a href="mailto:lhooper@entercom.com">lhooper@entercom.com</a> (current employees)	716-843-0110	1	N/A

**ADVERTISING**

232	All Access.com	All Access website via e-mail to Noreen McCormack or Donna Kerper @ Entercom <a href="http://www.allaccess.com">www.allaccess.com</a> 28955 Pacific Coast Hwy., Suite 210-5, Malibu, CA 90265 (310) 457-6616		N/A
233	Buffalo News	Advertising Classifieds Dept. – One News Plaza, P.O. Box 100, Buffalo, NY 14240 (176) 856-5555		N/A



234	Radio Ads	WBEN, WGR, WWKB, WKSE, WTSS, WWWS, and/or WLKK		
235	Craig's List	Post on-line at <a href="http://buffalo.craigslist.org">http://buffalo.craigslist.org</a>		N/A
236	RBR.com / TVBR.com / MBR	Jim Carnegie, Editor and Publisher via e-mail to <a href="mailto:Mediaepaper!@tvbrepaper.com">Mediaepaper!@tvbrepaper.com</a>		N/A

<b>JOB FAIRS</b>				
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237	NYS Broadcasters Assoc. Career Fair – March 2009	See Supplemental Initiatives #6		N/A
238	Medaille College Career Fair – April 2009	See Supplemental Initiatives #9		N/A
239	NABEF-BEA-RTNDA Job Fair – April 2009	See Supplemental Initiatives #10		N/A
240	NAB Job Fair – September 2009	See Supplemental Initiatives #15		N/A
241	Jamestown Community College Career Fair	See Supplemental Initiatives #17		N/A

<b>OTHER SOURCES</b>				
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-	Employee Referral		3	N/A
-	Former Employee			N/A
-	Former Intern			N/A
-	Client Referral		2	N/A
-	Industry Referrals		2	N/A
-	We sought out			N/A

<b>Total # of New Interviewees Referred</b>	<b>23</b>
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#### 4. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
22	Internship Programs	Ongoing throughout the year	Entercom Buffalo	Entercom Buffalo offers internships at the radio stations in our Sales, Promotions, Programming, and Production departments. All interns must be college students and receive college credit for the internships. Department heads oversee the internships to evaluate the interns and ensure they are receiving the proper education/training. Entercom Buffalo had 26 students participate in the Intern Program during this annual reporting period.	Program Directors Promotions Directors Sales Managers Production Director
23	RAMP Sales Training Program	Ongoing throughout the year	Entercom Buffalo	Entercom Buffalo participates in Entercom RAMP training. RAMP is a comprehensive training program designed to teach new hires in sales about the company, the industry, the market, the station(s), and solving their client's marketing challenges. The program consists of 12 weekly training sessions conducted by the Sales Managers of all stations within the cluster. After completing the twelve weekly sessions, the AEs become RAMP graduates. Two (2) new account executives graduated from this program during the annual reporting period.	Sales Managers Account Executives
24	SHRED Sales Training Program	Ongoing throughout the year	Entercom Buffalo	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. Two new account executives successfully completed SHRED training program during this reporting period.	Sales Managers Account Executives
25	Advanced Leadership Training	March 2009	Entercom Corporate, Phila., 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. One (1) Entercom Buffalo sales manager participated in this seminar during this annual reporting period.	Entercom CEO Director of Sales
26	GM Advanced Education Conference Calls	Ongoing throughout the year	Entercom Buffalo	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.	GMs Other Managers
27	New York State Broadcasters On-Line Career Fair	March 2009	Entercom Buffalo	Entercom Buffalo participated the NYS Broadcasters on-line career fair with the help of RegionalHelpWanted.com. All current Buffalo positions were posted. Other New York State broadcasters also list their job openings, receive resumes from interested applicants, and can see how many people have viewed each opening. Job seekers can view job openings and forward their resumes to appropriate parties. Over 200 broadcasting candidates viewed the postings during this career fair.	Executive Assistant / EEO Administrative Coordinator
28	Grand Island High School Shadow Day	3/18/09	Entercom Buffalo	Entercom Buffalo Director of Production had 10 high school seniors "shadow" him for a day to observe commercial production for those interested in pursuing a career in radio production.	Director of Production



