

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period:

January 23, 2018 – January 22, 2019

- 1) **Employment Unit:** Beasley Media Group – Somerset/New Brunswick, NJ
- 2) **Unit Members (Stations and Communities of License):** WMGQ(FM), New Brunswick, NJ
WCTC(AM), New Brunswick, NJ

3) **EEO Contact Information for Employment Unit:**

| | |
|--|--|
| Mailing Address: 78 Veronica Ave, Somerset NJ 08873 | Telephone Number: 732-249-2600 |
| | Contact Person/Title: Kimberly Barnes Office Manager |
| | E-mail Address: Kimberly.Barnes@bbgi.com |

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

| Job Title | Recruitment Source Referring Hire |
|----------------------------|------------------------------------|
| (a) Sales Assistant | Indeed.com |
| (b) Account Executive | Employee Referral/Internal Posting |
| (c) Promotions Coordinator | Magic983.com |
| (d) National Sales Manager | Employee Referral/Internal Posting |
| (e) Promotions Coordinator | Employee Referral/Internal Posting |

5) **Job Title:** Sales Assistant **Referral Source(s) of Hires:** Indeed.com

| Source* | Contact | Address | Phone # | # of interviewees referred |
|------------------------------------|----------------|--|--------------|----------------------------|
| BBGI.COM | | N/A | N/A | |
| Internal Posting/Employee Referral | Office Manager | 78 Veronica Ave. Somerset, NJ 08873 | 732-249-2600 | 2 |
| Employee Referral | | | | |
| WMGQ/WCTC Website | Sales Manager | magic983.com wctcam.com | 732-249-2600 | |

Stations WMGQ(FM) and WCTC(AM) are Equal Opportunity Employers.

| | | | | |
|--|--------------------------|---|--------------|---|
| Posting at Affiliated Stations–WDHA/WMTR | WDHA/WMTR Office Manager | 55 Horsehill Rd. Cedar Knolls, NJ 07927 | 973-538-1250 | |
| Posting at Affiliated Stations – WRAT/WJRZ | WRAT/WJRZ Office Manager | 1731 Main Street Lake Como, NJ 07719 | 732-681-3800 | |
| New Jersey Broadcasters Association(see attached) | Terrie Knight | www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ | 609-860-0111 | 1 |
| NYMRAD | Deb Beagan | New York Market Radio Assn. 125 West 55th Street, 21st Floor New York, NY 10019 | 646-254-4493 | |
| Indeed.com | | N/A | N/A | 2 |
| NJ Ad Club.com | Pat Hanley | info@njadclub.org | | |

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

| Source* | Contact | Address | Phone # | # of interviewees referred |
|--|--------------------------|---|--------------|----------------------------|
| Internal Posting | Office Manager | 78 Veronica Ave. Somerset, NJ 08873 | 732-249-2600 | 1 |
| WMGQ Website | Sales Manager | www.magic983.com | 732-249-2600 | 2 |
| Posting at Affiliated Stations –WMTR/WDHA | WDHA/WMTR Office Manager | 55 Horsehill Rd. Cedar Knolls, NJ 07927 | 973-538-1250 | |
| Posting at Affiliated Stations – WRAT/WJRZ | WRAT/WJRZ Office Manager | 1731 Main Street Lake Como, NJ 07719 | 732-681-3800 | |
| New Jersey Broadcasters Association(see attached) | Terrie Knight | www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ | 609-860-0111 | |
| Indeed.com | | N/A | | 2 |

5) Job Title: Promotions Coordinator Referral Source(s) of Hires: WMGQ Website

| | | | | |
|--|--|--|--|-------------------|
| | | | | # of interviewees |
|--|--|--|--|-------------------|

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| Source* | Contact | Address | Phone # | referred |
|--|-----------------------------|---|--------------|----------|
| Internal Posting | Office Manager | 78 Veronica Ave. Somerset, NJ 08873 | 732-249-2600 | 4 |
| WMGQ/WCTC Website | Sales Manager | magic983.com wctcam.com | 732-249-2600 | 2 |
| Posting at Affiliated Stations – WMTR/WDHA | WDHA/WMTR Office Manager | 55 Horsehill Rd. Cedar Knolls, NJ 07927 | 973-538-1250 | |
| Posting at Affiliated Stations – WRAT/WJRZ | WRAT/WJRZ Office Manager | 1731 Main Street Lake Como, NJ 07719 | 732-681-3800 | |
| New Jersey Broadcasters Association/Broadcast 1(see attached) | Terrie Knight | www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ | 609-860-0111 | |
| Indeed.com | | N/A | | 4 |
| William Patterson Job Fair | | | | 1 |

5) Job Title: National Sales Manager Referral Source(s) of Hires: Employee Referral/Internal Posting

| Source* | Contact | Address | Phone # | # of interviewees referred |
|--|-----------------------------|--|--------------|----------------------------|
| Internal Posting/Employee Referral | Office Manager | 78 Veronica Ave. Somerset, NJ 08873 | 732-249-2600 | 4 |
| Beasley Media NJ Websites | Sales Manager | Wdhafm.com Wmtram.com magic983.com wctcam.com wrat.com wjrz.com | 732-249-2600 | |
| Posting at Affiliated Stations – WMTR/WDHA | WDHA/WMTR Office Manager | 55 Horsehill Rd. Cedar Knolls, NJ 07927 | 973-538-1250 | |

