

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the Period:
November 23, 2016 – November 22, 2017

1) **Employment Unit: Beasley Media Group - Boston**

2) **Unit Members (Stations and Communities of License):** **WBOS-FM, Brookline, MA**
 WBQT-FM, Boston, MA
 WKLB-FM, Waltham, MA
 WMJX-FM, Boston, MA
 WROR-FM, Framingham, MA

3) **EEO Contract Information for Employment Unit:**

Mailing Address: 55 Morrissey Boulevard Boston, MA 02125	Telephone Number: 617-822-9600 Contact Person: John Coury Business Manager John.coury@bbgi.com
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4)	<u>Job Title</u>	<u>Referral Source Referring Hiree:</u>
(a)	On-air Afternoon Announcer, WBQT-FM	Beasley Group Website (www.bbgi.com)
(b)	Director of Information Technology (IT)	Employee Referral
(c)	Accounts Payable/Human Resources (AP/HR) Coordinator	Employee Referral
(d)	Program Director, WKLB	Exigent Circumstances
(e)	Videographer / Editor	Indeed.com
(f)	Studio Producer, ALT 96.9/WBOS	Internal Candidate
(g)	Radio Staff Engineer	Industry Referral
(h)	WKLB Music Director	Internal Candidate
(i)	Evening Host, WKLB-FM	Employee Referral
(j)	Digital Project Coordinator	Indeed.com
(k)	WBQT/WMJX Promotion Coordinator	Internal Candidate
(l)	WKLB/WBOS Promotion Coordinator	Internal Candidate
(m)	WBOS Studio Producer	Internal Candidate

(a) Job title: On-air Afternoon Announcer (WBQT-FM) Referral Source(s) of Hiree: Beasley Group Website (www.bbgi.com)

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Allaccess.com	Shawn Alexander	24995 P.C.H. C303 Malibu, CA 90265	(310) 465-6616	0	No
Beasley Media Group Websites bbgi.com See Appendix 1	Soni Dimond	3033 Rivira Drive, suite 200 Naples, FL 34103	(704) 227-8115	1	No
Connecticut School of Broadcasting	Sonig Varadian	180 Rumford Ave, #201 Newton, MA 02466	(781) 559-0005	0	No
Hot969Boston.com	Hish Fayed, Marketing Dir.	55 Morrissey Blvd. Boston, MA 02125	N/A	1	No
Alt929Boston/com	John Mullet, Marketing Dir.	55 Morrissey Blvd. Boston, MA 02125	N/A	1	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	N/a	1	No
Internal Candidates	Scott Morello, Program Director	55 Morrissey Blvd Boston, MA 02125	(781) 822-9600	3	N/A
Radio and Music Pros Newsletter	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 917555	(661)294-9408	0	No
Massachusetts Broadcasters Associations	Jordan Walton	43 Riverside Ave Medford, MA 02155	(800) 471-1875	0	No
Nichols College	Abby Gould	129 Center Road Dudley, MA 01571	(800) 470-3379	0	No

(b) Job title: Director of Information Technology (IT) Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Websites bbgi.com See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
monster.com	N/A	133 Boston Post Road, Weston, MA 02493		0	No
Employee Referral	N/A	N/A	N/A	1	N/A

(c) AP/HR Coordinator Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbgi.com See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
monster.com	N/A	133 Boston Post Road, Weston, MA 02493	N/A	3	No
Employee Referral	N/A	N/A	N/A	1	N/A

Stations WBOS-FM, WBQT-FM, WKLB-FM, WMJX-FM, and WROR-FM are Equal Opportunity Employers.

