EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2015 – March 22, 2016.

1) Employment Unit: Beasley Media Group, Inc. - Wilmington, DE

2) Unit Members (Stations and Communities of License): WJBR-FM, Wilmington, DE

3) EEO Contact Information for Employment Unit:

Mailing Address:
812 Philadelphia Pike
Wilmington, DE 19809

Telephone Number: 302-765-1160
Contact Person/Title: Matt Smith VP / Market Manager
E-mail Address: matt.smith@bbgi.com

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

	Job Title	Recruitment Source Referring Hiree
(a)	Market Traffic Manager	Employee Referral
(b)	Chief Engineer	Industry Referral
(c)	General Sales Manager	Industry Referral

5) Job Title: Market Traffic Manager **Referral Source of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	7501 N. Capitol of Texas Highway Building B Austin, TX 78731	N/A	0	No
BBGI Internal Posting	Alisha Racine	812 Philadelphia Pk, Wilmington, ED 19809	302-442-6246	1	No
WJBR-FM Recruitment Commercials	Matt Smith	812 Philadelphia Pk, Wilmington, ED 19809	302-442-6235	2	No
Industry Referral	N/A	N/A	N/A	3	No
Employee Referral	N/A	N/A	N/A	1	No

5) Job Title: Chief Engineer **Referral Source of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
BBGI Internal Posting	Mike Cooney	mike@bbgi.com	N/A	0	No
WJBR-FM Recruitment Commercials	Matt Smith	812 Philadelphia Pike Wilmington, DE 19809	302-765-1160	0	No
Society of Broadcast Engineers	K. Jones	www.sbe.org	317-846-9000	3	No
Industry Referral	N/A	N/A	N/A	3	No

5) Job Title: General Sales Manager **Referral Source of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Inside Radio	N/A	PO Box 567925 Atlanta, GA 31156	N/A	4	No
Indeed.com	N/A	7501 N. Capitol of Texas Highway Building B Austin, TX 78731	N/A	13	No
AllAccess	N/A	allaccess.com	N/A	2	No
LinkedIn	N/A	N/A	N/A	2	
BBGI Internal Posting	N/A	N/A	N/A	2	No
Industry Referral	N/A	N/A	N/A	1	No

6) Total # of Interviewees Referred: For the period from March 23, 2015 through March 22, 2016 this Employment Unit interviewed 37 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Participation in job fairs

Delaware Congressional Delegation Job Fair
April 10, 2015
Employment Unit staff, including the VP/Market Manager and Program Director, participated in the job fair sponsored by the state's U.S. Senators and U.S. Representative, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

NAB Career Fair 2015, sponsored by the National Association of Broadcasters; Location: Las Vegas, NV; Date: April 15, 2015. Personnel who have substantial responsibility in the making of hiring decisions in attendance: BBGI Las Vegas Director of Sales.

NAB Radio Show Career Fair 2016, sponsored by the National Association of Broadcasters; Location: Atlanta, GA; Date: September 29, 2015. Personnel who have substantial responsibility in the making of hiring decisions in attendance: BBGI Corporate Director of Programming.

(b) Participation in events sponsored by organizations interested in broadcast employment

College Career Day
April 15, 2015
The Employment Unit's Director of Digital Sales addressed 50 college students attending the College Career Day hosted by White Clay Creek Country Club, discussing new careers in radio broadcasting created by new digital technology.

New Castle County Chamber of Commerce Women's Expo
November 10th, 2015
WJBR staff and management hosted a booth at the 25th Annual New Castle County Chamber of Commerce Women's Expo at the University of Delaware, participating in discussion panels and educational workshops throughout the day, and speaking with the 400 participants about radio broadcasting as a career and job opportunities available at the Employment Unit.

Girl Scouts Media Program
Ongoing
WJBR participates each year in the Girls Scouts of the Chesapeake Bay Media Program, geared toward middle school and high school girls interested in broadcasting. The Employment Unit's participation in includes a two-hour session at the station hosted by the Program Director with hands-on experiences in the production and on-air studios, an overview radio sales and broadcast engineering careers and a discussion of how the role of women in broadcast has changed over the years. Twelve participating scouts visited the station on March 7, 2016.

(c) Internship program

WJBR Internship Program
Ongoing
During this reporting period, the Employment Unit provided 11 college students with an educational experience each tailored to each student's interests and career aspirations in broadcasting. Overseen by the Unit's Marketing Director and Sales Director, these internships provide opportunities in various radio station departments, including programming, promotions and sales.

(d) Participation in events sponsored by educational institutions

Saint Joseph's Marketing and Communications Night
February 2nd, 2016
The Employment Unit's General Sales Manager, Business Manager and Marketing Director attended the annual social event, meeting with over 50 students, freshmen through seniors, interested in careers in radio broadcasting.

(e) Participation in activities calculated to further the goal of disseminating information about employment opportunities in broadcasting

The VP/Market Manager serves on the Board of Governors of Valley Youth House, an organization that provides prevention and intervention services, counseling, life skills and behavioral health services to abused, neglected, and homeless youth and their families. The VP/Market Manager presents information to program participants regarding employment opportunities, including careers in the broadcasting industry.