

**EEO ANNUAL PUBLIC FILE REPORT
ENTERCOM SPRINGFIELD**

This report covers full-time vacancy recruitment for the period of December 1, 2015 through November 30, 2016

Employment Unit: Entercom License, LLC	Address: One Financial Plaza 1350 Main Street, Suite 1206, (12th Floor) Springfield, MA 01103	Contact Person/Title: Weezie Kramer Station Group President
Unit Members, Community of License WWEI-FM, East Hampton, MA	Telephone Number: (413) 214-6977	E-mail Address: David Oldread, Station Manager doldread@entercom.com

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

	Title	Recruitment Source Referring Hire	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources for Corresponding List")	Referral Source of Interviewees
A	Account Executive	Previous Employee	1-157	Radio: 2 Indeed.com: 2 Previous Employee: 1
B	Account Executive	Station Website	1-157	Indeed.com: 3 Entercom.com: 2
C	Digital Marketing Consultant	Previous Employee	1-157	Entercom.com: 2 Indeed.com: 1 LinkedIn.com: 1 Previous Employee: 1 Employee Referral: 1
D	Account Executive	Employee Referral	1-157	LinkedIn: 1 Indeed.com: 2 Employee Referral: 1 Radio: 1
Total # of new interviewees for full-time job vacancies during the reporting period:				21



2. Recruitment Sources
OUTREACH ORGANIZATIONS

	Name	Organization	Contact Information	Number of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification (Yes/No)?
1	Carol Sharick	Amherst College	careers@amherst.edu 413-542-2265	0	NO
2	Judy Sparanges	Anna Maria College	Jsparanges@AnnaMaria.edu 508-849-3300	0	NO
3	Carol McGuiggan	Assumption College	cmcguigg@assumption.edu 508-767-7000	0	NO
4	Lois King	Atlantic Union College	lois.king@auc.edu 978-368-2000	0	NO
5	Sally Schirmer Smith	Bay Path College	hr@baypath.edu 413-567-0621	0	NO
6	Office of Career Services	Bay State College	careers@baystate.edu 617-217-9266	0	NO
7	Janet Kenney	Bentley University	jkenney@bentley.edu 781-891-3423	0	NO
8	Office of Career Development	Berklee College of Music	CDC@Berklee.edu 617-266-1400	0	NO
9	Office of Career Services	Berkshire Community College	jcornman@berkshirecc.edu 413-236-1611	0	NO
10	Amy Demarest	Berkshire Works	ademarest@berkshireworks.org 413-499-2220	0	NO
11	Dr. Lisa Cuklanz	Boston College	Cuklanz@bc.edu 617-552-4280	0	NO
12	Director of Career Services	Boston College	employer.recruiting@bc.edu 617-552-4769	0	NO
13	Student Employment Job Board	Boston University	stujobs@bu.edu 617-353-3594	0	NO
14	Joyce Rogers	Boston University – College of Communication	comjobs@bu.edu 617-353-3490	0	NO
15	Pat Nickerson	Boston Women's Commission	BostonWomen@cityofboston.gov 617-635-3138	0	NO
16	Caroline O'Shea	Brandeis University	oshea@brandeis.edu 781-736-3618	0	NO
17	Christine Tetreault	Bridgewater State University	careersv@bridgew.edu 508-531-1328	0	NO
18	Diane Bell	Bridgewater State University – Internship Program	diane.bell@bridgew.edu 508-531-2632	0	NO
19	Juliana Horton	Bridgewater State University – Internship Program	juliana.horton@bridgew.edu 508-531-2632	0	NO
20	Jeffrey Craig	Bristol Community College	human-resources@bristolcc.edu 508-678-2811 ext 2594	0	NO
21	Delores Gatley	Bunker Hill Community College	JobPostings@BHCC.Mass.edu 617-228-2420	0	NO
22	Office of Career Services	Cambridge College	careerservices@cambridgecollege.edu61 7-873-0614	0	NO
23	Alison Adams	Career Resource Library (Boston University)	Future@BU.edu 617-353-3650	0	NO
24	Eric Saczawa	Clark University	careers@clarku.edu 508-793-7711	0	NO



