This Report covers full-time vacancy recruitment data for the period: March 23, 2022 – March 22, 2023

1) Employment Unit: Beasley Media Group Licenses, 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: Joe Bell, VP/MM
E-mail Address: joe.bell@bbgi.com

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Account Executive</td>
<td>Internal Posting</td>
</tr>
<tr>
<td>(b) Account Executive</td>
<td>Industry Referral</td>
</tr>
<tr>
<td>(c) General Sales Manager</td>
<td>Exigent Circumstances</td>
</tr>
<tr>
<td>(d) Account Executive</td>
<td>Former Employee/Rehire</td>
</tr>
</tbody>
</table>

5) Job Title:

a) Job Title: Account Executive

<table>
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<tr>
<th>Name of Organization notified of Job Vacancy</th>
<th>Contact Person</th>
<th>Address/Telephone Number</th>
<th>Number of Interviewees Referred</th>
<th>Did Recruitment Source Request Notification (Yes or No)</th>
</tr>
</thead>
<tbody>
<tr>
<td>MIX995WJBR.com</td>
<td>Marta DeLisi</td>
<td>812 Philadelphia Pk, Wilmington, DE 302-442-4237</td>
<td>0</td>
<td>No</td>
</tr>
<tr>
<td>Internal Posting</td>
<td>Marta DeLisi</td>
<td>812 Philadelphia Pk, Wilmington, DE 302-442-4237</td>
<td>1</td>
<td>No</td>
</tr>
</tbody>
</table>

b) Job Title: Account Executive

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<tr>
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<td>BBGI.com</td>
<td>Marta DeLisi</td>
<td>812 Philadelphia Pk, Wilmington, DE 302-442-4237</td>
<td>2</td>
<td>No</td>
</tr>
<tr>
<td><strong>Philadelphia Choice Career Fair</strong></td>
<td>Marta DeLisi</td>
<td>Crowne Plaza Philadelphia - Valley Forge 260 Mall Boulevard King Of Prussia, Pennsylvania</td>
<td>3</td>
<td>No</td>
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<tr>
<td>Industry Referral</td>
<td>Marta DeLisi</td>
<td>812 Philadelphia Pk, Wilmington, DE 302-442-4237</td>
<td>3</td>
<td>No</td>
</tr>
<tr>
<td>Industry Referral</td>
<td>Jim Antes</td>
<td>812 Philadelphia Pk, Wilmington, DE 302-442-4237</td>
<td>3</td>
<td>No</td>
</tr>
<tr>
<td>Former Employee/Re-hire</td>
<td>Jim Antes</td>
<td>812 Philadelphia Pk, Wilmington, DE 302-442-4237</td>
<td>1</td>
<td>No</td>
</tr>
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### Text

**c) General Sales Manager**

Referral Source of Hiree: Exigent Circumstances

**d) Job Title: Account Executive**

Referral Source of Hiree: Former Employee/Rehire

6) **Total number of interviewees Referred:** For the period from March 23, 2022 to March 22, 2023, this Employment Unit interviewed thirteen (13) interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Participation in Job Fairs**

1. Philadelphia Choice Career Fair  
   Location: Crowne Plaza Philadelphia - Valley Forge, 260 Mall Boulevard. Date: July 21, 2022. Personnel who have substantial responsibility in the making of hiring decisions in attendance: WJBR General Sales Manager.

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

1. Brandywine School District  
   Location: Mount Pleasant High School, New Castle County, DE. Date: Ongoing.  
   Station Personnel: The WJBR Midday air personality is a member of the Advisory Board for the district’s 100-watt non-commercial station, WMPH FM. The Board oversees the station’s media partnerships and student involvement. Job opportunities and careers in broadcasting are discussed.
2. Neumann University Communications Department  
Location: Neuman University, Aston, PA  Date: January 6, 2023  
Station Personnel in Attendance via Remote Link: IT Support Engineer  
The station representative met with a class of 20 to 25 Communications students to discuss broadcast and podcast programming employment opportunities.

3. Richey Elementary Career Day  
Location: Richey Elementary School, Newport, DE.  Date: February 2, 2023  
Station Personnel in Attendance: Two WJBR Morning Show air personalities  
The station representatives met with 25 4th graders to discuss their jobs and careers in radio.

4. Neumann University Communications Department  
Location: Neuman University, Aston, PA  Date: February 18, 2023  
Station Personnel in Attendance via Remote Link: IT Support Engineer  
The station representative met with 30 area high school students each to review production and engineering skills and to discuss production job opportunities in broadcasting.

5. Mount Pleasant High School Interview Month  
Location: Mount Pleasant High School, New Castle County, DE.  Date: February 2023  
Station Personnel: The WJBR Midday air personality co-hosted segments of the “Brandywine School District Playlist” show on the district’s 100-watt non-commercial station, WMPH FM, working with a student to record and edit programming. Job opportunities and careers in broadcasting were discussed.

6. Mount Pleasant High School Interview Month  
Location: Mount Pleasant High School, New Castle County, DE.  Date: March 14, 2023  
Station Personnel in Attendance: The WJBR Program Director participated in the yearly career program matching students with professionals to discuss career opportunities. Job opportunities and careers in broadcasting were discussed.

(c) Management Training

From April 2022 - December 2022, employment unit management participated in a management training program called “Belong.” The program promoted understanding and support for core Diversity, Equity, and Inclusion concepts. The program promoted a culture of social responsibility and belonging that advocates for hiring and developing employees of every ethnicity, race, social-economic origin, culture, age, religion, gender and sexual orientation, and individuals with differing abilities.