(d) Program Director, WKLB**Referral Source(s) of Hiree Exigent Circumstances**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Exigent Circumstances					

(e) Videographer / Editor**Referral Source(s) of Hiree: Indeed.com**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbg.com See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	1	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg. 1, Austin, TX 78750	N/A	13	No
monster.com	N/A	133 Boston Post Road, Weston, MA 02493	N/A	0	No

(f) Studio Producer, ALT 96.9/WBOS**Referral Source(s) of Hiree: Internal Candidate**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Allaccess.com	Shawn Alexander	24995 P.C.H. C303 Malibu, CA 90265	(310) 465-6616	2	No
Beasley Media Group Website bbg.com See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Radio and Music Pros Newsletter	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 91755	(661)294-9408	3	No
monster.com	N/A	133 Boston Post Road, Weston, MA 02493	N/A	0	No
Internal Candidates	N/A	N/A	N/A	7	N/A

(g) Radio Staff Engineer**Referral Source(s) of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbg.com See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	3	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	N/A	0	No
Industry Referral	N/A	N/A	N/A	1	N/A

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(h) WKLB Music Director

Referral Source(s) of Hire: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbg.com <u>See Appendix 1</u>	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	2	No
Connecticut School of Broadcasting	Sonig Varadian	180 Rumford Ave, #201 Newton, MA 02466	(781) 559-0005	0	No
Country Air Check	news@countryaircheck.com	914 18th Ave. S., 2 nd Floor Nashville, TN 37212	615-320-1450	1	No
Massachusetts Broadcasters Associations	Jordan Walton	43 Riverside Ave. Medford, MA 02155	(800) 471-1875	0	No
monster.com	N/A	133 Boston Post Road, Weston, MA 02493	N/A	0	No
Internal Candidate	N/A	N/A	N/A	1	N/A

(i) Evening Host, WKLB-FM

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbg.com <u>See Appendix 1</u>	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	N/A	0	No
Massachusetts Dept. of Employment and Training	jobquest.detma.org	One Ashburton Place, Suite 2112, Boston, MA 02108	(617) 626-7122	0	No
Massachusetts Broadcasters Associations	Jordan Walton	43 Riverside Ave Medford, MA 02155	(800) 471-1875	0	No
Employee Referral	N/A	N/A	N/A	3	N/A

(j) Digital Project Coordinator

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbg.com <u>See Appendix 1</u>	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley EEO Distribution List <u>See Appendix II</u>	Business Manager	55 Morrissey Blvd. Boston, MA 02125	(617) 822-9600	0	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	N/A	15	No
Internal Candidate	N/A	N/A	N/A	1	N/A

Stations WBOS-FM, WBQT-FM, WKLB-FM, WMJX-FM, and WROR-FM are Equal Opportunity Employers.

(k) WBQT/WMJX Promotion Coordinator

Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbg.com <u>See Appendix 1</u>	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley EEO Distribution List See Appendix II	Business Manager	55 Morrissey Blvd. Boston, MA 02125	(617) 822-9600	0	No
Facebook.com/HOT969BOSTON	Hish Fayed, Dir. of Marketing	N/A	N/A	0	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	N/A	1	No
Internal Candidate	N/A	N/A	N/A	4	N/A
monster.com	N/A	133 Boston Post Road, Weston, MA 02493	N/A	1	No

(l) WKLB/WBOS Promotion Coordinator

Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website bbg.com <u>See Appendix 1</u>	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley EEO Distribution List See Appendix II	Business Manager	55 Morrissey Blvd. Boston, MA 02125	(617) 822-9600	0	No
Internal Candidate	N/A	N/A	N/A	4	N/A

(m) WBOS Studio Producer

Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Allaccess.com	Shawn Alexander	24995 P.C.H. C303 Malibu, CA 90265	(310) 465-6616	2	No
Alt929Boston.com	Ken West	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Employee Referral	N/A	N/A	N/A	1	No
Internal Candidate	N/A	N/A	N/A	5	No
Industry Referral	Michael Czarnecki	Entercom 20 Guest Street Brighton, MA	(671) 779-5800	2	No
Radio and Music Pros Newsletter	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 91755	(661)294-9408	1	No
monster.com	N/A	133 Boston Post Road, Weston, MA 02493	N/A	0	No

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5) **Total number of Interviewees Referred:** For the period from November 23, 2016 through November 22, 2017 this Employment Unit interviewed 87 interviewees for full-time job vacancies.

#6. Supplemental Recruitment Initiatives

(a) **Initiative: Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.**

Date: Ongoing

Participants: All stations

WBOS, WBQT, WKLB, WMJX and WROR have an ongoing internship program in the programming, promotions, sales and production departments designed to assist members of the community in acquiring skills needed for broadcast employment. The internship program is promoted on station websites, through postings with outside sources and at job fairs sponsored by local colleges. These are semester-long, for-credit programs that allow students to experience radio station operation first hand. Time is provided for department head managers to answer questions in a formal setting in order to explain and provide context for students on the various procedures, techniques and events they experience during the internship. During this reporting period, the Employment Unit had 3 interns.