25	Office of Career Services	Colby-Sawyer College	welcome@colby-sawyer.edu 603-526-3000	0	NO
26	Office of Career Services	College of the Holy Cross	PAHEARN@holycross.edu 508-793-3880	0	NO
27	Tom Patria, Business Service Representative	Commonwealth of Massachusetts' Division of Career Services	hnarayanan@detma.org 508-478-4300	0	NO
28	Steven Godfrey	Community Minority Cultural Center	sgodfrey@conversent.net 781-477-1800	0	NO
29	Krista Mazzuca	Community Renewal Team	mazzucak@crtct.org 860-560-5661	0	NO
30	Steve Williams	Connecticut School of Broadcasting	swilliams@gocsb.com 781-444-0237	0	NO
31	Office of Career Services	Curry College	careerdevelopment@curry.edu 617-333-2195	0	NO
32	Office of Career Services	Dartmouth College	career.services@dartmouth.edu 603-646-1111	0	NO
33	Lolsa Costello	Dunbar Community Center	lcostello@springfieldd.org 413-788-6143	0	NO
34	Donna Lund	Division of Employment & Training	dlund@detma.org 617-626-5054	0	NO
35	Office of Career Services	Eastern Nazarene College	bradford.e.thorne@enc.edu 617-745-3000	0	NO
36	Office of Career Services	Elms College	davisn@elms.edu 413-594-2761	0	NO
37	Sandy Rivet, Staff Assistant	Emerson College	Careers@emerson.edu 617-824-8586	0	NO
38	Career Development Center	Emmanuel College	careerdevelopment@emmanuel.edu 617-735-9930	0	NO
39	Office of Career Services	Endicott College	careers@endicott.edu 978-232-2330	0	NO
40	Anne Borges	Fall River Career Center	aborges@bristoljobs.org 508-730-5003	0	NO
41	Carol Spector	Framingham State College	careerservices@framingham.edu 508-620-1220	0	NO
42	Rosemary Nichols	Franklin Pierce College	nicholrm@franklinpierce.edu 603-899-4045	0	NO
43	Elizabeth Torres	Freedom House, Inc	info@freedomhouse.com 617-445-3700	0	NO
44	Office of Career Services	Girls Incorporated of Pittsfield	dariusg@brighamcenter.org 413-442-5174	0	NO
45	Cynthia Loftus	Goodwill Industries	cloftus@ourgoodwill.org 413-788-6981	0	NO
46	Office of Career Services	Gordon College	career-services@gordon.edu 978-927-2300	0	NO
47	Bettye Coney	Grace Church of All Nations	administration@gcoan.org 617-825-6757	0	NO
48	Office of Career Services	Greenfield Community College	forster@gcc.mass.edu 413-775-1000	0	NO
49	Jane Zerby	Hampshire College (Career Options Center)	corc@hampshire.edu 413-559-5520	0	NO
50	Linda Roberts	Harriet Tubman House	Lroberts@uses.org 617-536-8610	0	NO
51	Office of Career Services	Harvard University	ocsjobs@fas.harvard.edu 617-495-2595	0	NO



52	Office of Career Services	Holyoke Community College	rpowers@hcc.edu 413-538-7000	0	NO
53	Helena Marques	Immigrants Assistance Center	mrq729@aol.com 508-996-8113	0	NO
54	Anne M. Marona	International Association for Administrative Professionals	anne.marie.marona@bhs.org 413-794-4111	0	NO
55	Elizabeth Nunn	International Institute of Boston	enunn@iiboston.org 617-695-9990	0	NO
56	Steven Vanaria	Career Solution	SVanaria@careersolution.org 617-399-3354	0	NO
57	Office of Career Services	Keene State College	aca@keene.edu 603-358-2500	0	NO
58	Office of Career Services	Lasell College	careerservices@lasell.edu 617-243-2307	0	NO
59	Office of Career Services	Lesley College	crcjobs@lesley.edu 617-349-8550	0	NO
60	Office of Career Services	Longy School of Music	admissions@longy.edu 617-876-0956	0	NO
61	Office of Career Services	M.I.T.	career-www@mit.edu 617-253-4733	0	NO
62	Office of Career Services	MA College of Liberal Arts	career@mcla.edu 413-662-5332	0	NO
63	Heather Rose	Martin Luther King Center	hrose@mlkjrfamilyservices.org 413-746-4254	0	NO
64	Marilyn Offer	Mass Commonwealth of Unemployment	moffer@bristoljobs.org 508-730-5033	0	NO
65	Office of Career Services	Massachusetts College of Art	careerservices@massart.edu 617-232-1555	0	NO
66	Office of Career Services	Massachusetts College of Liberal Arts	m.wooten@mcla.edu 413-662-5333	0	NO
67	Peter White	Massachusetts Rehabilitation Comm.	peter.white@massmail.state.ma.us 413-499-2720	0	NO
68	Office of Career Services	Massasoit Community College	kpyles@massasoit.mass.edu 508-588-9100 ext. 1407	0	NO
69	Office of Career Services	Merrimack College	careerservices@merrimack.edu 978-837-5000	0	NO
70	Office of Career Services	Montserrat College of Art	amy.ruiter@montserrat.edu 978-922-8222	0	NO
71	Office of Career Services	Mount Ida College	rbrooks@mountida.edu 617-928-4602	0	NO
72	Office of Career Services	Mt. Wachusett Community College	pbrewerton@mwcc.mass.edu 978-632-6600	0	NO
73	Office of Career Services	Myrtle Baptist Church	myrtlebaptist@gmail.com 617-332-5870	0	NO
74	Job Placement Officer	NAACP	washingtonbureau@naacpnet.org 508-991-4416	0	NO
75	Human Resources	NAACP – National Office	nbailey@naacpnet.org 410-358-8900	0	NO
76	Office of Career Services	NAACP/South Middlesex Branch	washingtonbureau@naacpnet.org	0	NO
77	Karen Hunter	NAB Career Center	nab@nab.org 202-429-5497	0	NO
78	Michelle Vignoli	National Association of Hispanic Journalists	nahj@nahj.org 202-662-7145	0	NO



