

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM BUFFALO**

This report covers full-time vacancy recruitment for the period of February 1, 2016 through January 31, 2017

Employment Unit: Entercom Buffalo, LLC	Address: Entercom Buffalo, LLC 500 Corporate Parkway, Suite 200 Buffalo, NY 14226	Contact Person/Title: Greg Ried, VP/General Manager
Unit Members, Community of License WBEN-AM/FM, 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	Telephone Number: 716-843-0600	E-mail Address: gried@entercom.com

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

	Title and Hire Date	Recruitment Source Referring Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")
A	Sales Assistant	Former Intern	1-125
B	WLKK On-Air Morning Show / Music Director	Entercom.com	1-125, 127
C	News Radio Producer, Full-Time	PT to FT	1-125
D	Smart Reach Digital Sales Mgr.	Employee Referral	124
E	Account Executive	Entercom.com	1-126
F	Asst. Promotions Director	Current Employee PT to FT	1-125
G	Account Executive	Employee Referral	1-126
H	Producer FT	Entercom.com	1-125
I	Sports Account Executive	Entercom.com	1-125
J	Sports Account Executive	Entercom.com	1-125



2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name/Title	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1	Director	African American Cultural Center	aacc@wzrd.com 716-884-2013	0	No
2	Elaine Morsman, Director, Career Development	Alfred State College	morsmaem@alfredstate.com 607-587-3288	0	No
3	Peggy Broderick, Resource Coordinator	Alfred University Career Development Center	pmb51@alfred.edu 607-871-2164	0	No
4	Mariann Walsh, Recruiting Coordinator	Alfred University Career Development Center/ Career Advisor	walshm@alfred.edu 607-871-2164	0	No
5	Career Services	Alliance for Women in Media National Headquarters (formerly American Women in Radio & TV)	1760 Old Meadow Road, Suite 500 McLean, VA 22102 703-506-3290	0	No
6	Kim Whelan, Director of Member Relations	Amherst Chamber of Commerce	kwhelan@amherst.org 716-632-6905	0	No
7	Larry Michael	Black Student Union SUNY @ Buffalo	mgtlarry@buffalo.edu 716-645-3209	0	No
8	Career Services	Bryant & Stratton Amherst Campus	Amherst@bryantstratton.edu 716-625-6300	0	No
9	Diane Westbrook, Director of Career Services	Bryant & Stratton Buffalo Campus	dwestbrook@bryantstratton.edu 716-884-9120	0	No
10	Career Services	Bryant & Stratton Southtowns Campus	southtowns@bryantstratton.edu 716-677-9500	0	No
11	Buffalo Employment & Training Center (BETC)	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	BETC@WDCinc.org 716-856-5627	0	No
12	ECC Employment & Training Center	Career Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	onestop@ecc.edu 716-825-2525	0	No



13	Cheektowaga Employment & Training Center	Buffalo & Erie County Workforce Development Consortium, Inc.	275 Alexander Street Cheektowaga, NY 14211 716-897-7220	0	No
14	D. Marley	Bell Youth Opportunity Center @ Buffalo & Erie County Workforce Development Consortium, Inc.	dmarley@wdcinc.org 716-854-7121	0	No
15	Phil Dicarlo	Greater Buffalo Works (Welfare-to-Work) @ Buffalo & Erie County Workforce Development Consortium, Inc.	pdicarlo@wdcinc.org 716-845-6003	0	No
16	Katherine M. Heinle, Director – Career & Technical Education	Buffalo Board of Education	kheinle@buffaloschools.org 716-816-3700	0	No
17	Frank Merriweather	Buffalo Criterion	623 William Street Buffalo, NY 14206 716-853-2973	0	No
18	Kenneth Holley	Buffalo Lutheran Employment Service	Bles850@aol.com 716-892-7682	0	No
19	Manager, Kenfield Bldg.	Buffalo Municipal Housing Authority Employment Opportunity Center	175 Oakmont Avenue Buffalo, NY 14215 716-836-7954	0	No
20	Lisa August, Associate Director	SUNY Career Development Center @ Buffalo State College	augustla@buffalostate.edu 716-878-5911	0	No
21	Lynn M. Rogers, Student Employment Coordinator/ Senior Career Counselor	Buffalo State College SUNY Career Development Center	rogerslm@buffalostate.edu 716-878-5811	0	No
22	Joan King	Buffalo Urban League	jking@buffalourban.org 716-854-7625	0	No
23	Eileen Abbato, Asst. Director, Career Center	Canisius College	abbatoye@canisius.edu 716-883-7000	0	No
24	Loretta Hendrickson, Career Services	Corning Community College	Hendrickson@corning-cc.edu 800-962-9228	0	No
25	Joseph Abbarno, Coord. Placement	Career Resource Center ECC North Campus	abbarno@ecc.net 716-851-1483	0	No
26	Michael M. Golebiewski	Career Resource Center ECC South Campus	golebiewski@ecc.edu 716-851-1684	0	No