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|--|--------------------------|---|--------------|---|
| Posting at Affiliated Stations – WRAT/WJRZ | WRAT/WJRZ Office Manager | 1731 Main Street, Lake Como NJ 07719 | 732-681-3800 | |
| New Jersey Broadcasters Association(see attached) | Terrie Knight | www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ | 609-860-0111 | 1 |
| BBGI.COM | | N/A | N/A | 2 |
| INDEED.COM | | N/A | | |
| NJ AD.CLUB.COM | Pat Hanley | info@njadclub.org | | 1 |
| N/A | | Recrutiment Source not listed | | |

5) Job Title: Promotions Coordinator Referral Source(s) of Hires: Employee Referral/Internal Posting

| Source* | Contact | Address | Phone # | # of interviewees referred |
|--|--------------------------|---|--------------|----------------------------|
| Internal Posting/Employee Referral | Office Manager | 78 Veronica Ave. Somerset, NJ 08873 | 732-249-2600 | 5 |
| Beasley Media NJ Websites | Sales Manager | magic983.com wctcam.com | 732-249-2600 | 3 |
| Posting at Affiliated Stations – WMTR/WDHA | WDHA/WMTR Office Manager | 55 Horsehill Rd. Cedar Knolls, NJ 07927 | 973-538-1250 | |
| Posting at Affiliated Stations – WRAT/WJRZ | WRAT/WJRZ Office Manager | 1731 Main Street, Lake Como NJ 07719 | 732-681-3800 | |
| New Jersey Broadcasters Association(see attached) | Terrie Knight | www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ | 609-860-0111 | |
| BBGI.COM | | N/A | N/A | |

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|------------|--|-----|--|---|
| INDEED.COM | | N/A | | 6 |
|------------|--|-----|--|---|

6) **Total # of Interviewees Referred:** For the period from January 23, 2018 – January 22, 2019 this Employment Unit interviewed 43 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

A. Initiative: Participant- Participation in Career Fairs or Related Events

On 3/9/18, The Senior VP/Regional Market Manager was a table host at the Etiquette Luncheon for The School of Business at CUNY. He was on a panel to discuss tips for lunch/dinner meeting etiquette. If your office visit or interview includes a lunch or dinner, that should be considered as part of the interview, and not just as a casual occasion. Therefore, it is very important to observe very proper table manners.

On 3/23/18, the WMGQ Program Director and Morning Show hosts participated in a Career Advice Day at Montclair State University in Upper Montclair, NJ. The event was an educational Q&A regarding various aspects of broadcasting.

On 4/18/18, the Employment Unit attended a job fair at The Imperia in Somerset, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

On 4/25/18, the Employment Unit attended a Biz Fest at The Imperia in Somerset, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

On 6/14/18, the Employment Unit attended a Biz Fest at The Imperia in Somerset, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

On 7/17/18, the Employment Unit attended a Hispanic Business Expo at The Pines Manor in Edison, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

On 7/23/18, the Employment Unit attended a Somerset Career Fair at the Embassy Suites by Hilton in Piscataway, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

On 8/24/18, the Employment Unit attended a job fair at William Patterson University in Wayne, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

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On 9/17/18, the Employment Unit attended a career fair The Hilton Garden Inn in Edison, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

On 11/8/18, the Employment Unit attended a career fair at Kean University in Union, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

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 hear themselves on the radio on the ride home.

WMGQ/WCTC hosted Scout Tours on: No requests this year – will promote this opportunity

C. Internship Program- On-going (1/23/18-1/22/19)

WMGQ-FM / WCTC-AM run an ongoing internship program that is advertised on the 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 WMGQ-FM / WCTC-AM: Ramapo College, Raritan Valley Community College, Middlesex County College, Rider University, Rowan University, Montclair State University, Pennsylvania State University, DeSales University, Elizabethtown College, Rutgers University, The College of NJ, and Arcadia University.

Approximately 17 interns worked with the stations during the reporting period.

D. Initiative: EEO outreach and announcements

From 01/23/18 through 1/22/19, the station regularly aired EEO outreach announcements on behalf of the NJBA. Vacancies during the same period were sent to various organizations throughout the state using the NJBA EEO1 source notification list.