79	Marianne Wisheart	NE Conservatory of Music	marianne.wisheart@necmusic.edu 617-585-1118	0	NO
80	Office of Career Services	New England College	edurkee@nec.edu 603-428-2000	0	NO
81	Bill Devine	New England School of Communication	bill@nescom.edu 207-947-6083	0	NO
82	Office of Career Services	Southern New Hampshire University	careerdevelopment@snhu.edu 603-668-221	0	NO
83	Barbara Rivera	New North Citizens Council	klmorales@newnorthcc.org 413-746-4885	0	NO
84	Office of Career Services	New School of Radio	tbrownlie@nsrt.org 518-438-7682	0	NO
85	Office of Career Services	Newbury College	careers@newbury.edu 617-730-7000	0	NO
86	Office of Career Services	Nichols College	careerservices@nichols.edu 508-943-1560	0	NO
87	Linwood Hagin, Ph.D.	North Greenville College	career.services@ngu.edu 864-977-7137	0	NO
88	Office of Career Services	North Shore Community College	lmarcus@northshore.edu 978-762-4000	0	NO
89	Mika Benford	Northeast Minority News	mika_benford@yahoo.com 860-249-6065	0	NO
90	Office of Career Services	Northeast University Stern Cnt.	Student-Affairs@neiu.edu 617-373-2000	0	NO
91	Maria K. Stein	Northeast University-Career Dev. & Placement	Student-Affairs@neiu.edu 617-373-4010	0	NO
92	Eric Cohen	Office of Equal Opportunity	eric.cohen@newbedford-ma.gov 508-979-1446 ext.208	0	NO
93		Old Hill Neighborhood Council	oldhillcouncil@gmail.com 413-736-4575	0	NO
94	Career Development	Pine Manor College	careerdevelopment@pmc.edu 617-731-7000	0	NO
95	Jim Kuras (Career Services Manager)	Plymouth State College	jmkuras@mail.plymouth.edu 603-535-5000	0	NO
96	Office of Career Services	Puerto Rican Veteran's Association	sgtgoomez@aol.com 413-731-0194	0	NO
97	Michael Patrick	Regent University	mackerman@regent.edu 757-3524916	0	NO
98	Office of Career Services-John Conway	Regis College	John.Conway@regiscollege.edu 781-768-7000	0	NO
99	Sarah C. Sebren	Rhode Island Indian Council	ssebren@rhodeislandindiancouncil.org 401-781-1098	0	NO
100	Raymond Lambert	RI State Equal Opportunity Office	Raymond.lambert@doa.ri.gov 401-222-3090	0	NO
101	Office of Career Services	Roxbury Multi-Service Center	fscott@roxmulti.org 617-427-0171	0	NO
102	HR Department	YMCA Boston	hrdepartment@ymcaboston.org 617-927-8060	0	NO
103	Office of Career Services	Rutgers University	thopkins@andromeda.rutgers.edu 973-353-5311	0	NO
104	Office of Career Services	Saint Anselm College	ocs@anselm.edu 603-641-7000	0	NO
105	African American Association	Salem State College	career@salemstate.edu 978-542-6000	0	NO