27	Barbara House, Coord. Placement	Career Resource Center ECC City Campus	house@ecc.edu 716-851-1183	0	No
28	R. Rojas	Catholic Charities of Buffalo	r.rojas@ccwny.org 716-856-4494	0	No
29	Joyce M. Santiago, Executive Director	Chamber of Commerce of the Tonawandas	director@the-tonawandas.com 716-692-5120	0	No
30	Debra S. Liegl, President & CEO	Cheektowaga Chamber of Commerce	chamber@cheektowaga.org 716-684-5838	0	No
31	Judy Sirianni, President	Clarence Chamber of Commerce, Inc.	info@clarence.org 716-631-3888	0	No
32	George Scott	Colored Musicians Club	Gscott2679@aol.com 716-885-9383	0	No
33	Mary T. Jefferies, Employment Coordinator	Wage Subsidy Program Community Action Org. of Erie County Inc.	99 Harvard Place Buffalo, NY 14209 716-881-6277	0	No
34	Manager	Community Action Org. of Erie County	608 William Street Buffalo, NY 14206 716-856-8866	0	No
35	Sjunseeargn Brown, Employment Agency Initiative	Community Action Org. of Erie County – Main Office (posts at Dart, Fruitbelt, Masten and Lackawanna Offices)	sbrown@caoec.org 716-881-5150	0	No
36	Manager	Community Action Org. of Erie County – Dart Office	1237 Main Street Buffalo, NY 14209 716-884-9101	0	No
37	Manager	Community Action Org. of Erie County – Fruitbelt Office	326 High Street Buffalo, NY 14204 716-886-2616	0	No
38	James L. Jackson	Community Action Org. of Erie County – Masten Office	735 Humboldt Pkwy. Buffalo, NY 14208 716-882-2055	0	No
39	Manager	Community Action Org. of Erie County – Lackawanna Office	273 Ridge Road Lackawanna, NY 14218 716-825-2147	0	No
40	E. Fierstein, Career Services	Connecticut School Broadcasting	E.Fierstein@gocsb.com 201-288-5800	0	No
41	Career Services	Cornell University	career@cornell.edu 607-255-6384	0	No



42	Jesse L. Burnette, EEO Director	County of Erie, Div. of EEO	Rath Bldg., 95 Franklin St Buffalo, NY 14202 716-858-7542	0	No
43	Career Services	Daemen College – Career Development Office	4380 Main Street Amherst, NY 14226 716-839-8334	0	No
44	Alissa Venturini, Manager	Dulski Community Services	aventurine@urbanctr.org 716-847-2860	0	No
45	Nancy Ann Schatzel, Secretary Career Services	D'Youville College	shatzeln@dyc.edu careerservices@dyc.edu 716-829-8000	0	No
46	Judith Fisher	Erie County Legislature	legfisher@aol.com 716-854-0674	0	No
47	Employment Division – Human Service Center	Erie County Social Services	1500 Broadway Buffalo, NY 14212 716-891-2021	0	No
48	Employment Division – Human Service Center	Erie County Social Services (posts at Broadway office)	608 William Street Buffalo, NY 14206 716-858-8161	0	No
49	Ivy K. Diggs-Washington, Director	Everywoman Opportunity Center, Inc. (forwards to Niagara Street and Sheridan Drive locations)	iwashington@everywoman.org 716-847-1120	0	No
50	Manager	Everywoman Opportunity Center, Inc.	583 Niagara Street Buffalo, NY 14201 716-886-2050	0	No
51	Manager	Everywoman Opportunity Center, Inc.	2440 Sheridan Drive Tonawanda, NY 14150 716-837-2660	0	No
52	Cathy Petruccione	Finger Lakes Community College	petrucce@flcc.edu 585-394-5005	0	No
53	Daniel Severson, Industry Outreach	Full Sail University	dseverson@fullsail.com 800-226-7625	0	No
54	Career & Transfer Center	Genesee Community College	CTC@genesee.edu 585-345-6800	0	No
55	Rev. Herbert V. Reid	Gethsemane Baptist Church	55 Grape Street Buffalo, NY 14204 716-855-3928	0	No



