

b) Job Title: Promotions Director

Referral Source of Hire: WJBR-FM Recruitment Commercial

Name of Organization Notified of Job Vacancy	Contact Person	Address/Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Alisha Racine	www.bbgi.com 3033 Riviera Drive, Suite 200 Naples, Florida 34103	0	No
Indeed.com	N/A	www.indeed.com	4	No
Villanova University	Shayla Melroy	www.handshake.com	1	No
Wilmington University	Shannon Netta	www.handshake.com	0	No
University of Delaware	N/A	www.handshake.com	0	No
WJBR-FM Recruitment Commercial	AJ Lurie	812 Philadelphia Pike, Suite A Wilmington, DE 19809	2	No

c) Job Title: Promotions Director

Referral Source of Hire: 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)
Internal Posting	Alisha Racine	www.bbgi.com 3033 Riviera Drive, Suite 200 Naples, Florida 34103	1	No
Indeed.com	N/A	www.indeed.com	4	No
Industry Referral	N/A	N/A	1	No
Wilmington University	Shannon Netta	www.handshake.com	0	No
University of Delaware	N/A	www.handshake.com	0	No

d) Job Title: On-Air Announcer

Referral Source of Hire: AllAccess.com

Name of Organization Notified of Job Vacancy	Contact Person	Address/Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Alisha Racine	www.bbgi.com 3033 Riviera Drive, Suite 200 Naples, Florida 34103	0	No
AllAccess.com	N/A	www.allaccess.com	3	No
Indeed.com	N/A	www.indeed.com	1	No
Radio Ink	N/A	www.radioink.com	2	No
University of Delaware	N/A	www.handshake.com	0	No

e) Job Title: Account Executive

Referral Source of Hire: WJBR-FM Recruitment Commercial

Name of Organization Notified of Job Vacancy	Contact Person	Address/Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Alisha Racine	www.bbgi.com 3033 Riviera Drive, Suite 200 Naples, Florida 34103	0	No
Indeed.com	N/A	www.indeed.com	4	No
Villanova University	Shayla Melroy	www.handsake.com	1	
University of Delaware	Susan Resner	www.handshake.com	0	No
Wilmington University	Shannon Netta	www.handshake.com	0	No
WJBR-FM Recruitment Commercial	AJ Lurie	812 Philadelphia Pike, Suite A Wilmington, DE 19809	2	No

f) Job Title: Account Executive (3 Positions filled)

Referral Source of Hire: WJBR-FM Recruitment Commercial (2), Indeed.com (1)

Name of Organization Notified of Job Vacancy	Contact Person	Address/Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Alisha Racine	www.bbgi.com 3033 Riviera Drive, Suite 200 Naples, Florida 34103	1	No
Indeed.com	N/A	www.indeed.com	3	No
University of Delaware	Susan Resner	www.handshake.com	1	No
Wilmington University	Shannon Netta	www.handshake.com	0	No
WJBR-FM Recruitment Commercial	AJ Lurie	812 Philadelphia Pike, Suite A Wilmington, DE 19809	2	No

g) Job Title: Traffic Manager

Referral Source of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address/Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Alisha Racine	www.bbgi.com 3033 Riviera Drive, Suite 200 Naples, Florida 34103	2	No
Indeed.com	N/A	www.indeed.com	2	No
University of Delaware	N/A	www.handshake.com	0	No
Wilmington University	N/A	www.handshake.com	0	No
Villanova University	Shayla Melroy	www.handshake.com	0	No

6) Total number of interviewees Referred: For the period from March 23, 2017 and March 22, 2018, this Employment Unit interviewed 41 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Participation in Job Fairs

NAB Career Fair 2017, sponsored by the National Association of Broadcasters

Location: Las Vegas, NV Date: April 25, 2017

The Beasley Media Vice President of Corporate Communications 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.

NAB/RAB Radio Show Career Fair 2017, sponsored by the National Association of Broadcasters and the Radio Advertising Bureau

Location: Austin, TX Date: September 7, 2017

The Beasley Media Vice President of Corporate Communications participated in the National Association of Broadcasters Career Fair in Austin, TX. The event attracted hundreds of individuals interested in a career in broadcasting.

Philadelphia, PA Career Fair

Location: Holiday Inn Philadelphia Stadium, Philadelphia, PA Date: September 20, 2017

Personnel who have substantial responsibility in the making of hiring decisions in attendance:
WJBR Director of Sales.

(b) Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting

Temple University Klein College of Media and Communication's Internship and Career Fair

Location: Howard Gittis Student Center, Philadelphia, PA Date: February 15, 2018

Personnel who have substantial responsibility in the making of hiring decisions in attendance:
WJBR Director of Sales. Nearly 500 broadcast and communications students interested in internships and jobs attended the event.

University of Delaware Communication & Media Meetup

Location: University of Delaware Trabant University Center, Newark, DE Date: March 6, 2018

Personnel who have substantial responsibility in the making of hiring decisions in attendance:
WJBR Vice-President and General Manager Over 100 students attended the networking session and panel discussion on broadcast employment.

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

Girl Scouts Media Program

Ongoing

WJBR FM participates in the Girl Scouts of the Chesapeake Bay Media Program, geared toward middle school and high school girls interested in broadcasting. The Employment Unit's participation includes at least two two-hour sessions at the station hosted by the Program Director or the on-air Morning Show Host 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. Approximately thirteen scouts participated in each session July 22, 2017 and March 3, 2018.

(d) Internship Program

WJBR Internship Program

Ongoing

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