

June 3, 2022

**UPLOADED TO WBNP(AM) AND
WRCA(AM) ONLINE PUBLIC FILES**

EEO Staff
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, D.C. 20554

Dear EEO Staff:

Station WROR-FM, Framingham, Massachusetts (“WROR”) has been randomly selected to respond to the Equal Employment Opportunity (“EEO”) audit letter (the “Letter”) issued by Commission staff on March 21, 2022.¹ The licensee of WROR is Beasley Media Group Licenses, LLC (“Beasley”), and WROR is assigned to the Boston market. Beasley is the licensee of WRCA(AM), Watertown, Massachusetts (“WRCA”), which is also assigned to the Boston market. Bloomberg Communications, Inc. (“BCI”) is the broker of programming time on WRCA pursuant to a Local Programming and Marketing Agreement. Pursuant to Paragraph 4(a) of the Letter, Beasley’s counsel forwarded a copy of the Letter to BCI’s counsel on April 28, 2022.

BCI’s affiliated entity, Bloomberg Radio Newburyport LLC (“BRN”), is the licensee of WBNP(AM), Newburyport, Massachusetts (“WBNP”), which is also assigned to the Boston market. BCI and BRN are collectively referred to herein as “Bloomberg.” Based on guidance received from Commission staff, Bloomberg is submitting this response to the Letter as licensee for WBNP and as broker for WRCA. Bloomberg’s WBNP employees and its employees associated with the WRCA brokerage arrangement form an employment unit that is referred to herein as the “Unit.”

Commission staff have provided Bloomberg with an extension, to and including June 3, 2022, in which to submit this response.²

2(b). *Audit Data Requested.*

(i) Copies of the Unit’s two most recent EEO Public File Reports, described in section 73.2080(c)(6).

¹ DA 22-275.

² Email from Lynn Kalagian-Jones, FCC Enforcement Bureau, to David A. O’Connor, Counsel for Bloomberg (May 3, 2022).

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Copies of the Unit's two most recent EEO public file reports for the period covering December 1, 2019 to November 30, 2020 and December 1, 2020 to November 30, 2021 (together, the "Audit Period") are attached hereto as Exhibit 1 and Exhibit 2, respectively.

(ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

WNBP/WRCA – bloombergradio.com³

The current EEO public file report is posted on the above-referenced website.

(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may include in its response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii). Include, however, copies of all job announcements sent to any organization (identified separately from other recruitment sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

During the Audit Period, no full-time employees were hired, and therefore Bloomberg did not send any job vacancy notices for full-time employees during the Audit Period. Bloomberg maintains a list of recruitment sources, including any recruitment sources that have requested to be notified of full-time job openings, and will use this list to engage in wide dissemination of any full-time job vacancies to the extent such vacancies occur in the future.

For any such vacancy, the Unit will utilize a recruitment management system, which records the date and time that the notices were sent by email to the recruitment sources for every full-time vacancy.

³ WNBP and WRCA are simulcasts of Bloomberg Radio programming. The website listed above is the corporate website.

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(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

Not applicable, as there were no full-time hires during the Audit Period and thus no interviews.

(v) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

The Unit currently has a total of 6 full-time employees.

The population of the market in which the Unit operates is more than 250,000.⁴ As such, the Unit is required to perform four initiatives within a two-year period. 47 C.F.R. § 73.2080(c)(2).

During the Audit Period, the Unit engaged in the required number of recruitment initiatives, as shown in Exhibit 1 and Exhibit 2. Documentation concerning four of these initiatives is provided in Exhibit 3.

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it

⁴ The Unit is located in the Boston Metropolitan Statistical Area, which has a population of more than 4.9 million.

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was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition.

None.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and program.

As an initial matter, the Unit provides equal employment opportunities to all qualified individuals without regard to race, color, religion, national origin, marital status, gender, age, disability or any other classification protected by applicable law, in all personnel actions, including recruitment, evaluation, selection, compensation, training, promotion, and termination. The Unit complies with applicable federal, state, and local laws concerning employment matters.