56	Manager	Gloria J. Parks Comm. Ctr.	3242 Main Street Buffalo, NY 14214 716-832-1010	0	No
57	Adam Goodman	Goods Entertainment	Adam@ GoodsEntertainment.com 203-341-0111 800-867-9532	0	No
58	Carolyn Konopski, Administrative Director	Grand Island Chamber- Commerce	info@gichamber.org 716-773-3651	0	No
59	Ann J. Enger, Executive Dir.	Greater South Buffalo Chamber of Commerce	ann@southbuffalochamber.org 716-824-9942	0	No
60	Career Development Office	Hilbert College	info@hilbert.edu 716-649-7900	0	No
61	Dr. Eleanor Paterson, President	Hispanic Women's League	contact@hispanicwomensleague.com	0	No
62	Lourdes Iglesias, Executive Dir.	Hispanics United of Buffalo	254 Virginia Street Buffalo, NY 14201 716-856-7110	0	No
63	Career Development Office	Houghton College Buffalo	buffalo@houghton.edu 716-674-6363	0	No
64	City Hall	Human Resource Dept. – Division of Employment	65 Niagara Square Buffalo, NY 14202 716-851-5407	0	No
65	Manager	International Institute	iib@iibuff.org 716-883-1900	0	No
66	John Fracchia, Assistant Director for Employer Relations OR Cheryl Boyer	Ithaca College, Career Services	jfracchia@ithaca.edu cboyer@ithaca.edu 607-274-3365	0	No
67	Career Services	ITT Technical Institute	PMietus@ITT-Tech.edu 716-689-2200	0	No
68	Manager	James A. Dockery Community Center	800 Sycamore Street Buffalo, NY 14212 716-894-0561	0	No
69	JBC Placement	Jamestown Business College	placement@jamestownbusinesscollege.edu 716-664-5100	0	No
70	Wendy Burns, Career Development Centers	Jamestown Community College	WendyBurns@mail.sunvicc.edu 716-338-1007	0	No



71	Pam Marin	Jewish Center of Greater Buffalo Inc.	PamMarin@JCCBuffalo.org 716-886-3145	0	No
72	Manager	Jewish Ctr. of Greater Buffalo, Inc.	2640 N. Forest Road Getzville, NY 14068 716-688-4033	0	No
73	D. Newkirk	Jewish Family Service of Buffalo & Erie County	DNewkirk@JFSBuffalo.org 716-883-1914	0	No
74	Tracey M. Lukasik, Executive Director	Kenmore-Town of Tonawanda Chamber of Commerce	tracey@ken-ton.org 716-874-1202	0	No
75	Manager	Lackawanna Area Chamber of Commerce	info@lackawannachamber.org 716-823-8841	0	No
76	Manager	Latin American Cultural Association	lacanewyork@yahoo.com 716-885-6343	0	No
77	Ron Beiter, Employer Relations Coordinator	Medaille College Office of Career Planning	Ronald.j.beiter@medaille.edu 716-884-3411 X145	0	No
78	Frank B. Mesiah	NAACP	naacp@apollo3.com 716-884-7242	0	No
79	Tom Jamison	Native American Community Services of Erie and Niagara Counties	TJamison@NACSWNY.org 716-874-4460 874-2797 X317	0	No
80	Stan Wrobel, CEO	Neighborhood Information Center Inc.	SWrobel@Juno.com 716-897-4100	0	No
81	Cathy Taylor, Administration	New School of Radio	admin@nsrt.org 518-438-7682	0	No
82	Patricia Conway Wille	Niagara County Community College	nccceoc@niagaracc.suny.edu 716-731-3271	0	No
83	Robert Swanson, Associated Director / Career Services	Niagara University	rps@niagara.edu 716-285-1212	0	No
84	Lisa Snyder, Career Counselor	North Greenville College	Lisa.snyder@ngu.edu 864-977-7137	0	No
85	Sandy Messineo - Administrator, NCSA Program	NYS Broadcasters Assn.	sandy@nysbroadcastersassn.org 518-456-8888	0	No
86	Western New York Job Bank / JOBS Program	NYS Dept. of Labor	284 Main Street, 1 st Floor Buffalo, NY 14202 716-851-2694	0	No



