

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, 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: 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	Former Employee
(b) Digital Program Director	Indeed.com

5) Job Title: Account Executive Referral Source(s) of Hires: Former Employee

Source	Contact	Address	Phone #	# of interviewees referred
Internal Posting/Employee Referral/Former Employee	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	www.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	(201) 998-5133	
Indeed.com	Sales Manager			1

5) Job Title: Digital Program Director Referral Source(s) of Hires: Indeed.com

Source	Contact	Address	Phone #	# of interviewees referred
Employee Referral	VP of Digital Content	3033 Riviera Drive, Suite 200 Naples, FL 34103	704.661.5013	1
FOXSports & WMGQ Websites	VP of Digital Content	www.foxsportsnewjersey.com www.magic983.com	704.661.5013	
WDHA Website WMTR Website	VP of Digital Content	www.wdha.com www.wmtr.com	704.661.5013	
WJRZ Website WRAT Website	VP of Digital Content	www.wjrz.com www.wrat.com	704.661.5013	
BBGI.COM	VP of Digital Content	www.bbgi.com	704.661.5013	1
LinkedIn	VP of Digital Content			
Indeed.com	VP of Digital Content			2

6) Total # of Interviewees Referred: For the period from January 23, 2023– January 22, 2024 this Employment Unit interviewed 10 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 members who attended: 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 the Promotions Director.

On 3/15/23 the Program Director, in conjunction with our radio partners, Karma Cat, a rescue in Milltown, NJ, invited a scout troop to watch their monthly video shoot called “Kitty in the Corner.” The scouts learned about what Karma Kat does in the community, and the Program Director discussed our radio partnership with Karma Cat. The scouts asked questions about radio and being on the air and digital projects such as the monthly video for our website, and they were told about internship opportunities at the station.

On 6/02/22 WMGQ-FM/WCTC-AM was the media sponsor at the TD BANK Ballpark hosted by the Somerset County Business Partnership. It was a very large community networking event. Station booth was staffed by sales and promotion department personnel who responded to inquiries about careers in media and employment opportunities. Employment Unit member who attended: Promotions Director.

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 9/18/23 the employment unit attended the LNP Networking Event hosted by the Middlesex County Chamber of Commerce at The Hyatt, in New Brunswick, NJ. The station set up a table and information was provided to prospective employees and interns regarding available Beasley Media NJ job/internship openings. Employment Unit members who attended: Sr. Account Executive and promotions team.

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.

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

WMGQ-FM/WCTC-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 had or currently has interns at WMGQ-FM/WCTC-AM: Pace University. One intern 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.