

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the

period: January 23, 2022 – January 22, 2023

1) Employment Unit: Beasley Media Group, Morristown/Dover, NJ

2) Unit Members (Stations and Communities of License): WDHA(FM); Dover, NJ
WMTR-AM; Morristown, NJ

3) EEO Contact Information for Employment Unit:

Mailing Address: 55 Horsehill Road Cedar Knolls, NJ 07927	Telephone Number: 732-249-2600
	Contact Person/Title: Betsy L. Calderin Regional Controller - NJ
	E-mail Address: Betsy.Calderin@bbgi.com

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

Job Title	Recruitment Source Referring Hire
(a) Sales Assistant	Station Website

5) Job Title: Sales Assistant Referral Source(s) of Hires: Station Website

Source	Contact	Address	Phone #	# of interviewees referred
Internal Posting/Employee Referral	WRAT Office Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	1
WRAT Website WDHA Website	Sales Manager Sales Manager	www.wrat.com www.wdha.com	732-681-9591 973-538-1250	1
BBGI.COM	Sales Manager	bbgi.com		
New Jersey Broadcasters Association	Terrie Knight	www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ	609-860-0111	
NJ Ad Club	Pat Hanley	199 Prospect Avenue North Arlington, NJ 07031	(201) 998-5133	

Stations WDHA(FM) and WMTR-AM are Equal Opportunity Employers.

Indeed.com		N/A		1
Handshake.com		N/A		
Linkedin		N/A		

6) Total # of Interviewees Referred: For the period from January 23, 2022–January 22, 2023 this Employment Unit interviewed 3 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

A. Initiative: Participant-Career Fairs and Events/Programs Promoting Careers in Broadcasting

On 4/13/22 the employment unit attended the NJ Chamber of Commerce Summit in Atlantic City, NJ. Information about the stations and open positions was displayed. There were discussions on how to stimulate the economy and staff-up post pandemic.

On 4/22/22, WDHA-FM hosted Rock the Rockfest in Newark, New Jersey. Booths were set up in the plaza of the Prudential Center by WDHA staff and recruitment flyers were distributed. Departments on hand to engage the crowd and answer employment opportunity questions included sales, programming and promotions. Managers from all three noted departments were present.

On 8/13/22 Sr. VP & Regional Market Manager of Beasley Media NJ who also serves on the College of Staten Island's Chazanoff School of Business External Board Team, attended the student run college radio station's reunion. The event was attended by college students and was an excellent source of outreach for the employment unit.

On 9/10/2022, 10/7/2022, and 11/5 2022.the Vice President & Director of Sales for WMGQ-FM / WCTC-AM and the WCTC-AM PD were on site at Rutgers University’s SHI Stadium in Piscataway, New Jersey. The objective was to attract and engage students for the purpose of recruiting both interns and part-time positions for Beasley Media New Jersey.

On 9/14/22, the employment unit attended the NJ Ad Club Jersey Awards at The Grove, in Cedar Grove, NJ. The evening was hosted by an On Air DJ and Music Director This event was heavily attended by both students and professionals seeking employment opportunities. Prospective employees and interns were provided with information regarding available Beasley Media New Jersey openings.

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From 9/13-10/8/22, WDHA-FM's Morning Host/Assistant PD conducted "Students Who Change Hunger" in conjunction with the Community Food Bank in Hillside, New Jersey. This was a great way to reach out to students and introduce them to radio by putting them on the air. The premise was to encourage students at different high schools to organize their own food drive. Every day the morning show featured a different guest discussing the need for donations at the food bank and one student during the week was chosen to be interviewed on the air. This was a creative way to generate exposure for a good cause and also introduce students to broadcasting.

B. Initiative: School/Community Tours

Scout Tours are a 30 minute, general overview of the various departments within the radio station. The Scouts are given a tour of the radio station to see how the equipment operates, learn how on-air personalities prepare for an air shift, and observe how different departments work together to keep a radio station running. Specific duties of each department are discussed. Also, the scouts are given the opportunity to record and hear themselves on the radio on the ride home. No requests were received during this reporting period due to COVID-19, but we will continue to promote this opportunity in 2023.

C. Initiative: Internship Program - On-going (1/23/22-1/22/23)

WDHA-FM/WMTR-AM conducts an ongoing internship program that is advertised on station websites and through notifications and internship fairs with local colleges. Internships are offered in Promotions with opportunities to explore other departments such as On-Air, Production, and Sales. All internships stress hands-on involvement with the relevant departments.

During the reporting period the following colleges have had or currently have interns at WDHA-FM / WMTR-AM: Mercer County Community College and Miami University. Two interns worked with the stations during the reporting period.

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D. Initiative: EEO Outreach Announcements

From 1/23/2022 through 1/22/2023, the stations regularly aired EEO outreach announcements on behalf of the NJBA.

E. Initiative: Management Training

From April 2022 - December 2022, the employment unit participated in a management training program called "Belong." The employment unit's market manager attended, as well as all New Jersey managers. 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.

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