The Licensee's "Equal Employment Opportunity and Non-Discrimination Policy" specifically states that the company is committed to non-discrimination and will not tolerate any form of discrimination in the workplace. These policies are readily available to all employees on Bloomberg's Intranet site, and the Unit requires all employees to acknowledge them on an annual basis.

For each full-time vacancy, Bloomberg's Human Resources ("HR") department is charged with coordinating EEO efforts and assists the hiring managers with job posting requirements. HR serves as a resource for Unit management and employees on equal employment opportunity matters. The Unit's Global Radio Manager oversees all employees of the Unit and is responsible for implementation of the Unit's EEO policies. All questions regarding EEO are directed to HR for clarification, resolution, and/or escalation. Relevant department managers are involved in all aspects of hiring, termination, and any disciplinary actions needed to ensure EEO compliance. These managers are expected to ensure that equal employment opportunity is afforded to all applicants for positions with the Unit, and to all employees. Should a concern or complaint regarding EEO arise, managers are expected to address the complaint, notify HR of such complaint, and be part of the resolution.

The Unit informs employees and job applicants of its EEO policies and program in various ways. The Unit's EEO policies and program is provided to all new hires and the EEO policy is posted on the parent company intranet site. The Unit also provides EEO training to managers periodically (most recently on November 15, 2021 for the Unit). In addition, each job notice on the Unit's career site informs potential applicants that the Unit is an equal

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employment opportunity employer, and information about the Unit's being an equal employment opportunity employer is included as part of the Unit's application for employment process.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The Unit reviews its EEO policies and program for compliance and effectiveness by conducting an annual internal review. The Unit encourages management to identify organizations to add to the Unit's list of recruitment sources. The Unit also proactively contacts its recruitment sources annually to keep contact information updated and to confirm that they wish to continue receiving notices of full-time vacancies.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

The Unit undertakes every effort to ensure that the Unit's pay, benefits, seniority practices, promotions, and selection techniques and tests provide equal employment opportunities. The Unit's employees are reviewed annually by the management. With respect to matters related to pay, the Unit endeavors to ensure that the compensation for each position is comparable to other employees with similar job descriptions and to other similar jobs in the local marketplace. With regard to benefits, all full-time employees are entitled to the same benefits package.

With respect to promotions, the Unit encourages employees to apply for available positions within the company. When there is an opportunity to promote from within, the Unit looks at the employee's qualifications, seniority, experience, attitude, leadership skills, and overall approach to their work.

The Unit does not have any union agreements.

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date

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filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

The Unit is not a religious broadcaster.

4. *Time Brokerage.*

(a) *Licensee of brokered station(s). If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.*

WNBP is licensed to Bloomberg and is not subject to a brokerage arrangement. This response includes Bloomberg's response as broker for WRCA.

(b) *Broker receiving audit letter from brokered station licensee. If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. See Section 73.2080(f)(3).*

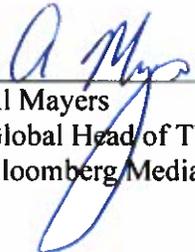
Other than the WRCA brokerage arrangement, the Unit does not broker any other broadcast stations.

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I certify that the contents of this audit response are complete and accurate to the best of my knowledge.

Please contact Bloomberg's counsel, David O'Connor, at 202-383-3429, or doconnor@wbklaw.com, with any questions concerning this response.

Respectfully submitted,



Al Mayers
Global Head of TV & Radio,
Bloomberg Media

Attachments

EXHIBIT 1

EEO PUBLIC FILE REPORT – WNBP-AM (Newburyport, MA)
(As amended. Supplemental information provided)

- A. Employment Unit Covered: WNBP-AM (including the following station covered by an LMA relationship: WRCA-AM, Watertown, MA)
- B. Reporting Period: December 1, 2019 – November 30, 2020
- C. Full-time Vacancies Filled and Recruitment Source to Fill Vacancy: No full time employees were hired during this reporting period.
- D. Outreach initiatives, in accordance with 47 C.F.R. 73.2080(c)(2):

1) 47 C.F.R. 73.2080(c)(2)(i), Job Fairs – During the reporting period, personnel with substantial responsibility for hiring decisions at WNBP-AM participated in the following career fair:

- joint National Black Journalist Association (“NABJ”) and National Association of Hispanic Journalists (“NAHJ”) virtual convention and job fair (August 2020).

