

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2016 – March 22, 2017.

1) Employment Unit: Beasley Media Group, LLC - Wilmington, DE

2) Unit Member (Station and Community of License): WJBR-FM, Wilmington, DE

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number: 302-765-1160
812 Philadelphia Pike	Contact Person/Title: A.J. Lurie, VP/MM
Wilmington, DE 19809	E-mail Address: aj.lurie@bbgi.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
(a) NTR Director	Industry Referral
(b) Account Executive	Employee Referral
(c) Chief Engineer	Employee Referral
(d) Promotions Director	Employee Referral
(e) Account Executive (3 positions filled)	Indeed.com (1), WJBR-FM Recruitment Commercial (1), University of Delaware (1)

5) Job Title: NTR Director Referral Source of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Industry referral	N/A	N/A	1	No
ACRS Solutions	Amy Smith	amy@acresearchsolutions.com	2	No
Delaware Congressional Delegation Job Fair	N/A	N/A	1	No
Barry's Events	Barry Schuck	1700 Shallcross Ave., Suite 3, Wilmington DE 19806	2	No
Greater Media referral	N/A	N/A	1	No

5) Job Title: Account Executive Referral Source of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wilmington University	N/A	N/A	0	No
Delaware State University	Dr. Bill Means	N/A	0	No
Indeed.com	N/A	7501 N. Capitol of Texas Highway Building B Austin, TX 78731	2	No

Community College of Philadelphia	N/A	N/A	0	No
Beasley Media Group Internal posting	Alisha Racine	812 Philadelphia Pike Wilmington, DE 19809	0	No
Craig's List	N/A	N/A	0	No
WJBR-FM Recruitment Commercials	Matt Smith	812 Philadelphia Pike Wilmington, DE 19809	2	No
Employee Referral	N/A	N/A	1	No

5) Job Title: Chief Engineer

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
BBGI Internal Posting	Mike Cooney	N/A	4	No
Industry Referral	N/A	N/A	1	No
Employee Referral	N/A	N/A	1	No

5) Job Title: Promotions Director

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	7501 N. Capitol of Texas Highway Building B Austin, TX 78731	2	No
BBGI Internal Posting	Soni Dimond	soni.dimond@bbgi.com	0	No
WJBR-FM Recruitment Commercial	Matt Smith	812 Philadelphia Pike Wilmington, DE 19809	0	No
Industry Referral	N/A	N/A	1	No
Employee Referral	N/A	N/A	1	No
University of Delaware	N/A	N/A	0	No
Wilmington University	N/A	N/A	0	No

5) Job Title: Account Executive (3 positions filled)

Referral Sources of Hire: Indeed.com (1),
WJBR Recruitment Commercial (1), University
of Delaware (1)

Name of Organization Notified of Job Vacancy	Contact Person	Address Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	7501 N. Capitol of Texas Highway Building B Austin, TX 78731	3	No
BBGI Internal Posting	Soni Dimond	soni.dimond@bbgi.com	1	No

WJBR-FM Recruitment Commercial	AJ Lurie	812 Philadelphia Pike Wilmington, DE 19809	1	No
University of Delaware	Susan Reeser	250 Pearson Hall Wilmington, DE 19805	1	No
Wilmington University	Shannon Netta	302-356-6820	0	No

6) Total # of Interviewees Referred: For the period from March 23, 2016 through March 22, 2017 this Employment Unit interviewed 28 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Participation in job fairs

NAB Career Fair 2016, sponsored by the National Association of Broadcasters; Location: Las Vegas, NV; Date: April 20, 2016. Personnel who have substantial responsibility in the making of hiring decisions in attendance: BBGI Vice President of Engineering and the Las Vegas Director of Sales.

NAB/RAB Radio Show Career Fair 2016, sponsored by the National Association of Broadcasters and the Radio Advertising Bureau; Location: Nashville, TN; Date: September 20, 2016. Personnel who have substantial responsibility in the making of hiring decisions in attendance: BBGI Vice President of Engineering.

(b) Participation in events sponsored by organizations interested in broadcast employment

ABC Men Inc. 6th Annual Youth Career Day
July 8, 2016

The VP/Market Manager participated in the ABC Men Inc. 6th Annual Youth Career Day at Philadelphia’s City Hall, speaking with the 80 high school participants about radio broadcasting as a career and intern and job opportunities available at the Employment Unit.

New Castle County Chamber of Commerce Women’s Expo
November 17th, 2016

WJBR staff and management hosted a booth at the 25th Annual New Castle County Chamber of Commerce Women’s Expo at the University of Delaware, participating in discussion panels and educational workshops throughout the day, and speaking with the 400 participants about radio broadcasting as a career and job opportunities available at the Employment Unit.

Girl Scouts Media Program
Ongoing

WJBR participates in the Girls Scouts of the Chesapeake Bay Media Program, geared toward middle school and high school girls interested in broadcasting. The Employment Unit’s participation includes three two-hour sessions at the station hosted by the Program Director with hands-on experiences in the production and on-air studios, an overview of radio sales and broadcast engineering careers and a discussion of how the role of women in broadcast has

changed over the years. Twelve participating scouts visited the station on April 2, 2016, November 12, 2016 and March 4, 2017.

(c) Internship program

WJBR Internship Program

Ongoing

During this reporting period, the Employment Unit provided 2 college students with an educational experience each tailored to each student's interests and career aspirations in broadcasting. Overseen by the Unit's Promotions Director and Sales Director, these internships provide opportunities in various radio station departments, including programming, promotions and sales.