

**BEASLEY MEDIA GROUP LICENSES, LLC
EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the Period:
November 23, 2017 – November 22, 2018**

1) Employment Unit: Beasley Media Group Licenses, LLC - Boston

2) Unit Members (Stations and Communities of License): **WBOS-FM, Brookline, MA
WBQT-FM, Boston, MA
WKLB-FM, Waltham, MA
WROR-FM, Framingham, MA
WRCA(AM), Watertown, MA
WMJX(FM), Boston, MA
WBZ-FM, Boston, MA¹**

3) EEO Contract Information for Employment Unit:

Mailing Address: 55 Morrissey Boulevard Boston, MA 02125	Telephone Number: 617-822-9600 Contact Person: John Coury Business Manager John.coury@bbgi.com
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4)

<u>Job Title</u>	<u>Referral Source Referring Hiree:</u>
(a) Sales Project Manager - WKLB	Management Referral
(b) Promotions Coordinator – WBZ	Management Referral
(c) Digital Sports Writer / Producer	Indeed.com
(d) Videographer / Graphic Designer	Indeed.com
(e) Imaging/Commercial Production Director	Internal Candidate
(f) Evening Co-Host, WBZ-FM	Internal Candidate
(g) Music Director, WBOS	Industry / Trade Website (RAMP)
(h) Marketing Director, WBOS	Management Referral
(i) Promotions Coordinator, WKLB	Internal Candidate
(j) IT Support Specialist	Management Referral
(k) Radio Staff Engineer	Employee Referral
(l) Account Executive (4 positions)	Employee Referral (4)

¹ Beasley acquired WBZ-FM on December 19, 2017. That same date, Entercom License, LLC acquired station WMJX(FM), which had been licensed to Beasley. For WBZ-FM and WMJX, data is provided in this report for the time periods that the stations were owned by Beasley.

**Stations WBOS-FM, WBQT-FM, WKLB-FM, WBZ-FM, and WROR-FM are
Equal Opportunity Employers.**

(a) Sales Project Manager, WKLB-FM**Referral Source(s) of Hire: Management Referral**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No
Employee Referral	Patti Taylor	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	3	No
Indeed.com*	Patti Taylor	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	5	No
Internal Candidate	Patti Taylor	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	2	No
Management Referral	Kari Talieri	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	2	No

(b) Promotions Coordinator – WBZ-FM**Referral Source(s) of Hire: Management Referral**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	0	No
Industry Referral	Michael Voss	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No
Internal Candidate	Michael Voss	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	3	No
Management Referral	Michael Voss	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No

(c) Digital Sports Writer/Producer**Referral Source(s) of Hire: Indeed.com**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No
Indeed.com*	Indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	5	No

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Internal Candidate	John Hardiman	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	2	
Management Referral	Tim Staskiewicz	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	2	No
Employee Referral	John Hardiman	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No

(d) Videographer/Graphic Designer Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No
Indeed.com*	Indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	6	No

(e) Imaging/Commercial Production Director Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	2	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No
Management Referral	Marc Clark	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No
Internal Candidate	Aaron Natti	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No
Indeed.com*	Indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	1	No

(f) Evening Co-Host WBZ Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No

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are denoted by *.					
Radio and Music Pros Newsletter*	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 917555	(661)294-9408	1	No
Internal Candidate	Christian Arcand	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	6	No

(g) Music Director, WBOS

Referral Source(s) of Hire: Industry/Trade Website (RAMP)

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Allaccess.com*	Shawn Alexander	24995 P.C.H. C303 Malibu, CA 90265	(310) 465-6616	4	No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneb@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No
Industry Referral	Ken West			1	No
Radio and Music Pros Newsletter*	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 917555	(661)294-9408	3	No
Station Website	www.alt929.com	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	2	No

