

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2023 - March 22, 2024

**1) Employment Unit: Beasley Media Group Licenses, LLC – 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: 6**

**5) Full-time Vacancies Filled During Reporting Period**

	<u>Title</u>	<u>Recruitment Source</u>
1	Account Executive	Exigent Circumstances
2	Program Director	Industry Referral
3	Broadcast Coordinator	<a href="http://www.bbgi.com">www.bbgi.com</a>
4	Sports Radio Talk Show Host	<a href="http://www.bbgi.com">www.bbgi.com</a>
5	Market Controller	<a href="http://www.indeed.com">www.indeed.com</a>
6	Sales Assistant	<a href="http://www.bbgi.com">www.bbgi.com</a>

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None of the recruitment sources listed below requested notification of job openings

**1. Account Executive – Exigent Circumstances**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>Exigent Circumstances</b>				1
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	0

**2. Program Director– Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>All Access</b>	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	2
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	1
<b>INDEED</b>	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
<b>Industry Referral</b>				5
<b>Internal Posting: Beasley Media Group Philadelphia</b>	Toni Pirrone	1 Bala Plaza, Suite 491, Bala Cynwyd, PA 19004	610-771-9780	0
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	www.pab.org	(717) 482-4820	0

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>Pennsylvania Career Link</b>	Adina Tayar	<a href="http://www.pacareerlink.state.pa.us">http://www.pacareerlink.state.pa.us</a>	267-703-0901	0

### 3. Broadcast Coordinator – www.bbgi.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>All Access</b>	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	4
<b>INDEED</b>	<a href="http://www.indeed.com">www.indeed.com</a>	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
<b>Industry Referral</b>				0
<b>Internal Posting: Beasley Media Group Philadelphia</b>	Toni Pirrone	One Bala Plaza, Suite 401, Bala Cynwyd, PA 19004	610-771-9780	0
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	<a href="http://www.pab.org">www.pab.org</a>	(717) 482-4820	0
<b>Pennsylvania Career Link</b>	Adina Tayar	<a href="http://www.pacareerlink.state.pa.us">http://www.pacareerlink.state.pa.us</a>	(267) 703-0901	0

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**4. Sports Radio Talk Show Host – www.bbgi.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>All Access</b>	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	5
<b>INDEED</b>	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	0
<b>Industry Referral</b>				0
<b>Internal Posting: Beasley Media Group Philadelphia</b>	Toni Pirrone	1 Bala Plaza, Suite 401, Bala Cynwyd, PA 19004	610-771-9780	0
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	www.pab.org	(717) 482-4820	0
<b>Pennsylvania Career Link</b>	Adina Tayar	http://www.pacareerlink.state.pa.us	(267) 703-0901	0

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**5. Market Controller – www.indeed.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>All Access</b>	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	0
<b>INDEED</b>	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
<b>Industry Referral</b>			N/A	1
<b>Internal Posting: Beasley Media Group Philadelphia</b>			717-482-4820	0
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	1000 West Maude Avenue Sunnyvale, CA 94085		1
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	www.pab.org	(717) 482-4820	0
<b>Pennsylvania Career Link</b>	Adina Tayar	http://www.pacareerlink.state.pa.us	(267) 703-0901	0

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**6. Sales Assistant – www.bbgi.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>All Access</b>	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	2
<b>INDEED</b>	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
<b>Industry Referral</b>				1
<b>Internal Posting: Beasley Media Group Philadelphia</b>	Toni Pirrone	1 Bala Plaza, Suite 401, Bala Cynwyd, PA 19004	610-771-9780	0
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	www.pab.org	(717) 482-4820	0
<b>Pennsylvania Career Link</b>	Adina Tayar	http://www.pacareerlink.state.pa.us	(267) 703-0901	0

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**6) Total # of Interviewees Referred:** For the period from March 23, 2023 through March 22, 2024, this Employment Unit interviewed 27 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives**

**a. Internship Program**  
**Date: Ongoing**

The Employment Unit conducted an internship program designed to assist members of the community in acquiring skills necessary for broadcast employment. Interns came from various universities in the Philadelphia area. A typical day had the students join the Morning Show as they kicked off their workday. They were instructed on how to log show notes, pull airchecks for the Sales Department and create research sheets on upcoming show guests. The program hosted 12 students during the reporting period.