2) 47 C.F.R. 73.2080(c)(2)(viii), Training Program – A variety of training programs are offered, including throughout this reporting period. Ongoing, on-demand training programs that enable personnel to acquire new skills that could qualify them for higher-level positions, include: Becoming a Transformational Leader, Inclusive Leadership Training, Owning your Career Development, Leadership Fundamentals, Developing Your Team, and Mapping Your Career Success. We also offer a one-on-one voice coaching program provided by a professional talent coach.

3) 47 C.F.R. 73.2080(c)(2)(ix), Mentoring Program – We offer to personnel an ongoing one-on-one mentoring program, including throughout this reporting period. Available mentors include on-air talent, technical personnel, producers, and a professional talent coach.

4) 47 C.F.R. 73.2080(c)(2)(xiv), EEO Program Training for Management Personnel – On November 24, 2020, management and personnel involved in making hiring decisions participated in training focused on methods of ensuring equal employment opportunity and preventing discrimination, including: understanding EEO regulations, related reporting obligations, enforcement issues, interviewing best practices and skills, impacts of methods of disseminating, posting, screening, and selecting applicants. We also provide on-going and on-demand trainings related to diversity and inclusion, including: Inclusive Training for Individual Contributors, Micro-Inequities Training for Editorial and Research, and Inclusion Dialogue: Conversations about Race.

EXHIBIT 2

EEO PUBLIC FILE REPORT – WNBP-AM (Newburyport, MA)

(As amended. Supplemental information provided)

- A. Employment Unit Covered: WNBP-AM (includes WRCA-AM, Watertown, MA (under separate LMA))
- B. Reporting Period: December 1, 2020 – November 30, 2021
- C. Full-time Vacancies Filled and Recruitment Source to Fill Vacancy: No full time employees were hired during this reporting period.
- D. Outreach initiatives, in accordance with 47 C.F.R. 73.2080(c)(2):

1) 47 C.F.R. 73.2080(c)(2)(i), Job Fairs – During the reporting period, personnel with substantial responsibility for hiring decisions at WNBP-AM participated in the following career fairs:

- National Black Journalist Association (“NABJ”) job fair – August 18-21, 2021
- National Association of Hispanic Journalists (“NAHJ”) job fair – July 14-16, 2021
- Asian American Journalists Association (“AAJA”) job fair – August 24-26, 2021
- Columbia Journalism School virtual career fair – April 12, 2021

2) 47 C.F.R. 73.2080(c)(2)(viii), Training Program – A variety of training programs are offered, including throughout this reporting period. Ongoing, on-demand training programs that enable personnel to acquire new skills that could qualify them for higher-level positions, include: Driving Your Career Development, Executive Presence, Level Up Your Virtual Presence, Influencing Others, Enhance Your Professional Presence, and Communication Styles and Effectiveness. We also offer a one-on-one voice coaching program provided by a professional talent coach.

3) 47 C.F.R. 73.2080(c)(2)(ix), Mentoring Program – We offer to personnel an ongoing one-on-one mentoring program, including throughout this reporting period. Available mentors include on-air talent, technical personnel, producers, and a professional talent coach.

4) 47 C.F.R. 73.2080(c)(2)(xiv), EEO Program Training for Management Personnel – On November 15, 2021, management and personnel involved in making hiring decisions participated in training focused on methods of ensuring equal employment opportunity and preventing discrimination, including: understanding EEO regulations, related reporting obligations, enforcement issues, interviewing best practices and skills, impacts of methods of disseminating, posting, screening, and selecting applicants. We also provide ongoing and on-demand trainings called the Diversity and Inclusion Growth Series, including the following topics: Embracing disability in the workplace: Being mindful of what we can and can’t see, From Unconscious Bias to Conscious Decision Making, Inclusive Leadership for Team Leads and Managers, Gender equity: How to build a gender inclusive culture in the workplace, and Working Across Cultures.