EEO Distribution List**

| # | Recruiting Organization | Email | Fax |
|----------|--------------------------------|--------------|------------|
| 1 | AAMH Employment | | 1-609-452- |

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| | | | 0627 |
| 2 | Atlantic Community College | | 1-609-343-5030 |
| 3 | Atlantic County Department of Family and Community Development | | 1-609-343-2374 |
| 4 | Bayonne Economic Opportunity Foundation | | 1-201-437-2810 |
| 5 | Bloomfield College | carolmbrui@gmail.com | N/A |
| 6 | Bridgeway House | | 1-908-687-9633 |
| 7 | Brookdale Community College | | 1-732-224-2580 |
| 8 | Caldwell College | | 1-973-618-3425 |
| 9 | Camden County OEO/Urban Women's Center | | 1-856-365-8009 |
| 10 | Catholic Community Services, Hispanic Women's Resource Center | | 1-201-601-0490 |
| 11 | Centenary College | pelletierh@centenarycollege.edu | 1-908-813-2603 |
| 12 | Central Jersey Job Developers | | 1-732-745-5325 |
| 13 | Civic League of Greater New Brunswick | | 1-732-247-3646 |
| 14 | Community Relations & Social Service | | 1-908-753-3540 |
| 15 | Connecticut School of Broadcasting | johnnyo@gocsb.com | N/A |
| 16 | Connecticut School of Broadcasting | csbcherryhill@gocsb.com | 1-856-755-0865 |
| 17 | County College of Morris | | 1-973-328-5146 |
| 18 | County College of Morris | | 1-973-328-4558 |
| 19 | County of Mercer | | 1-609-278-6672 |
| 20 | Division of Vocational Rehabilitation Services, Gloucester Regional Service Center | | 1-856-384-3777 |
| 21 | Division on Vocational Rehabilitation | | 1-201-996-8880 |
| 22 | First Baptist Church | | 1-732-828-6688 |
| 23 | Gloucester County College, Center for People in Transition | | 1-856-468-7381 |
| 24 | Goodwill Industries of NJ, Inc. | | 1-973-481-2781 |
| 25 | Livingston College Dean's Office | | 1-732-445-2175 |
| 26 | Mercer County Office of Training & Employment | | 1-609-396-9563 |
| 27 | Middlesex County College | | 1-732-249-7306 |
| 28 | Middlesex County College | | 1-732-442-7811 |
| 29 | Middlesex County College | | 1-732-906-4268 |
| 30 | Middlesex County Vocational & Technical High Schools | | 1-732-390-4252 |
| 31 | Monmouth County Arts Council | | 1-732-212- |

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| | | | 0530 |
| 32 | Neighborhood House Association | | 1-908-757-9209 |
| 33 | New Jersey Department of Civil Service | | 1-609-292-7067 |
| 34 | New Jersey Department of Labor | | 1-201-996-6176 |
| 35 | New Jersey Department of Law & Public Safety | | 1-609-341-3039 |
| 36 | New Jersey Department of Transportation | | 1-609-530-4030 |
| 37 | New Jersey Department of Treasury | | 1-609-984-4023 |
| 38 | New Jersey Division of Developmental Disabilities | | 1-856-696-6885 |
| 39 | New Jersey Division of Vocational Rehabilitation | | 1-609-292-8347 |
| 40 | New Jersey Division of Vocational Rehabilitation | | 1-973-631-6309 |
| 41 | New Jersey Division of Vocational Rehabilitation | | 1-973-279-5895 |
| 42 | New Jersey Division of Vocational Rehabilitation | | 1-908-813-9745 |
| 43 | New Jersey Division of Vocational Rehabilitation | | 1-908-965-2976 |
| 44 | New Jersey Division of Vocational Rehabilitation | | 1-609-518-3956 |
| 45 | New Jersey State Lottery | | 1-609-599-5935 |
| 46 | NJ Advertising Club | info@njadclub.org | N/A |
| 47 | Occupational Center of Union County, Inc. | | 1-908-241-2025 |
| 48 | Office of the Public Defender | | 1-609-777-1795 |
| 49 | Project Self-Sufficiency | | 1-973-383-0937 |
| 50 | Puerto Rican Action Board | | 1-732-828-4546 |
| 51 | Puertorriquenos Asociados for Community Org., Inc. | | 1-201-653-5229 |
| 52 | Ramapo College of New Jersey | bwexler@ramapo.edu | N/A |
| 53 | Ramapo College of New Jersey | | 1-201-684-7452 |
| 54 | Raritan Valley College | wschnall@raritanval.edu | 1-908-526-2965 |
| 55 | Rider College | | 1-609-895-5639 |
| 56 | Rutgers University | | 1-973-353-1853 |
| 57 | Salvation Army | | 1-973-623-7537 |
| 58 | Seton Hall University | kajzerje@shu.edu | N/A |
| 59 | State of New Jersey Division of Employment Services | | 1-609-729-8455 |
| 60 | State of New Jersey Employment Center | | 1-973-383-8350 |
| 61 | State of NJ DHS, Commission for Blind & Visually Impaired | | 1-973-648-2201 |

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|----|--------------------------------------|-------------------|----------------|
| 62 | Stockton State College | | 1-609-748-6003 |
| 63 | The Cahill Career Development Center | cahill@ramapo.edu | N/A |
| 64 | The New Hope Baptist Church | | 1-973-624-6121 |
| 65 | Transitions | | 1-908-835-8104 |
| 66 | Union County College | | 1-908-709-7110 |
| 67 | Warren County College | | 1-908-689-5824 |
| 68 | YWCA | | 1-908-355-0534 |

*No organizations have requested notice of WCTC/WMGQ job vacancies.

*The Employment Unit distributes notice to the recruitment sources on this list variously by email and fax using the EEO 1 Source service provided to members of the New Jersey Broadcasters Association.