During the reporting period, the Employment Unit hosted students/interns from the following universities: Temple University, West Chester University, Connecticut School of Broadcasting, Loyola University, University of Southern California, Rowan University

**b. Participation in Job Fairs and Career Days**

**Penn State Abington Spring Career Fair**

**Date: 02/28/2024**

**Location: Penn State Abington Campus**

The Employment Unit's Digital Program Director participated in the Penn State Abington Career Fair on February 28, 2024. She fielded questions from students and alumni about internships, jobs in media/advertising, digital sales & communications. While onsite, the hiring manager answered questions and accepted resumes for further review.

**Souderton Area High School's Career Expo**

**Date: 10/24/23**

**Location: Souderton High School**

The Employment Unit's On-Air Personality took part in Souderton High School's Career Day on October 24, 2023. Presenters met with groups of 20-25 students in a classroom setting. They shared their career paths/journeys (including past jobs), education/training needed, career "likes" and "dislikes" and other pertinent information regarding jobs in broadcast media.

**Pennbrook Middle School's Career Day**

**Date: 10/20/23**

**Location: Pennbrook Middle School**

The Employment Unit's mid-day on-air personality participated in the Pennbrook Middle School's Career Day on October 20, 2023. He spoke with students about how he prepares for his show and how his career has evolved, and shared his own personal journey to get to major market radio.

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

**Community Integrated Services**

**Date: 4/5/2023**

**Location: WMGK Studio**

On April 5, 2023, the Employment Unit's On-Air Personality took part in the Community Integrated Services (CIS) initiative by hosting an individual with disabilities as part of and in support of CIS's empowering of people with disabilities through employment opportunities. The studio visit focused on the everyday aspects of what it takes to prepare for and execute a daily radio show.

**Connecticut School of Broadcasting**

**4/14/2023**

**Location: WMGK Studio**

On April 14, 2023, the Employment Unit's On-Air Personality hosted a student from the Connecticut School of Broadcasting who was interested in being a radio on-air personality. The student got to observe what goes into producing and programming a major market radio station. In addition, she was given the opportunity to engineer a few segues on the station under the direct guidance of the on-air personality.

**St. Joseph's University Speaking Engagement**

**Date: 10/19/2023**

**Location: St. Joseph's University**

The Employment Unit's VP/Director of Sales was a guest speaker at St. Joseph's University's marketing class. Topics discussed included digital selling, the changing media landscape and career opportunities available at Beasley Media Group.

**Rider University Speaking Engagement**

**Date: 11/30/23**

**Location: Rider University**

The Employment Unit's Senior Account Executive spoke to a marketing class at Rider University on November 30, 2023. Topics discussed included how to prepare proposals, ways to present, and how to close sales. He then took questions from the class.

**Deptford Township High School Speaking Engagement**

**Date: 12/3/23**

**Location: Deptford Township High School**

The Employment Unit's On-Air Personality spoke to students at the Deptford Township High School on December 3, 2023. As a former cadet for the school, he spoke to the NJROTC (Naval Junior Reserve Officer Training Corps) program cadets. He shared his journey from graduation to flight school to his career in radio, and how the skills taught helped him professionally and personally.

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**Drexel University Speaking Engagement****Date: 1/30/24****Location: Drexel University**

The Employment Unit's Enterprise Account Director spoke to a marketing class at Drexel University on January 30, 2024. Topics discussed include digital marketing, career opportunities in the radio industry and the importance of networking.

**Temple University Speaking Engagement****Date: 2/6/24****Location: Temple University**

The Employment Unit's Enterprise Account Director spoke to a marketing class at Temple University on February 6, 2024. She spoke with students about her daily job responsibilities, how radio is evolving and gave pointers on how to leave a good impression. The speaking engagement concluded with a Q & A.

**St. Joseph's University Speaking Engagement****Date: 02/29/2024****Location: St. Joseph's University**

The Employment Unit's VP/Director of Sales spoke to a marketing class at St. Joseph's University. He discussed strategies for career advancement, current opportunities in media advertising, and the impact of digital advertising on radio. The speaking engagement concluded with a Q & A.

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