EXHIBIT 3

Participation in 4 Job Fairs

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Bloomberg L.P.
731 Lexington Ave
New York, NY 10022

REMITTANCE ADVICE

NATIONAL ASSOCIATION OF BLACK
JOURNALISTS
1100 KNIGHT HALL
COLLEGE PARK MD 20742

Vendor No.: 110249
Remittance Date: 03/03/2020
Remittance Total: 30,503.00 USD
Payment Type: ELECTRONIC
Payment Reference: 2000555941
Customer Number :
Page: 1 of 1

Invoice Date	Invoice #	Voucher #	Invoice Total	Crcy	Discount Amount	Due
02/10/2020	C202015	5106643877	30,503.00	USD	0.00	30,503.00

Please contact your bank for further information regarding the exact date that the funds have been, or will be, credited to your account.
If you have a query, please contact Accounts Payable on 212-617-0324.

ASIAN AMERICAN JOURNALISTS ASSN.

228 VALLEY GLEN LANE
MARTINEZ, CA 94553

Invoice

Date	Invoice #
4/29/2021	900-193

Bill To
BLOOMBERG LP 731 LEXINGTON AVE. NEW YORK, NY 10022

P.O. No.	Terms
4500600117	Net 30

Description	Rate	Amount
2021 CONVENTION JADE PACKAGE SPONSORSHIP	7,500.00	7,500.00
Thank you for your support.		Total \$7,500.00

From: "Ilsa Prieto (BLOOMBERG/ 120 PARK)" <iprieto7@bloomberg.net>
Date: Fri, 4 Jun 2021 13:03:40 -0400
To: nyap-fax-ix@bloomberg.com
Subject: Asian American
Attachments: Asian American.pdf

Ilsa Prieto
Bloomberg, L.P.
Accounts Payable
120 Park Avenue
New York, NY 10017

Bloomberg

Bloomberg L.P.
731 Lexington Ave
New York, NY 10022

REMITTANCE ADVICE

ASIAN AMERICAN JOURNALISTS
ASSOCIATION
1301 K STREET NW SUITE 300W
WASHINGTON DC 20005

Vendor No.: 109717
Remittance Date: 07/27/2021
Remittance Total: 7,500.00 USD
Payment Type: ELECTRONIC
Payment Reference: 2000596396
Customer Number :
Page: 1 of 1

Invoice Date	Invoice #	Voucher #	Invoice Total	Crcy	Discount Amount	Due
04/29/2021	F97668	1900739405	7,500.00	USD	0.00	7,500.00

Please contact your bank for further information regarding the exact date that the funds have been, or will be, credited to your account.
If you have a query, please contact Accounts Payable at 212-617-0324.



May 24, 2021

INVOICE

Laura Zelenko
 Senior Executive Editor, Standards
 Bloomberg L.P.
 731 Lexington Ave
 New York, NY 10022

PO# 4500599560
 Invoice #: C2021-39

REFERENCE SOURCE	TERMS
2021 NABJ Virtual Convention and Career Fair August 18, 2021 - August 21, 2021	30 DAYS

DESCRIPTION	AMOUNT
Gold Level Partner	
90-minute professional development workshop	\$15,000.00
TOTAL	\$15,000.00
PAYMENT	
BALANCE DUE	\$15,000.00

Payment Options			
<input type="radio"/> Check	<input type="radio"/> Visa	<input type="radio"/> MasterCard	<input type="radio"/> American Express
Name: _____			
CC #: _____		Expire Date: _____	CVV: _____
Signature: _____			
<i>Cardholder authorized above total amount according to card issuer agreement. Cardholder acknowledges receipt of goods and/or services in the amount of the total shown hereon and agrees to perform the obligations set forth in the Cardholder's agreement with the issuer</i>			
Rec'd: _____	Initial: _____	Office Use	Acctg. Dept.: «Account Code»

We appreciate your support of this important industry event and look forward to working with you in the future!