106	Office of Career Services	Salem State College	career@salemstate.edu 978-542-6145	0	NO
107	Deb Wijnhoven	Smith College	dwijnhoven@smith.edu 413-585-2597	0	NO
108	Mr. Swan	South End Community Center	southendcommunitycenter@yahoo.com 413-788-6173	0	NO
109	Sharon Mosier	Springfield College	smosier@springfieldcollege.edu 413-748-3000	0	NO
110	Office of Career Services	State Office of Affirmative Action	OHR@cityofboston.gov	0	NO
111	Elaine Lamonica	Supplier Diversity Office	Elaine.Lamonica@state.ma.us 617-502-8831	0	NO
112	Office of Career Services	Stonehill College	hheerman@stonehill.edu 508-565-1000	0	NO
113	Office of Career Services	Suffolk University	coopjobs@suffolk.edu 617-573-8000	0	NO
114	Dr. Jin Kim	SUNY	Jin.Kim@plattsburgh.edu 518-564-2285	0	NO
115	Dawn Blades	Suny-New Paltz	bladesd@newpaltz.edu	0	NO
116	Placement Office	Syracuse University	careers@syr.edu 315-443-1870	0	NO
117	Tracy Goldat	Temple University Career Development Services	careercenter@temple.edu 215-204-7981	0	NO
118	Denise King	Thayer Academy	Dking@thayer.org 781-843-3580	0	NO
119	Office of Career Services	Twelfth Baptist Church	office@tbcoston.org	0	NO
120	Linda Roberts	United South End Settlements	lroberts@uses.org 617-536-8610	0	NO
121	Placement Office	University of Delaware	hrhelp@udel.edu 302-831-2000	0	NO
122	Office of Career Services	University of Hartford	hrd@hartford.edu 860-768-4100	0	NO
123	Office of Career Services-John Williams	University of MA at Amherst	careerservices@umass.edu 413-545-0111	0	NO
124	Office of Career Services	University of MA at Boston	becky.hsu@umb.edu	0	NO
125	Office of Career Services	University of MA at Dartmouth	cdcinfo@umassd.edu 508-999-8661	0	NO
126	Office of Career Services	University of Maine	umainecareercenter@umit.maine.edu 207-581-1283	0	NO
127	Office of Career Services-Edwin Santos	University of Massachusetts	careers@umb.edu 617-287-5519	0	NO
128	Susan Chinman	University of Massachusetts-Minority Graduate	Schinman@grad.umass.edu 413-545-5284	0	NO
129	Office of Career Services	University of New Hampshire	krystal.hicks@unh.edu 603-862-2010	0	NO
130	Office of Career Services	University of NH at Manchester	gaynelle.pratt@usnh.edu 603-641-4321	0	NO
131	Placement Office	University of Vermont	employment@uvm.edu 802-656-3368	0	NO
132	Grayce-Lynda R. Sypteras	Upper Hill Neighborhood Council	upperhill@yahoo.com	0	NO



			413-734-6522		
133	Robert DuBois	Urban Collaborative Accelerated Progeam (UC)	robd@ucap.org 401-272-0881	0	NO
134	Yvonne Matthews	Urban League	ymatthews@ulgh.org 860-527-0147	0	NO
135	Office of Career Services	Urban League	rlevine@ulem.org wwatkins@ulem.org	0	NO
136	Marsha Reeves Jews	US Black Engineers and Information Technology	jhamilton@ccgmag.com 410-244-7101	0	NO
137	Heather Graham	US Dept of Labor	graham.heather@dol.gov 617-565-3630	0	NO
138	Jill Houser	US Dept. of Labor/Apprentice & Training	houser.jill@dol.gov 617) 788-0177	0	NO
139	Adam Guttell	WBRS-FM (Brandeis University)	gm@wbrs.org 617-736-5277	0	NO
140	News Director	WBRU (Brown University)	wendell@wbru.com 401-421-9278	0	NO
141	Jeanne Hart-Steffes	Western New England College	jsteffes@wne.edu 413-782-1283	0	NO
142	Office of Career Services	Westfield State College	careers@westfield.ma.edu 413-572-5300	0	NO
143	Office of Career Services	Wheaton College	filene@wheatonma.edu 508-285-8200	0	NO
144	Office of Career Services-Yolanda Paul	Wheelock College	ccd@wheelock.edu 617-734-5200	0	NO
145	Office of Career Services	Williams College	occ@williams.edu 413-597-3131	0	NO
146	David Rempell	Williamstown Youth Center	david@williamstownyouthcenter.org 413-458-5925	0	NO
147	Office of Career Services	Worcester State University	careerservices@worchester.edu 508-929-8000	0	NO
148	Lou Conrad	WRBB-FM (Northeastern University)	promo@wrbradio.org 617-437-2790	0	NO
149	Patricia Monteith	WUMB-FM (U-Mass Boston)	wumb@umb.edu 617-287-6900	0	NO
150	Meaghan O'Hare	WZBC-FM 90.3FM (Boston College)	internship.director@wzbc.org 617-552-3511	0	NO
151	Corinne Cremonti	YMCA of Greater Springfield	ccremonti@springfiely.org 413-739-6951	0	NO
152	Kendra Strangis	YMCA of New Bedford	kstrangis@ymcasouthcoast.org 508-997-5362	0	NO
153	Office of Career Services	YWCA Boston	jobs@ywcaboston.org	0	NO
154	Office of Career Services	YWCA Cambridge	nobrien@cambymca.org 617-491-6050	0	NO
155	Dorothy Daoust	MassEdCO	ddaoust@massedco.org 508-754-6829	0	NO
156	Yuri Bong, Stephanie Gilson, Molly Engle	Entercom Communications Corp www.entercom.com/careers	ybong@entercom.com, sgilson@entercom.com, molly.engle@entercom.com 610-822-0857	4	N/A