(h) Marketing Director, WBOS

Referral Source(s) of Hire: Management Referral

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Allaccess.com*	Shawn Alexander	24995 P.C.H. C303 Malibu, CA 90265	(310) 465-6616	1	No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneb@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No
Internal Candidate	Ken West	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No
Industry Referral	Nik Rivers	24995 P.C.H. C303 Malibu, CA 90265	(310) 465-6616	1	No
Indeed.com*	Indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	1	No
Management Referral	Mary Menna	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No
Radio and Music Pros Newsletter*	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 917555	(661)294-9408	1	No
Station Website	www.alt929.com	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No

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(i) Promotions Coordinator, WKLB

Referral Source(s) of Hiree: Internal Candidate

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	0	No
Internal Candidate	Dawn Santolucito	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	4	No
Employee Referral	Dawn Santolucito	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	2	No
Station Website	www.country1025.com	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No

(j) IT Support Specialist**Referral Source(s) of Hire: Management Referral**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	Jean Fries	55 Morrissey Blvd Boston, MA 02125	(617) 822-6224	See sources denoted by *	No
Employee Referral	Neil Napolitano	55 Morrissey Blvd Boston, MA 02125	(617) 822-9600	1	No
Indeed.com*	Indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	15	No
Management Referral	Lamar Smith	3033 Riviera Drive #200 Naples, FL 34103	(239) 263-5000	1	No

(k) Radio Staff Engineer**Referral Source(s) of Hire: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Website – See Appendix I	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley EEO Distribution List See Appendix II	Business Manager	55 Morrissey Blvd. Boston, MA 02125	(617) 822-9600	0	No
Management Referral	Lamar Smith	3033 Riviera Drive #200 Naples, FL 34103	(617) 822-9600	1	No
Employee Referral	Dennis Knudsen	55 Morrissey Blvd Boston, MA 02125	(617) 822 9600	2	No

(l) Account Executive (4 positions)**Referral Source(s) of Hire: Employee Referral (4)**

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification No or No
Beasley Media Group Website – See Appendix I	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley EEO Distribution List See Appendix II	Business Manager	55 Morrissey Blvd. Boston, MA 02125	(617) 822-9600	0	No
Employee Referral	Kari Talieri	55 Morrissey Blvd. Boston, MA 02125	(617) 822-9600	4	No

5) Total number of Interviewees Referred: For the period from November 23, 2017 through November 22, 2018, this Employment Unit interviewed 93 interviewees for full-time job vacancies.

6) Supplemental Recruitment Initiatives

(a) Initiative: Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.

Date: Ongoing

Participants: All stations

WBOS, WBQT, WKLB, WBZ and WROR have an ongoing internship program in the programming, promotions, sales and production departments designed to assist members of the community in acquiring skills needed for broadcast employment. The internship program is promoted on station websites, and through postings with outside sources and at job fairs sponsored by local colleges. These are semester-long, for-credit programs that allow students to experience radio station operation first hand. Interns are offered a hands-on learning experience in Marketing/Promotions, Commercial Production, and Programming. In addition, time is provided for department head managers to answer questions in a formal setting in order to explain and provide context for students on the various procedures, techniques and events they experience during the internship. During this reporting period, the Employment Unit hosted 11 interns from various colleges throughout the region.

(b) Initiative: Participation in job fairs.

Massachusetts Broadcasters Association Virtual Job Fair

Date: December 18, 2017

Broadcasted on stations WBOS, WBQT, WKLB, WROR

Massachusetts Broadcasters Association Virtual Job Fair

Date: March 19, 2018

Broadcasted on stations WBOS, WBQT, WKLB, WBZ, WROR

Massachusetts Broadcasters Association Virtual Job Fair

Date: June 25, 2018

Broadcasted on stations WBOS, WBQT, WKLB, WBZ, WROR

Massachusetts Broadcasters Association Virtual Job Fair

Date: September 10, 2018

Broadcasted on stations WBOS, WBQT, WKLB, WBZ, WROR

National Association of Broadcasters – Educational Foundation

Date: April 11, 2018

2018 NAB Radio Show, Las Vegas, NV

National Association of Broadcasters – Educational Foundation

Date: September 27, 2018

2018 NAB Radio Show, Orlando, FL

(c) Initiative: Participation in events or programs sponsored by educational institutions or organizations related to career opportunities in broadcasting.