Please make check payable to:
National Association of Black Journalists (NABJ)
 Attention: Nathaniel Chambers Finance Manager
 1100 Knight Hall, Suite 3101
 College Park, Maryland 20742

NABJ is tax exempt from federal income taxes under section 501(c)(3) NABJ Tax ID: 52-1266959
 If you have any questions concerning this invoice, call (301) 405-0532 Fax: (301) 314-1714

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Bloomberg L.P.
731 Lexington Ave
New York, NY 10022

REMITTANCE ADVICE

NATIONAL ASSOCIATION OF BLACK
JOURNALISTS
1100 KNIGHT HALL
COLLEGE PARK MD 20742

Vendor No.: 110249
Remittance Date: 06/01/2021
Remittance Total: 15,000.00 USD
Payment Type: ELECTRONIC
Payment Reference: 2000592301
Customer Number :
Page: 1 of 1

Invoice Date	Invoice #	Voucher #	Invoice Total	Crcy	Discount Amount	Due
05/24/2021	C202139	5106684467	15,000.00	USD	0.00	15,000.00

Please contact your bank for further information regarding the exact date that the funds have been, or will be, credited to your account.
If you have a query, please contact Accounts Payable on 212-617-0324.

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Bloomberg L.P.
731 Lexington Ave
New York, NY 10022

REMITTANCE ADVICE

NATIONAL ASSOCIATION OF HISPANIC
JOURNALISTS
1050 CONNECTICUT AVENUE NW
WASHINGTON DC 20036

Vendor No.: 114326
Remittance Date: 10/19/2021
Remittance Total: 10,000.00 USD
Payment Type: ELECTRONIC
Payment Reference: 2000602944
Customer Number :
Page: 1 of 1

Invoice Date	Invoice #	Voucher #	Invoice Total	Crcy	Discount	Amount Due
10/08/2021	2133	5106696097	10,000.00	USD	0.00	10,000.00

Please contact your bank for further information regarding the exact date that the funds have been, or will be, credited to your account.
If you have a query, please contact Accounts Payable at 212-617-0324.

NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS



ASOCIACIÓN NACIONAL DE PERIODISTAS HISPANOS

1050 Connecticut Ave. NW 5th Fl.
Washington, DC 20036

Invoice

Date	Invoice #
10/8/2021	2133

Bill To
Bloomberg LP 731 Lexington Ave New York, NY 10022 United States

P.O. No.	Terms
4500600803	Due on receipt

Description	Quantity	Rate	Amount
NAHJ 2021 Conference Sponsorship	1	10,000.00	10,000.00
		Total	\$10,000.00
If you'd like to pay by credit card please contact Sarah Beck at 317-932-1200 or sbeck@nahj.org.		Balance Due	\$10,000.00

=====**Begin Message**=====

Message#: 0

Message Sent: 04/08/2021 07:19:51

From: lem2111@columbia.edu|Columbia Journalism School Career Development| |

TO: SCHEN1289@Bloomberg.net|SILVIA CHEN|BLOOMBERG/ 731 LEX|9001|378583

Attachment: metadata.txt

FileID: 606EED7D00007F3B07FB5CAA.txt

Attachment: alt_body.html

FileID: 606EED740000A7A207F54BC9.html

Subject: Registration Confirmed – Career Expo 2021

Dear Silvia,

Thank you for registering for the Career Expo. Your registration has been confirmed. Please save this email for future reference.

Career Expo 2021

Attending: Silvia Chen

Location: Virtual

Confirmation Number: W7NM6TVLGCD

Registration Information:

Registration Items

Silvia Chen Additional Recruiter

Sessions

Silvia Chen Career Expo | Monday, April 12, 2021 12-Apr-2021 9:00 AM

What time will you begin interviews on Monday, April 12, 2021?