87	Kathy Beckhorn, Business Svcs. Coordinator	Niagara's WorkSourceOne	Kathryn.Beckhorn@niagaracounty.com 716-278-8258	0	No
88	Karen Bucolo Business Services Specialist	Niagara's WorkSourceOne One Stop Career Center	Karen.bucolo@niagaracounty.com 716-278-8281	0	No
89	Jeff Kujawa, Director	Office of Urban Initiatives Inc.	jkujawa@buffalo.edu 716-829-3489	0	No
90	Alissa Venturini	Polish Community Center of Buffalo Inc.	aventurine@urbanctr.org 716-855-2124	0	No
91	Michael Patrick	Regent University	michpat@regent.edu 757-226-4353	0	No
92	Cathy Slocum	RIT	cmsoce@rit.edu 585-475-2301	0	No
93	Mary Flaherty	Roberts Wesleyan	flahertyM@roberts.edu 585-594-6533	0	No
94	Sister M. Celeste O'Bryan	S. Buffalo Community Table	185 Southside Pkwy, PO Box 1067 Buffalo, NY 14220 716-822-3193	0	No
95	Darcy Kettle	Seneca Nation of Indians	darcy.kettle@sni.org 716-532-9221	0	No
96	Rochelle Pierce	SNASP Allegheny Reservation	RochellePierce@SNI.org 716-945-1790	0	No
97	Rolanda Geiogamah	SNI Employment & Training Cattaraugus Reservation	88 Iroquois Drive Irving, NY 14081 716-532-1033	0	No
98	Manager	South Buffalo Community Development Association	35 Cazenovia Pkwy. Buffalo, NY 14220 716-882-4532	0	No
99	Pamela Burdick, Career Counselor/Employer Relations Coordinator	St. Bonaventure University	recruiting@sbu.edu 716-375-2099	0	No
100	Reverend	St. John Baptist Church	184 Goodell Street Buffalo, NY 14204 716-852-4504	0	No
101	Jill Wesley, Career Services	SUNY Brockport	jwesley@brockport.edu 585-395-5422	0	No
102	Career Services	SUNY The College at Brockport	career@brockport.edu 585-395-2159	0	No



103	Career Development Office	SUNY College at Fredonia	careers@fredonia.edu 716-673-3327	0	No
104	Andrea DiGiorgio, Career Services	SUNY Geneseo	ses@geneseo.edu 585-245-5211	0	No
105	Sue Clayton, Recruiting Coordinator – Career Services	Syracuse University	srclay01@syr.edu scatanese@syr.edu 315-443-2009	0	No
106	Manager	The Buffalo Challenger Newspaper	1337 Jefferson Avenue Buffalo, NY 14208 716-897-0442	0	No
107	Chief Roger Hill	Tonawanda Band of Senecas	tonsenecc@buffnet.net 716-542-4244	0	No
108	Manager	Tonawanda Indian Community House	372 Bloomingdale Road Akron, NY 14001 716-542-2481	0	No
109	Claire Darstein, Director of Career Center	Trocaire College	darsteinC@Trocaire.edu 716-827-2577	0	No
110	Karen Christie, Chief Community Engagement and Human Resources Officer	United Way of Buffalo & Erie County	Karen.christie@uwbec.org 716-887-2656	0	No
111	Arlene Kaukus, Director/ Career Services	University at Buffalo (SUNY)	jobs@buffalo.edu 716-645-2231	0	No
112	Laurie Sanseri	University of Rochester	recruit@mail.rochester.edu 585-275-2366	0	No
113	Deborah Handzlik, Director of Career Development	Villa Maria College	dhandzlik@villa.edu 716-896-0700	0	No
114	Frank Calieri, Executive Dir.	West Seneca Chamber of Commerce	Director@westseneca.org 716-674-4000	0	No
115	Lucy Candelario, Executive Director	West Side Community Services	lcandelario@roadrunner.com 716-884-6616	0	No
116	Delaware Family Branch	YMCA of Greater Buffalo	2564 Delaware Avenue Buffalo, NY 14216 716-875-1283	0	No
117	Ken-Ton Family Branch	YMCA of Greater Buffalo	535 Belmont Avenue Buffalo, NY 14223 716-874-5051	0	No