(b) **Initiative: Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

Massachusetts Broadcasters Association Virtual Job Fair

Date: December 5, 2016

Promoted on stations WBOS, WBQT, WKLB, WMJX, WROR

Massachusetts Broadcasters Association Virtual Job Fair

Date: March 20, 2017

Promoted on stations WBOS, WBQT, WKLB, WMJX, WROR

National Association of Broadcasters – Educational Foundation

Date: April 25, 2017

2017 NAB Radio Show, Las Vegas

The employment unit participated in the National Association of Broadcasters Career Fair in Las Vegas, Nevada. The event attracted hundreds of individuals interested in a career in broadcasting.

Massachusetts Broadcasters Association Virtual Job Fair

Date: July 17, 2017

Promoted on stations WBOS, WBQT, WKLB, WMJX, WROR

National Association of Broadcasters – Educational Foundation

Date: September 7, 2017

2017 Radio Show in Austin, TX

The employment unit participated in the National Association of Broadcasters Career Fair in Austin, Texas. The event attracted hundreds of individuals interested in a career in broadcasting.

Massachusetts Broadcasters Association Virtual Job Fair

Date: October 23, 2017

Promoted on stations WBOS, WBQT, WKLB, WMJX, WROR

(c) Initiative: Participation in events or programs sponsored by education institutions or organizations related to career opportunities in broadcasting.

Date: 11/10/17

- I. WKLB's afternoon on-air host gave a tour and discussed broadcasting opportunities for two students from Bridgewater State University who operate their own radio show at the college. She discussed her education, initial job, career path, and gave a behind the scenes look at what it takes to run a major radio station. She also gave advice to the students on how to reach out to other students and encourage them to join the broadcasting business.

Date: 11/15/17

- II. WROR's afternoon on-air host spoke to students at Dean College in Franklin, MA regarding radio broadcasting career opportunities. He spoke to students about the industry and what his job entails and how he got started in his career.

Date: 10/25/17

- III. The Special Project Coordinator hosted a tour of the station for the Boys and Girls Club of Mattapan. Students had an opportunity to visit behind the scenes and see radio works, and to visit a live studio.

(d) Initiative: Posting of Job Openings in Job Banks/Newsletters

Date: Ongoing

- I. The Employment Unit posts certain job openings and internships at the online job banks of the Massachusetts Broadcasters Association (www.massbroadcasters.org), New Hampshire Broadcasters Association (www.nhab.org) and with the National Association of Broadcasters (www.nab.org), All Access (www.allaccess.com), as well as regularly sending non-confidential upper-level postings (Management, Sales, Promotions) to organizations with membership including substantial participation by woman and minorities such as NAACP (Boston Chapter) (www.bostonnaacp.org), Action for Community Development (www.bostonabc.org), and The Boston Career Link (www.bostoncareerlink.org).