29	Williamsville North High School – Media Day & Facility Tour	4/21/09	Entercom Buffalo	Entercom Buffalo DOS spoke to a class of 31 high school seniors (and their teacher) interested in a media career. Following the lecture, they visited various departments in the stations. Duties and responsibilities of each department were explained. The tour included studio visits with Kiss 98.5 and WBEN.	Director of Sales On-Air Personalities
30	Medaille College Career Fair	4/22/09	Medaille College	Entercom Buffalo was represented at this college Career Fair where our representative met with over 150 attendees and distributed job opportunities within our organization.	Director of Sales
31	NABEF-BEAR-TNDA Job Fair	4/22/09	NAB Convention in Las Vegas, NV	An Entercom Communications 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
32	West Seneca Career Day	4/28/09	West Seneca East Senior High School	Three Entercom Buffalo representatives participated as guest speakers for 3 sessions each at the West Seneca Career Day. 1,500 high school students and staff attended the sessions. Discussion included opportunities for careers in radio, as well as personal anecdotes and experiences.	Director of Sales Senior Account Executive On-Air Reporter/Announcer
33	Brown Bag Speaker Series	4/28/09	Kenmore East High School	Entercom Buffalo representative was a speaker at this school luncheon for the school's freshman class of 280 students. He discussed his career and opportunities in Radio.	On-Air Personality
34	Music is Art / Music in Action Career Day	5/5/09	Buffalo Academy for Visual and Performing Arts	Entercom Buffalo participated in a 7-man panel for this one-day event of interactive workshops for 75 students presented by industry professionals on songwriting, artist management, recording/production, careers, marketing and more. This Career Day is presented by Music is Art, Robby Takac's (Goo Goo Dolls) non-profit cultural organization.	Director of Sales
35	Western New York Business Alliance Visitors Meeting Day	5/28/09	Millenium Hotel, Buffalo, NY	Entercom Buffalo DOS was guest speaker for WNY Business Alliance group meeting of 78 attendees, presenting "Advertising Works: Why is some advertising more successful than others?" He also discussed sales careers in radio.	Director of Sales
36	National Association of Broadcasters (NAB) Job Fair	9/23/09	NAB Job Fair, Philadelphia, PA	Entercom Corporate employees represented the entire company by providing company-wide job postings to the job fair attendees. The openings included our market. They met with over 1,000 attendees, distributed job openings throughout the company, and discussed careers in radio and at Entercom.	Entercom Corporate Employees on behalf of Entercom Buffalo
37	Niagara Business Expo	10/2/2009	Niagara Falls Conference Center	Entercom Buffalo DOS served on the media panel about the power of publicity and advertising at this annual business expo. The media panel held a Q&A about using the media effectively to promote their business, focusing mainly on press releases, news stories, and relationships with reporters/press. Careers in media were also discussed.	Director of Sales
38	Jamestown Community College Career Fair	10/20/09	Jamestown Community College	Entercom Buffalo was represented at this Career Fair. More than 60 other colleges and universities, as well as more than 80 career areas were represented. Our rep met with over 800 student attendees, distributed job openings, and discussed careers in radio and at	Digital Sales Manager



				Entercom Buffalo.	
39	Buffalo State College Class on Advanced Media	10/29/09	Entercom Buffalo	Entercom Buffalo DOS lectured for a 1 ½ hour session for a Buffalo State College Media class (46 students and their instructor) on sales, marketing, and a career in radio advertising.	Director of Sales
40	Networking Workshop & Recruiting Event	11/6/09	Buffalo State College	Entercom Buffalo Regional Sales Manager served as role model at Buffalo State College's "Evening of Dining, Etiquette and Networking for the New Professional" for the school's Career Development Center. This 8 <sup>th</sup> annual "mocktail" party and etiquette dinner included appropriate conversation support and role modeling for students in a business dinner setting, helping the students with appropriate questions to ask, and/or taking the lead on suitable dinner conversation to keep the evening lively. He also discussed careers at Entercom Buffalo.	Regional Sales Manager
41	Medaille College Media Day 2009	11/13/09	Medaille College	Entercom Buffalo DOS served on a lunch panel with over 120 communications students to discuss careers in media and changing tides of the industry today.	Director of Sales