10:00 a.m. (EST)

What time will you end interviews on Monday, April 12, 2021?

3:50 p.m. (EST)

Additional Information

Silvia Chen Please tell us about yourself. Copy/paste your LinkedIn profile URL or compose a short bio.

<https://www.linkedin.com/in/chensilvia/>

Are you a Columbia Journalism School alum?

No

We would like the flexibility to schedule you with a combination of appointments and open walk-ups. Please select your schedule preference.

i want both appointments and walk-upsNeed to modify your registration?

https://cvent.me/YPgg9E?i=BWdhNt7tYE2CCaBk_g48JQ&locale=en-US (Click here)

https://www.cvent.com/d/BWdhNt7tYE2CCaBk_g48JQ/4xzh/L2/11N? (Print the invoices)

We look forward to seeing you at Career Expo 2021!

Questions? Call Lauren Mack, Program Manager at (212) 854-4422 or e-mail at lem2111@columbia.edu

<http://www.facebook.com/sharer.php?u=https://www.cvent.com/i.aspx?5S,M3,4b308dd0-06b6-4bef-acf9-da6350b712cf> (Share on Facebook) |

<http://twitter.com/share?url=https://www.cvent.com/i.aspx?5S,M3,4b308dd0-06b6-4bef-acf9-da6350b712cf&ext=Join+me+for+this+event:+Career+Expo+2021> (Share on Twitter) |

<http://www.linkedin.com/shareArticle?mini=true&url=https://www.cvent.com/i.aspx?5S,M3,4b308dd0-06b6-4bef-acf9-da6350b712cf&title=Career+Expo+2021&summary=Join+me+for+this+event:+Career+Expo+2021&source=Cvent> (Share on LinkedIn)

Learn More about Career Expo 2021 (<https://journalism.columbia.edu/career-expo-info-employers>)

If you no longer want to receive emails from Columbia Journalism School's Office of Career Development, please https://cvent.me/NxVVgY?i=BWdhNt7tYE2CCaBk_g48JQ&locale=en-US (Opt-Out).

Powered by Cvent

====End Message=====

Training Program

From: [Estefania Gomez \(BLOOMBERG/ 731 LEX\)](#)
To: [O'Connor, David](#)
Subject: Fwd: Bloomberg AMER Leadership & Professional Skills H1 2021
Date: Thursday, June 2, 2022 11:16:01 AM

Estefania Gomez
Talent Coordinator
News & Media | Bloomberg LP
731 Lexington Ave
New York, NY 10022

From: Brenda Benaim (BLOOMBERG/ 731 LEX) At: 12/22/20 11:06:33
To: [Kristen Eden \(BLOOMBERG/ 731 LEX\)](#), [Jeanine Colavito \(BLOOMBERG/ 731 LEX\)](#),
[Catherine Patterson \(BLOOMBERG/ 731 LEX\)](#), [Ashley Maher \(BLOOMBERG/ 731 LEX\)](#)
Cc: [Caroline Andrews \(BLOOMBERG/ 731 LEX\)](#), [Jeff Gordon \(BLOOMBERG/ 731 LEX\)](#),
[Sophie Bristow \(BLOOMBERG/ 731 LEX\)](#)
Subject: AMER Leadership & Professional Skills H1 2021



Global Talent Partners,

We are pleased to share with you the 2021 course calendar for H1 in AMER. All courses are remote and a mix of self-paced and instructor-led delivery. Below are the course descriptions and BU Links. Excited to offer a blend of new courses along with those that are core to our curriculum.

The below highlights:

- Bloomberg Skills
- Leadership Development

BU LEAD <GO> continues to be a valuable resource for our employees to learn about Leadership at Bloomberg.

[BU SKILLS <GO>](#) is a great resource to develop Bloomberg Skills.

Please forward on to your AMER HRBPs and connect with them regarding participation/nomination. We have found personalized invites lead to a better attendance rate, and the right audience.

Similar emails have been distributed in EMEA and APAC with their regional offerings.

Feel free to reach out with any questions.

Thank you!