Beasley Media Group Station/Websites

APPENDIX 1 –

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone No.	Did Recruitment Source Request Notification?
Beasley Media Group Atlanta, GA	Business Manager	1465 Northside Dr. #218, Atlanta, GA 30318	404-355-8600	No
Beasley Media Group Augusta, GA	Business Manager	4051 Jimmie Dyess Parkway, Augusta GA 30909	706-396-7000	No
Beasley Media Group Boca Raton, FL	Business Manager	1650 S. Dixie Highway, 5 th Floor, Boca Raton FL, 33432	561-997-0074	No
Beasley Media Group, Boston, MA	Business Manager	55 Morrissey Blvd., Boston MA, 02125	617-822-9600	No
Beasley Media Group Charlotte, NC	Business Manager	1520 South Blvd, Ste 300, Charlotte NC 28203	704-522-1103	No
Beasley Media Group Detroit	Business Manager/ Executive Assistant	One Radio Plaza, Ferndale, MI 48220	248-591-6804	No
Beasley Media Group Fayetteville, SC	Business Manager	508 Person Street, Fayetteville, NC 28301	910-486-2000	No
Beasley Media Group Fort Myers, FL	Business Manager	20125 S. Tamiami Trail, Estero FL 33928	239-495-2100	No
Beasley Media Group Greenville-Bern-Jacksonville, NC	Business Manager	2929 Radio Station Rd, Greenville NC, 27834	252-757-0011	No
Beasley Media Group Las Vegas, NC	Business Manager	2920 S Durango Drive, Las Vegas, NV 89117	702-730-0300	No
Beasley Media Group New Jersey	Business Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	No
Beasley Media Group Philadelphia, PA	Business Manager/ Executive Assistant	1 Bala Plaza, Suite 424, Bala Cynwyd, PA 19004	610-667-8500	No
Beasley Media Group Tampa, FL	Business Manager	9721 Executive Center Drive, Suite 200, St. Petersburg, FL 33702	727-563-8990	No
Beasley Media Group Wilmington, DE	Business Manager	812 Philadelphia Pike, Suite C, Wilmington, DE 19809	302-765-1160	No
Beasley Broadcast Group Inc. Careers (www.bbgi.com)	Director, Information Technology	3033 Riviera Drive, Suite 200, Naples FL 34103	239-263-5000	No
Beasley Media Group, Inc. Hot969Boston.com	Hish Fayed, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. alt92.9.com	Sean Doherty, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. www.country1025.com	Christina Serrano, Promo Coordinator	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. wror.com	Jami Martel, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. wmjx1067.com	Rob Hogan, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No

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APPENDIX II – EEO Distribution List

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone No.	Did Recruitment Source Request Notification?
ABCD, Inc.	Human Resources	178 Tremont Street Boston, MA 02111	617-357-6000	No
Action for Community Development	www.bostonabcd.org	178 Tremont Street, Boston, MA 02111	617-348-6387	No
Department of Labor & Workforce (JobQuest)	jobquest.detma.org	1 Ashburton Pl, Boston, MA 02108	617-626-7100	No
Career Link (Boston)	Mark Bryson	1010 Harrison Ave. Boston, MA 02119	617-541-1487	No
Indeed.com	N/A	www.indeed.com	N/A	No
National Associate for the Advancement of Colored People (NAACP)	Evelyn Norman info@bostonnaacp.org	330 Martin Luther King Blvd Mall of Roxbury Boston, MA 02119	617.427.9494	No
The Career Place	gsummer@detma.org	100 Trade Center, Suite G100 Woburn, MA 01801	781.932.5500	No
Massachusetts Dept. of Employment and Training	jobquest.detma.org	One Ashburton Place, Suite 2112 Boston, MA 02108	(617) 626-7122	No
monster.com	N/A	N/A	N/A	No
Massachusetts Broadcasters Association	Jordan Walters	43 Riverside Ave, Medford, MA 02155	(800) 471-1875	No
National Association of Broadcasters (NAB) Career Center hr@nab.org	Human Resources	National Association of Broadcasters 1771 N Street NW Washington DC 20036	202 429 3928	No
The Work Place	feedback@theworkplace.org	29 Winter Street Boston, MA 02108		No
Babson College	Campus Recruiter	231 Forest St, Babson Park, MA 02457	781-235-1200	No
Boston University Office of Career Services	Campus Recruiter	One Silber Way Boston, MA 02215	617-353-2000	No
Bates college	Campus Recruiter	2 Andrews Road Lewiston, ME 04240	207-786-6225	No
Connecticut School of Broadcasting	Sonig Varadian	130 Birdseye Rd, Farmington, CT 06032	800-887-2346	No
Emerson College	Campus Recruiter	120 Boylston St, Boston, MA 02116	617-824-8500	No
Endicott College	Campus Recruiter	376 Hale St, Beverly, MA 01915	978-927-0585	No
Stonehill College	Campus Recruiter	320 Washington St, North Easton, MA 02357	508-565-1000	No
Suffolk University	Campus Recruiter	8 Ashburton Pl, Boston, MA 02108	617-573-8000	No
Wellesley College	Campus Recruiter	106 Central St, Wellesley, MA 02481	781-283-1000	No

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