

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the

period: January 23, 2023 – January 22, 2024

- 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) Account Executive	Internal Posting/Employee Referral

5) Job Title: Account Executive Referral Source(s) of Hires: Internal Posting/Employee Referral

Source	Contact	Address	Phone #	# of interviewees referred
Internal Posting/Employee Referral	WDHA Sales Assistant	55 Horsehill Road Cedar Knolls, 07927	973-538-1250	3
WDHA Website WMTR Website	Sales Manager Sales Manager	www.wdha.com www.wmtr.com	973-538-1250 973-538-1250	1
BBGI.COM	Sales Manager	bbgi.com		
FOXSports & WMGQ Websites	Sales Manager Sales Manager	www.foxsportsnewjersey.com www.magic983.com	732-249-2600	1
NJ Ad Club	Pat Hanley	199 Prospect Avenue North Arlington, NJ 07031	(201) 998-5133	
Indeed.com	Sales Manager			1

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

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

7) Supplemental Recruitment Initiatives.

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

On 3/14/23 – 03/15/23 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 make the state’s business climate better positioned for the future. Employment Unit attendees were: Director of Sales, Market Manager.

On 3/15/23 the employment unit attended the Montclair State University Career Fair in Montclair, NJ. The station tent was set up and information was provided to prospective employees and interns regarding available Beasley Media NJ job/internship openings. Attended by Promotions Director.

On 4/25/23, 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 9/03/2023 the Vice President & Director of Sales and the 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 9/30/2023 the Vice President & Director of Sales and the 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 11/08/23 the employment unit attended the Bergen Community College Career Fair in Paramus, NJ. The station tent was set up and information was provided to prospective employees and interns regarding available Beasley Media NJ job/internship openings. Attended by Promotions Director.

From October 2023 through January 2024, 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. Students at different high schools were encouraged to organize their own food drives. 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.

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B. Initiative: Internship Program - On-going (1/23/23-1/22/24)

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: Fairleigh Dickinson University, Susquehanna University and Pace University. Four interns worked with the stations during the reporting period.

C. Initiative: EEO Outreach Announcements

From 1/23/2023 through 1/22/2024, the stations regularly aired EEO outreach announcements on behalf of the NJBA.

D. Initiative: Management Training

From January 2023 - February 2023, 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 promotes 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, as well as individuals with differing abilities.

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