118	Northeast Family Branch	YMCA of Greater Buffalo	4433 Main Street Amherst, NY 14226 716-839-2543	0	No
119	Southtowns Family Branch	YMCA of Greater Buffalo	1620 Southwestern Blvd. West Seneca, NY 14224 716-662-9369	0	No
120	WEONA Resident	YMCA of Greater Buffalo	kromanowski@ymcabuffaloniagara.org 716-565-6008	0	No
121	William-Emslie Family Branch	YMCA of Greater Buffalo	droberts@ymcabuffaloniagara.org 716-845-5440	0	No
122	Manager	YWCA of the Tonawandas	Front_DeskYWCATona@hotmail.com 716-692-5580	0	No
123	YWCA Early Center at the School House Commons	YWCA of Western New York	swielinski@YWCA.WNY.org 716-447-1494	0	No

COMPANY POSTINGS AND COMPANY WEBSITES

124	Corporate Representative	Entercom Corp Website	www.entercom.com/careers	37	N/A
125	Lynn Hooper	Internal Postings/ Current Employees	buffalouers@entercom.com	17	N/A

ADVERTISING

126	On-Air Radio Ads	WBEN-AM, WGR-AM, WKSE-FM, WLKK-FM, WTSS-FM, WWKB-AM, and/or WWWS		2	N/A
127	AllAccess.com	Shawn Alexander – salexander@allaccess.com		4	N/A

OTHER SOURCES

Employee Referral		9	N/A
Client Referral		1	N/A
Industry Referral (I-Heart Radio, Cumulus, Buffalo Bills Organization)		4	N/A
Former Intern		1	N/A

JOB FAIRS

1	SUNY Fredonia Job & Internship Expo	0	N/A
2	Medaille College Job & Internship Fair	0	N/A
3	SUNY Virtual Career Fair	0	N/A



