

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2019 – March 22, 2020

1) Employment Unit: Beasley Media Group – Philadelphia

- 2) Unit Members:** **WMGK (FM), Philadelphia, PA**
 WPEN (FM), Burlington, NJ
 WMMR (FM), Philadelphia, PA
 WBEN-FM, Philadelphia, PA
 WXTU(FM), Philadelphia, PA
 WWDB (AM) Philadelphia, PA
 WTEL (AM) Philadelphia, PA
 WTMR (AM) Camden, NJ

3) EEO Contact Information for Employment Unit:

Mailing Address: One Bala Plaza – Suite 429 Bala Cynwyd, PA 19004	Telephone Number: 610-667-8500
	Contact Person/Title: Joe Bell – Vice President/Market Manager
	E-mail Address:joe.bell@bbgi.com

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

Full-time Vacancies Filled During Reporting Period

	<u>Title</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1	Promotions Coordinator	3/25/19	www.indeed.com
2	Account Executive	6/20/19	Industry Referral
3	On-Air Talent	7/10/19	Internal Posting
4	Promotion Director	7/22/19	Industry Referral
5	Sales Assistant	9/4/19	Internal Posting
6	National Sales Assistant	9/19/19	Internal Posting
7	Digital Sales Executive	10/16/19	www.bbgi.com
8	Midday Announcer	10/18/19	Internal Posting
9	Digital Sales Executive	10/30/19	www.indeed.com
10	Imaging Producer	11/11/19	www.allaccess.com
11	Traffic Director	1/16/20	www.allaccess.com
12	Continuity Director	2/11/20	Industry Referral
13	General Sales Manager	3/2/20	Industry Referral
14	Continuity Director	3/6/20	www.allaccess.com

None of the recruitment sources listed below requested notification of job openings.
 Hires for jobs 11, 12 & 14 came from the same recruitment posting.

Stations WMGK (FM), WPEN (FM), WMMR (FM), WBEN-FM, WWDB (AM), WTEL (AM), WTMR (AM) and WXTU(FM) are Equal Opportunity Employers.

1. Promotions Coordinator – www.indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
bbgi.com	Colin Hazelton	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	2
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	3
Industry Referral				4
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza, Ste. 339. Bala Cynwyd, PA 19004	610-771-9780	5
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasters	Gail Ponti	208 North 3 rd St., Ste. 105 Harrisburg, PA 17101	717-482-4820	0
Philadelphia Ad Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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2. Account Executive – Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	1
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	2
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
Industry Referral	Various			2
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	1 Bala Plaza, Bala Cynwyd PA 19004	610-667-8500	0
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Advertising Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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3. On-Air Talent – Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	3
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	1
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	0
Industry Referral				0
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	2
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Advertising Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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4. Promotion Director – Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	4
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	3
Industry Referral				4
Internal Posting: Beasley Media Group – Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	0
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Ad Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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5. Sales Assistant – Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	2
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	3
Industry Referral				0
Internal Posting: Beasley Media Group – Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	1
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Ad Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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6. National Sales Assistant – Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	1
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	2
Industry Referral				0
Internal Posting: Beasley Media Group – Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	1
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	1
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Ad Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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7. Digital Sales Executive – www.bbgi.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	2
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	2
Industry Referral	Various			1
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	1 Bala Plaza, Bala Cynwyd PA 19004	610-667-8500	0
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
LinkedIn	Jobs-listings@linkedin.com	www.linkedin.com		0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Advertising Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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8. Midday Announcer – Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	3
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	0
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	0
Industry Referral				2
Internal Posting : Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	5
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
LinkedIn	Jobs-listings@linkedin.com	www.linkedin.com		0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Ad Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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9. Digital Sales Executive – www.indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	2
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	4
Industry Referral	Various			1
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	1 Bala Plaza, Bala Cynwyd PA 19004	610-667-8500	0
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
LinkedIn	Jobs-listings@linkedin.com	www.linkedin.com		0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Advertising Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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10. Imaging Producer – www.allaccess.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	2
bbgi.com	Joyce Fitch	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	0
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	0
Industry Referral				0
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	2
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
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11. Traffic Director - www.allaccess.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	1
bbgi.com	Jami Beasley	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	1
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
Industry Referral	Various			2
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	0
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
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12. Continuity Director – Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	1
bbgi.com	Jami Beasley	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	0
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	2
Industry Referral	Various			1
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	0
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	1
Philadelphia Ad Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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13. General Sales Manager – Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
bbgi.com	Jami Beasley	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	0
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
Industry Referral	Various			6
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	1
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	0
Philadelphia Ad Club	news@phillyadclub.com	http://phillyadclub.com	215-477-1993	0

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14. Continuity Director – www.allaccess.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
All Access	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	1
bbgi.com	Jami Beasley	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	0
INDEED	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	2
Industry Referral	Various			1
Internal Posting: Beasley Media Group Philadelphia	Toni Pirrone	One Bala Plaza- Ste. 339, Bala Cynwyd, PA 19004	610-771-9780	0
Job Gateway (PA Careerlink)	http://www.jobgateway.pa.gov	235 West Chelton Avenue Philadelphia, PA 19144	215-557-2674	0
Pennsylvania Association of Broadcasting	Gail Ponti	www.pab.org	717-482-4820	1
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5) **Total # of Interviewees Referred:** For the period from March 23, 2019 through March 22, 2020, this Employment Unit interviewed 97 interviewees for full-time job vacancies.

