

EEO PUBLIC FILE REPORT

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:

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

5) Job Title:

a) Job Title: Account Executive

Referral Source of Hiree: Internal Posting

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

b) Job Title: Account Executive

Referral Source of Hiree: Industry Referral

Name of Organization notified of Job Vacancy	Contact Person	Address/Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification (Yes or No)
MIX995WJBR.com	Marta DeLisi	812 Philadelphia Pk, Wilmington,DE 302-442-4237	0	No

BBGI.com	Marta DeLisi	812 Philadelphia Pk, Wilmington,DE 302-442-4237	2	No
Philadelphia Choice Career Fair	Marta DeLisi	Crowne Plaza Philadelphia - Valley Forge 260 Mall Boulevard King Of Prussia, Pennsylvania	3	No
Industry Referral	Marta DeLisi	812 Philadelphia Pk, Wilmington,DE 302-442-4237	3	No

c) General Sales Manager

Referral Source of Hire: Exigent Circumstances

d) Job Title: Account Executive

Referral Source of Hire: Former Employee/Rehire

Name of Organization notified of Job Vacancy	Contact Person	Address/Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification (Yes or No)
MIX995WJBR.com	Jim Antes	812 Philadelphia Pk, Wilmington,DE 302-442-4237	0	No
BBGI.com	Jim Antes	812 Philadelphia Pk, Wilmington,DE 302-442-4237	0	No
Industry Referral	Jim Antes	812 Philadelphia Pk, Wilmington,DE 302-442-4237	3	No
Former Employee/Re-hire	Jim Antes	812 Philadelphia Pk, Wilmington,DE 302-442-4237	1	No

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.