Date: June 4, 2018

I. Beasley Media Group hosted the Radio Talent Institute for students, interns, and young professionals from June 4 to June 13, 2018 at Emerson College in Boston. The Beasley Radio

Talent Institute was an intense 10-day program where participants had the opportunity to meet with, and learn from, over 30 radio professionals currently working in the broadcast industry including many managers and on-air talent professionals from this employment unit. The program was open to all college students, graduate students, and recent graduates. The Beasley Radio Group Talent Institute provided an incredible opportunity for students to gain valuable experience, build relationships with broadcasters throughout the region, attain additional internships, and get their first post-graduate job placement to begin their careers in the industry. The Beasley Radio Talent Institute helped to build on the educational foundation that students were already receiving by bridging the campus-to-career gap that exists for most college students. All of the stations in the Beasley Boston Employment Unit - ALT 92.9, HOT 96.9, WKLB-FM, WROR-FM and 98.5 The Sports Hub - participated in this exciting initiative.

II. Date: October 12, 2018

An on-air personality for 105.7 FM WROR taught a class at Emerson College. She shared her knowledge of an “on-air approach” where she discussed how to prepare for a live radio show.

Date: October 10, 2018

III. An Account Executive for 98.5 The Sports Hub provided insight into the media industry and discussed the details of being a sales professional at the Business School at Endicott College. He talked about the day-to-day responsibilities, training, management structure and future of the industry. There were over 60 undergrads who attended this seminar from the business school. After the discussion, the A.E. then fielded questions at a breakout session.

(d) Initiative: Posting of Job Openings in Job Banks/Newsletters

Date: Ongoing

I. The Employment Unit posts job openings and internships at the online job banks of the Massachusetts Broadcasters Association (www.massbroadcasters.org), New Hampshire Broadcasters Association (www.nhab.org) and National Association of Broadcasters (www.nab.org), and on All Access (www.allaccess.com), and regularly sends non-confidential upper-level postings (Management, Sales, Promotions) to organizations with membership including substantial participation by woman and minorities such as NAACP (Boston Chapter) (www.bostonnaacp.org), and The Boston Career Link (www.bostoncareerlink.org).

Beasley Media Group Station/Websites

APPENDIX 1 –

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone No.	Did Recruitment Source Request Notification?
Beasley Media Group Atlanta, GA	Business Manager	1465 Northside Dr. #218, Atlanta, GA 30318	404-355-8600	No
Beasley Media Group Augusta, GA	Business Manager	4051 Jimmie DNos Parkway, Augusta GA 30909	706-396-7000	No
Beasley Media Group Boca Raton, FL	Business Manager	1650 S. Dixie Highway, 5 th Floor, Boca Raton FL, 33432	561-997-0074	No
Beasley Media Group, Boston, MA	Business Manager	55 Morrissey Blvd., Boston MA, 02125	617-822-9600	No
Beasley Media Group Charlotte, NC	Business Manager	1520 South Blvd, Ste 300, Charlotte NC 28203	704-522-1103	No
Beasley Media Group Detroit	Business Manager/ Executive Assistant	One Radio Plaza, Ferndale, MI 48220	248-591-6804	No
Beasley Media Group Fayetteville, SC	Business Manager	508 Person Street, Fayetteville, NC 28301	910-486-2000	No
Beasley Media Group Fort Myers, FL	Business Manager	20125 S. Tamiami Trail, Estero FL 33928	239-495-2100	No
Beasley Media Group Greenville-Bern-Jacksonville, NC	Business Manager	2929 Radio Station Rd, Greenville NC, 27834	252-757-0011	No
Beasley Media Group Las Vegas, NV	Business Manager	2920 S Durango Drive, Las Vegas, NV 89117	702-730-0300	No
Beasley Media Group New Jersey	Business Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	No
Beasley Media Group Philadelphia, PA	Business Manager/ Executive Assistant	1 Bala Plaza, Suite 424, Bala Cynwyd, PA 19004	610-667-8500	No
Beasley Media Group Tampa, FL	Business Manager	9721 Executive Center Drive, Suite 200, St. Petersburg, FL 33702	727-563-8990	No
Beasley Media Group Wilmington, DE	Business Manager	812 Philadelphia Pike, Suite C, Wilmington, DE 19809	302-765-1160	No
Beasley Broadcast Group Inc. Careers (www.bbgi.com)	Director, Information Technology	3033 Riviera Drive, Suite 200, Naples FL 34103	239-263-5000	No
Beasley Media Group, Inc. Hot969Boston.com	Hish Fayed, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. alt92.9.com	Sean Doherty, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. www.country1025.com	Christina Serrano, Promo Coordinator	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. wror.com	Jami Martel, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No
Beasley Media Group, Inc. 985TheSportsHub.com	Kelley Anderson, Director of Marketing	55 Morrissey Blvd Boston, MA	617-822-9600	No