3. Supplemental Recruitment Initiatives

Initiatives		Location	Description	Titles of Employees Involved
1	On-Air EEO Policy and Invitation to Receive Job Openings	On-Air at Entercom Buffalo	Once a week, Entercom Buffalo airs recruitment advertisements on all stations, seeking applicants across all departments. Advertisements inform the Western New York area of Entercom's EEO policy and invite all organizations to be a part of our recruitment process.	Executive Assistant / EEO Administrative Coordinator
2	Manager EEO Training	Entercom Buffalo	Managers are trained regarding EEO compliance rules, and are given forms and policy memos. All Department heads are expected to adhere to the EEO rules and complete all necessary EEO paperwork for each new hire.	EEO Administrator Department Heads
3	Internship Programs	Entercom Buffalo	Entercom Buffalo offers internships at the radio stations in our Sales, Promotions, Programming, and Engineering 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 24 students participate in the Intern Program during this annual reporting period.	Program Directors Promotions Directors Sales Managers Account Executives Director of Engineering
4	SUNY Fredonia Job & Internship Expo	SUNY Fredonia	Entercom Buffalo was represented at this college Job & Internship Fair attended by over 300 students. Our representative personally met with attendees that visited our booth, distributed job and internship opportunities within our organization, and interviewed many of the candidates.	Director of Sales Music Director / On-Air Personality
5	Entercom's EEO Policy and Compliance Training	Web-Ex	Entercom's VP of Human Resources facilitated a training session on Entercom's Preventing Discrimination Policy and Procedure. The training also discusses Entercom's EEO Policy and Procedure and reviews the requirements that each market must complete in order to be in compliance.	VP of Human Resources All Entercom Markets
6	Medaille College 26 th Annual Job/ Internship Fair	Medaille College	Entercom Buffalo was represented at the Medaille College Career & Internship Fair that was attended by over 175 students. Our representative personally met with attendees that visited our booth, distributed job and internship opportunities within our organization, and interviewed many of the candidates.	Director of Sales
7	Commercial Radio Programming & Production Class	SUNY Fredonia	Entercom representatives instructed the Radio Programming and Production class at SUNY Fredonia during the spring 2016 semester. They covered topics such as: commercial production, speaking on air, radio news reporting and production, sales and marketing, and the strengths of radio..	Director of Production News Director/Operations Manager Director of Sales
8	University of Buffalo "Advanced Advertising" Class	Entercom Buffalo	Entercom Buffalo's Director of Sales lectured this 2-hour session for a class of 11 students and their instructor on advertising and marketing in radio. 9Opportunities at Entercom were discussed. A facility tour was provided following the lecture, including WKSE in-studio visit with an On-Air Personality.	Director of Sales On-Air Personality
9	Virtual Career Fair	On-Line	Entercom Buffalo was represented at this Virtual Career Fair & Grad School Fair featuring New York's 4 SUNY University Centers (SUNY University at Albany, SUNY Binghamton University, SUNY University at Buffalo, and Stony Brook University). This on-line Career Fair was live for students to upload their resumes. Entercom Buffalo's current positions and internship opportunities were posted.	Executive Assistant / EEO Coordinator



10	Williamsville North High School "Music In Our Lives" Class	Entercom Buffalo	This high school class of 18 students and their teacher attended a training seminar on music and broadcasting careers at our facility. Students also received a station tour where duties and responsibilities of each department were explained.	Director of Sales On-Air Personalities Music Director
11	Sweet Home High School Station Tour	Entercom Buffalo	This high school class of 22 students received a station tour of the facility, an overview of each department, and learned about job opportunities in radio.	Sports Announcer
12	SUNY Fredonia "Music and Marketing" Class	SUNY Fredonia	An Entercom Buffalo representative lectured a Music & Marketing class of 16 students on advertising and marketing for events, how to use radio and other media, and radio careers.	Director of Sales
13	Banquet of the Muslim Public Affairs Council of WNY	Hyatt Regency, Buffalo, NY	Our Operations Manager served as 1 of 4 judges on a panel for the Millennial Award of the Muslim Public Affairs Council (an American institution that informs and shapes public opinion and policy by serving as a trusted resource to decision-makers in government, media and policy institutions). The panel reviewed 12 Muslim youth applicants on their academic, extra-curricular, and professional experiences, taking into account volunteerism. The winning candidate was awarded the Millennial Award at the 12 th Annual Banquet on May 21 st .	Operations Manager
14	EEO Breakfast	Entercom Buffalo	Entercom Buffalo hosted a breakfast for our EEO Recruitment Source contacts. A manager discussed the opportunities available and provided an overview on specific departments. A station tour was provided. Three recruitment contacts participated. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	Director of Sales
15	University at Buffalo "Advanced Advertising Class"	Entercom Buffalo	Entercom Buffalo's Director of Sales hosted and taught a class for this group of 13 UB students and their instructor on effectively using radio advertising. Opportunities at Entercom were discussed. Following the class, the students were provided with a facility and studio tour, and time with an on air WKSE DJ.	Director of Sales On-Air Personality
16	Medaille College Alumni Panel on Media and Media Careers	Medaille College	An Entercom Buffalo representative was one of a 22-member Alumni Media Panel discussing media and careers in media. Opportunities at Entercom were discussed.	Director of Sales
17	Career Day at Lancaster Academy of the Visual & Performing Arts	Lancaster Academy of the Visual & Performing Arts	An Entercom Buffalo representative spoke to the Academy's 43 students on opportunities in radio. The Academy's mission is to provide their students with a solid foundation in the arts through a sequence of academic courses, career exploration opportunities, and inspiring interaction with fellow students, faculty and professional artists.	Music Director / On-Air Personality