L&TD Team



[BU SKILLS <GO>](#) is your first step towards identifying professional development offerings. Bloomberg skills offerings are designed to help develop key skills that are critical for success. These courses are open to all Bloomberg employees.

Courses	Date(s)	Learning
Communication Styles and Effectiveness {BU 20920<GO>}	January 15 February 18 March 26 (90 min sessions)	<p>This course will help you understand your own communication style and provide you with actionable techniques to connect to other people to avoid these challenges in the future.</p> <p><i>2 week registration cut off prior to the workshop to enable participants to complete the Insights questionnaire.</i></p> <p><i>"Leadership at Bloomberg (LAB) Learning - This course enhances professional skills that align to key leadership behaviors</i></p>
Enhance your Professional Presence {BU 20917<GO>}	March 19 May 21 (90 mins session)	<p>We'll examine specific scenarios where employees tend to struggle to show presence and provide you with actionable strategies to avoid these pitfalls going forward.</p> <p><i>"Leadership at Bloomberg (LAB) Learning - This course enhances professional skills that align to key leadership behaviors</i></p> <p>This course will help you maximize your relationships both</p>

<p>Influencing Others (BU 20919<GO>)</p>	<p>March 11 May 14 (90 mins session)</p>	<p>internally and externally. For the full course description, please click the link. <i>*Leadership at Bloomberg (LAB) Learning - This course enhances professional skills that align to key leadership behaviors</i></p>
<p>Navigating Networks (BU 20945<GO>)</p>	<p>March 12 May 14 (90 mins session)</p>	<p>Participants will learn how to analyse their network, recognize network strengths and weaknesses, measure network value, and explore actions to build & maintain networks. <i>*Leadership at Bloomberg (LAB) Learning - This course enhances professional skills that align to key leadership behaviors</i></p>
<p>Owning Your Career Development (BU 20684<GO>)</p>	<p>January 13 Feb 10 April 7 June 16 (90 mins session)</p>	<p>During this course you will reflect on your strengths, opportunities for development and aspirations. You will be given the tools to think through how to start developing toward your goals and get an awareness of the resources at Bloomberg to help you get there.</p>



BU LEAD <GO> is a great resource for our employees to learn about Leadership at Bloomberg. Below you'll find resources to develop leadership skills & potential.

Courses	Date(s)	Learning
<p>Pathway to Leadership BU 18215 <GO></p> <p>Registration Type: Individual Contributors with Manager approval</p>	<p>Session 1 - 1 February Session 2 - 15 February Session 3 - 1 March Session 4 - 15 March</p> <p>Session 1 - 31 March Session 2 - 14 April Session 3 - 28 April Session 4 - 12 May</p> <p>(90 min sessions)</p>	<p>Participants will build a global network of cross-functional peers and produce a personal development plan that will support their personal and professional growth. Aimed at high performing / high potential individual contributors.</p> <p>Participants are required to attend 4 modules.</p>
<p>TLx</p> <p>Registration Type: All new transitioning TLs will be auto-enrolled.</p>	<p>Ongoing enrollment</p>	<p>TLx focuses on first-time Team Leaders at Bloomberg. It is designed to help new TLs develop the core skills and network to be successful in their expanded role. See (BU TLX <GO>) for an overview</p>
<p>Situational Leadership BU 20506<GO></p> <p>Registration Type: Experienced TLs Managers</p>	<p>While virtual this will run over 5 x 2 hr sessions across one week.</p> <p>Session 1 - Feb 16 Session 2 - Feb 17 Session 3 - Feb 18 Session 4 - Feb 23 Session 5 - Feb 24 (2 hour sessions)</p>	<p>An approach to leadership that allows more productive one on one conversations, faster development of people to fulfill potential and an increase in innovation and problem solving across the team.</p>
<p>Emotional Intelligence in Leadership BU 19866<GO></p>	<p>Jan 19 March 26</p>	<p>This workshop focuses on the critical role of Emotional Intelligence (EI) in leading teams effectively, through a personalized EI assessment and develop an action plan</p>

Registration Type:
Experienced TLs
Managers (2 hour sessions)

for improving personal and team performance.