157	EEO Coordinator	Internal postings (common area boards) or email to newenglandusers@entercom.com	agreen@entercom.com; mkirby@entercom.com 617-779-5344	0	N/A
-----	-----------------	---	---	---	-----

OTHER SOURCES		
-	Indeed.com	8
-	Linkedin	2
-	Radio Ad	3
-	Employee Referral	2
-	Industry Referral	0
-	Former Employee	2

JOB FAIRS			
1	Boston Red Sox Sports and Entertainment Career Fair	See Supplemental Recruitment Initiative # 9 (April 12, 2016)	0
2	Endicott Career Fair	See Supplemental Recruitment Initiative # 10 (February 23, 2016)	0
3	Lasell College	See Supplemental Recruitment Initiative # 11 (April 14, 2016)	0
Total # of New Interviewees Referred:			21



3. Supplemental Recruitment Initiatives

Title		Location	Description	Titles of Employees Involved
1	Entercom's EEO Policy and Compliance Training	Web-Ex	Entercom's VP of Human Resources facilitates 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
2	Manager EEO Training	Entercom Springfield	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	Street Team Group Interview/Open House	Entercom Boston	Candidates 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 (for Boston, Providence and Springfield) and applications were distributed.	Street Team Group Interview/Open House Promotion Coordinators Promotion Directors
4	EEO Breakfast	Entercom Boston	Entercom Boston hosted a breakfast for our EEO Recruitment Source contacts. Managers discussed the opportunities available and provided an overview of their specific departments. 4 recruitment contacts participated. Recruitment Sources were strongly encouraged to refer candidates for our open positions.	General Manager Business Department Manager Payroll/HR Manager Program Director Marketing Director Sales Managers
5	Senior Manager Onboarding	Entercom Corporate Training Calls	Entercom hosts a quarterly series of interactive training calls to onboard new managers and provide an overview of resources and tools.	New Managers
6	Performance Briefing Calls	Entercom Corporate Training Calls	A monthly call with Senior Managers throughout the company, the Performance Briefing provides and overview of the company performance, upcoming focus areas and important information.	All Sales and Programming Managers
7	Sales Manager Webinars	Entercom Corporate Training Calls	Entercom corporate hosts monthly webinars with all sales managers that addresses revenue opportunities, important information and key focus areas.	All Sales Managers
8	Connecticut School of Broadcasting Scholarship Program	CT School of Broadcasting	Through a partnership with the Connecticut School of Broadcasting, scholarships were awarded on WVEI-FM's behalf. The scholarships are awarded on the basis of talent and need and are paid for through a trade with the school for advertising on-air.	Business Manager
9	Boston Red Sox Sports and Entertainment Career Fair	Fenway Park	Two of Entercom Boston's Lead Street Teamers, attended a Career Fair at Fenway Park in Boston, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	Street Team Promotion Coordinators
10	Endicott Career Fair	Endicott Campus	Entercom Boston's EEO Coordinator & Lead Street Teamers, attended a Job Fair at Endicott College in Beverly, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	EEO Coordinator & Street Team Promotion Coordinators



11	Lasell College	Lasell Campus	Entercom Boston's EEO Coordinator & Lead Street Teamers, attended a Job Fair at Lasell College in Newton, MA. Current job openings (for Boston, Worcester, Providence and Springfield) and applications were distributed. Resumes were collected from potential applicants. Topics discussed were the qualifications and skills necessary to be a successful Entercom employee.	EEO Coordinator & Street Team Promotion Coordinators
12	Street Team Group Interview/Open House	Entercom Boston	Candidates 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. Two new hires resulted from this event.	Street Team Promotion Coordinators