Stations WBOS-FM, WBQT-FM, WKLB-FM, WBZ-FM, and WROR-FM are Equal Opportunity Employers.

BEASLEY MEDIA GROUP LICENSES, LLC - BOSTON

APPENDIX II – EEO Distribution List

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone No.	Did Recruitment Source Request Notification?
Allaccess.com	Shawn Alexander	24995 P.C.H. C303 Malibu, CA 90265	(310) 465-6616	No
Department of Labor & Workforce (JobQuest)	jobquest.detma.org	1 Ashburton Pl, Boston, MA 02108	617-626-7100	No
Career Link (Boston)	Mark Bryson	1010 Harrison Ave. Boston, MA 02119	617-541-1487	No
Indeed.com	www.indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	No
National Associate for the Advancement of Colored People (NAACP)	Evelyn Norman info@bostonnaacp.org	330 Martin Luther King Blvd Mall of Roxbury Boston, MA 02119	617.427.9494	No
The Career Place	gsommer@detma.org	100 Trade Center, Suite G100 Woburn, MA 01801	781.932.5500	No
Massachusetts Dept. of Employment and Training	jobquest.detma.org	One Ashburton Place, Suite 2112 Boston, MA 02108	(617) 626-7122	No
Massachusetts Broadcasters Association	Jordan Walters	43 Riverside Ave, Medford, MA 02155	(800) 471-1875	No
National Association of Broadcasters (NAB) Career Center hr@nab.org	Human Resources	National Association of Broadcasters 1771 N Street NW Washington DC 20036	202 429 3928	No
New Hampshire Association of Broadcasters	www.nhab.org	707 Chesnut St, Manchester, NH 03104	603-232-0277	No
The Work Place	feedback@theworkplace.org	29 Winter Street Boston, MA 02108		No
Babson College	Campus Recruiter	231 Forest St, Babson Park, MA 02457	781-235-1200	No
Boston University Office of Career Services	Campus Recruiter	One Silber Way Boston, MA 02215	617-353-2000	No
Bates College	Campus Recruiter	2 Andrews Road Lewiston, ME 04240	207-786-6225	No
Connecticut School of Broadcasting	Sonig Varadian	180 Rumford Ave, #201 Newton, MA 02466	(781) 559-0005	No
Emerson College	Campus Recruiter	120 Boylston St, Boston, MA 02116	617-824-8500	No
Endicott College	Campus Recruiter	376 Hale St, Beverly, MA 01915	978-927-0585	No
Stonehill College	Campus Recruiter	320 Washington St, North Easton, MA 02357	508-565-1000	No
Suffolk University	Campus Recruiter	8 Ashburton Pl, Boston, MA 02108	617-573-8000	No
Wellesley College	Campus Recruiter	106 Central St, Wellesley, MA 02481	781-283-1000	No
Radio and Music Pros Newsletter	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 917555	(661)294-9408	No

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