Compelling
Communications
BU 20117<GO>
Session 1 - Feb 9
Session 2 - Feb 11

Compelling Communication is critical to success at Bloomberg. This is a highly experiential and practical course. You will walk away with the tools to communicate with authenticity, presence, clarity and conviction.

Registration Type: Managers
Experienced TLs
by INVITATION ONLY
Session 1 - May 18
Session 2 - May 20
(90 min sessions)

Executive Presence
BU 20918<GO>

Executive Presence We've all heard of it. We all know it's important. But what exactly is it? This session helps you unpack and understand the components of Executive Presence, what it means at Bloomberg, and how to get started building core Executive Presence competencies.

Registration Type:
Experienced ICs
Team Leaders
March 11
May 24
(90 min sessions)



Communication Styles and Effectiveness

Good communication skills are critical at Bloomberg. Everyone has a different communication style and sometimes it can be challenging to connect with people when their style differs from yours. This course will allow you to understand your own communication style and provide you with actionable techniques to better connect with others. We use the Insights Discovery model to provide you with an in-depth profile of your communication style.

Prior to the course you must complete three steps:

Step 1

- Complete the required online learning module "The Basics of Insights Discovery" (located within this curriculum).

Step 2

- Enroll into one of the Communication Styles and Effectiveness sessions (located within this curriculum).

Step 3

- Complete the essential pre-work which will be sent out 2 weeks before the session's start date. This **MUST** be completed one week before the class starts. Anyone who does not meet the deadline will be removed from the roster.

The day before the session begins you will be sent a copy of your individual communication preference profile, and location/dial-in instructions.

If you have further questions, please reach out to:

- AMER - Caroline Andrews
- EMEA / APAC - Sophie Woolf

Mentoring Program

BLOOMBERG MENTORING PROGRAM

As an example of Bloomberg's mentoring program, in 2021, one intern was mentored by three Bloomberg employees.

In his 11 months with Bloomberg, the intern was mentored by the following Bloomberg employees:

- Team Leader for Radio Operations
- Team Leader for Radio PM Programming
- Manager for Radio Programming and Operations

Areas of mentorship focused on:

- news writing for broadcast
- mixing, routing and firing audio for broadcast
- operating a live audio console for broadcast
- recording, editing and mixing digital audio
- technical operation of radio control rooms

Because the entire Radio team is in the office full-time, most of the mentoring was conducted in-person, face to face, which Bloomberg has found to be the most effective way to mentor. The mentoring materials shared with the intern are confidential and proprietary.

EEO Program Training for Management Personnel

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Forward 6) Respond 13) Link Contact 99) Options

enein3@bloomberg.com

ANTHONY MANCINI

C EEO Training - Radio Recruiting

om: Meeting ID 994 5842 3602 / Passcode 693295, Url: <https://bloomberg.zoom.us/j/99458423602>

/15/21 Monday 10:00 AM Dur. 1 hour Show As Busy

/15/21 Monday 11:00 AM Alert 15 Minutes

MT-5:00 Eastern Time (US & Canada) All Day Private

Add Attachments

ANTHONY MANCINI has accepted the meeting.

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s are listed if needed.

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erg.zoom.us/j/99458423602?pwd=K25PZTZoSmF1SjMvdHNJbWlhDSXhnZz09

meeting ID:

021 15:20 by Mancini, Anthony

New conference

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Information:

You are invited to join this meeting via video conference to allow for a more interactive

discussion. Your name and phone number are listed if needed.

Link:

<https://zoom.us/j/99458423602?pwd=K25PZTZoSmF1SjMvdHNJbWVhDSXhnZz09>

Meeting ID:

994 5842 3602 by Mancini, Anthony

New conference

FCC EEO OBLIGATIONS

BLOOMBERG RADIO

SEPTEMBER 2021

Bloomberg

[The remainder of the presentation contains privileged and confidential information.]