

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2018 – March 22, 2019

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 the Employment Unit

Mailing Address:
812 Philadelphia Pike
Wilmington, DE 19809

Telephone Number: 302-765-1160
Contact Person/Title: A.J. Lurie, VP/MM
E-mail Address: aj.lurie@bbgi.com

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

Job Title

Recruitment Source Referring Hiree

(a) Account Executive

Industry Referral

(b) Account Executive (2 positions filled)

Indeed.com

5) Vacancies Filled:

a) Job Title: Account Executive

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)
Internal Posting	Alisha Racine	www.bbgi.com 3033 Riviera Drive, Suite 200, Naples, Florida 34103	1	No
Indeed.com	N/A	www.indeed.com	2	No
Industry Referral	N/A	N/A	1	No
Handshake.com	N/A	Handshake.com	0	No
Villanova University	Shayla McElroy	www.handshake.com	1	No
University of Delaware	Susan Resner	www.handshake.com	3	No

b) Job Title: Account Executive (2 Positions filled)**Referral Source of Hiree: Indeed.com (2)**

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
Handshake.com	N/A	Handshake.com	0	No
Indeed.com	N/A	www.indeed.com	6	No

6) Total number of interviewees Referred: For the period from March 23, 2018 and March 22, 2019, this Employment Unit interviewed 15 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.**(a) Participation in Job Fairs****1. Philadelphia, National Career Fairs**

Location: Hilton Hotel – City Avenue, Philadelphia, PA Date: July 17, 2018

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

2. Philadelphia, National Career Fairs

Location: Hilton Hotel – City Avenue, Philadelphia, PA Date: November 14, 2018

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

3. National Association of Broadcasters – Educational Foundation

Location: 2018 NAB Radio Show, Las Vegas, NV Date: April 11, 2018

Beasley Media Group participated in a career fair on April 11, 2018 hosted by the National Association of Broadcasters Education Foundation in Las Vegas, NV. Personnel in attendance discussed available opportunities and careers in broadcasting generally. Job postings for Beasley Media stations were available along with the most current sales kits for each market for attendees to review.

4. National Association of Broadcasters – Educational Foundation

Location: 2018 NAB Radio Show, Orlando, FL Date: September 27, 2018

Beasley Media Group participated in a career fair on September 27, 2018 hosted by the National Association of Broadcasters Education Foundation in Las Vegas, NV. Personnel in attendance discussed available opportunities and careers in broadcasting generally. Job postings for Beasley Media stations were available along with the most current sales kits for each market for attendees to review.

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

1. Delaware Valley University Communications Department

Location: Delaware Valley University, Doylestown, PA Date: February 21, 2019

Station Personnel in Attendance: A Senior Account Executive

The station representative addressed approximately 22 Communications Seniors on radio marketing and sales and the use of new technology and social media in advertising.

2. Chester Community Charter School Career Day

Location: Chester Community Charter School, Chester, PA Date: March 8, 2019

Station Personnel in Attendance: Two On-Air Announcers

Station representatives addressed over 50 4th through 6th grade students on jobs in radio, on the air and in sales, marketing and engineering, and the educational requirements for them.

3. University of Delaware Communication & Media Meetup

Location: University of Delaware Trabant University Center, Newark, DE Date: March 12, 2019

Station Personnel in Attendance: WJBR Vice-President/General Manager and an Account Executive.

Over 100 students attended the networking session and panel discussion on broadcast employment.

(d) Internship Program(s)

1. WJBR Internship Program

Ongoing

During the reporting period, the Employment Unit provided three 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.

2. WJBR Podcast Journalism Internship Program

Ongoing from February 1, 2019

Working with the University of Delaware Journalism Department, the Employment Unit created an internship for students interested in broadcast or podcast journalism and provided two students the opportunity to write, record and edit audio content.