6) **Supplemental Recruitment Initiatives.**

a. **Internship Program**

Date: Ongoing

Participants: WMGK (FM) WPEN (FM) WMMR (FM) WBEN (FM) WXTU (FM)

The Employment Unit conducts an internship program designed to assist members of the community in acquiring skills necessary for broadcast employment. Interns come from various colleges and universities in the Philadelphia area. The program hosted 22 students during the reporting period.

During the reporting period, the Employment Unit hosted students/interns from the following colleges and universities: **Connecticut School of Broadcasting, East Stroudsburg University, Kutztown University, La Salle University, Neumann University, Penn State University, Rowan University, Temple University, Delaware State University**

b. **Participation in Job Fairs**

National Career Fair

Date: 08/13/19

Location: Crown Plaza Hotel Valley Forge

Chief Engineer for Beasley Media Group Philadelphia participated in the King of Prussia National Career Fair on August 13, 2019. While on-site, the Chief Engineer answered questions and accepted resumes for open positions at Beasley Media's Philadelphia cluster.

Temple-Klein College of Media and Communication Internship and Career Fair

Date: 2/21/20

Location: Temple University – Howard Gittis Student Center – Room 200

Temple-Klein College of Media and Communication Internship and Career Fair
Promotion Director for WMMR-FM participated in the Temple-Klein College and Communication Internship and Career Fair on February 21, 2020. While on-site, the Promotion Director conducted interviews and accepted resumes for various positions. He also answered questions regarding open positions at Beasley Media's Philadelphia cluster.

c. **Participation in events sponsored by educational institutions**

Wissahickon Middle School

Date: 03/27/19

Location: Wissahickon Middle School

The Employment Unit's Account Executive spoke to middle school students at the Wissahickon Middle School. The discussion consisted of careers in media and necessary steps to break into the field.

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Broadcast Pioneers Symposium**Date: 03/30/19****Location: WPVI – 6 ABC Studios**

On March 30, 2019, WMGK-FM On-Air Personality emceed at the 18th annual Broadcast Pioneers Symposium. More than 60 college students from the Greater Philadelphia region gathered at the WPVI 6 ABC Studios in Bala Cynwyd for an informative panel about pursuing careers in broadcasting. Students from local colleges and universities spent 90 minutes asking questions of the panel who each shared their personal journeys and career advice in their respective fields. Following the panel, students toured the station and enjoyed a lunch during which they were able to network with the panelists and one another.

Confer Radio Talent Institute Student Visit**Date: 07/10/19****Location: Beasley Media Group Philadelphia**

On July 10, 2019, twenty five students from Bloomsburg University visited the WPEN (97.5 The Fanatic) studios for a guided tour of the facility followed by a Q & A hosted by various On-Air Personalities and Department Heads. The students were onsite from 9am – 3pm.

2019 Confer Radio Talent Institute at Bloomsburg University of Pennsylvania**Date: 07/13/19****Location: Bloomsburg University**

On July 13, 2019, the Employment Unit's Videographer visited Bloomsburg University to take part in the 2019 Confer Radio Talent Institute at Bloomsburg University of Pennsylvania. While there, she gave a speech and presentation on how radio is expanding with video and the importance of video in the future of radio.

Legacy Speaker Series**Date: 09/09/19****Location: Marian Catholic High School**

On September 9, 2019, the Employment Unit's On-Air Personality took part in the Legacy Speakers Series at the Marian Catholic High School. While onsite, she discussed careers in broadcasting, preparing for a daily broadcast and changing technology in radio.

Pennsauken High School Alumni Day**Date: 09/21/19****Location: Pennsauken High School**

On September 21, 2019, the Employment Unit's On-Air Sports Personality spoke at Pennsauken High School's Alumni Day. Topics included how to advance in the sports media industry, show preparation and tips on how to break into the field of broadcasting.

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Temple University Speaking Engagement

Date: 10/11/19

Location: Temple University

The Employment Unit's Account Executive spoke to students at a Media Planning class at Temple University on October 11, 2019. Topics discussed included Radio Planning as a part of an overall media mix.

Neumann University Radio Day

Date: 10/19/19

Location: Neumann University

The Employment Unit's Morning Show Producer took part in Radio Day at Neumann University on October 19, 2019. She shared details of her daily show preparation, networking, and helpful hints on how to succeed in the field of broadcasting.

Marple Newtown High School Studio Visit/Job Shadow

Date: 10/30/19

Locations: Beasley Media Group Philadelphia/WMMR Studios

The Employment Unit's Morning Show Producer hosted students from Marple Newtown High School on October 30, 2019. Students sat in on a live radio broadcast and got to observe what goes into producing a successful morning show broadcast.

Temple University Job Shadow

Date: 11/12/19

Location: Beasley Media Group Philadelphia

The Employment Unit's Digital Specialist hosted a student from Temple University on November 12, 2019 for a job shadow. The student got to follow her through her daily routine and see firsthand how Digital Departments works in the field of radio.

Temple University Speaking Engagement

Date: 12/9/19

Location: Temple University

The Employment Unit's Director of Digital Sales spoke at Temple University on December 9, 2019. While onsite she spoke to a group of students about morality and ethics in the age of digital advertising.

St. Joe's University Speaking Engagement

Date: 2/27/20

Location: St. Joe's University

The Employment Unit's VP of Sales spoke to a Marketing Class at St. Joe's University on February 27, 2020. Topics discussed were successful marketing strategies and ways to close a sale. The session was followed by a Q &A.

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