

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

**This Report covers full-time vacancy recruitment data for the Period:
November 23, 2021 – November 22, 2022**

- 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
 - WBZ-FM, Boston, MA
- 3) **EEO Contract Information for Employment Unit:**

Mailing Address: 175 Main Street Waltham, MA 02451	Telephone Number: 781-806-9613 Contact Person: John Coury Business Manager John.Coury@bbqi.com
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<u>Job Title</u>	<u>Referral Source Referring Hire:</u>
(a) National Sales Assistant	On-Air Recruitment
(b) Afternoon Drive Producer-WBZ	Internal Posting
(c) Promotions Coordinator WKLB/WBZ	Employee Referral
(d) Videographer- Digital	Employee Referral
(e) Sales Assistant	Management Referral

(a) National Sales Assistant**Referral Source(s) of Hire: On-Air Recruitment**

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	4	No
Beasley Boston EEO Distribution List – See Appendix II.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	0	No
Industry Referral	Chris Henessey	189 B St., Needham, MA 02494	617-630-5000	1	No
On Air Recruitment	WBZ -FM Sports Hub	1075 Main Street Waltham, MA 02451	(781) 806-9613	2	No

(b) Afternoon Drive Producer – WBZ-FM**Referral Source(s) of Hire: Internal Posting**

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	5	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by*	No
Management Referral	James Louth	1075 Main Street. Waltham, MA 02451	(781) 806-9644	1	No
Industry Referral	Doug Lane	83 Leo Birmingham Pkwy Brighton, MA 02135	617-779-5400	1	No
Indeed.com*	Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	1	No
Employee Referral	James Stewart	1075 Main Street. Waltham, MA 02451	(781) 806-9860	1	No
Internal Posting	John Coury	1075 Main Street. Waltham, MA 02451	(781) 806-9613	1	No

Stations WBOS-FM, WBQT-FM, WBZ-FM, WKLB-FM, WRCA(AM) and WROR-FM are Equal Opportunity Employers.

(c) Promotions Coordinator WKLB/WBZ**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 Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	5	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by *	No
Indeed.com*	www.Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	3	
Management Referral	Brian Schneekloth	1075 Main Street. Waltham, MA 02451	(781) 806-9659	1	No
Employee Referral	Andrea Nastri	1075 Main Street. Waltham, MA 02451	(781) 806-9860	1	No

(d) Videographer - Digital**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 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 *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by *	No
Indeed.com*	www.Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	3	No
Employee Referral	Robert Froding, Joe Licciardello	1075 Main Street. Waltham, MA 02451	(781) 806-9860	2	No

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(e) Sales Assistant

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 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 *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by *	No
Management Referral	Tina Murley	1075 Main Street Waltham, MA 02451	(781) 806-9815	1	No
Indeed.com*	Indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	2	No

5) Total number of Interviewees Referred: For the period from November 23, 2021 through November 22, 2022, this Employment Unit interviewed 35 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

The Employment Unit has 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. 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 13 interns from various colleges throughout the region.

(b) Initiative: Participation in Job Fairs

- i. Massachusetts Broadcasters Association Virtual Job Fair, March 7–11, 2022
- ii. Massachusetts Broadcasters Association Virtual Job Fair, October 25–29, 2021

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

Date: Ongoing

The Employment Unit posts job openings and internships at the online job banks of the Massachusetts Broadcasters Association (www.massbroadcasters.org), New Hampshire Association of Broadcasters (www.nhab.org) and National Association of Broadcasters (www.nab.org), and on All Access (www.allaccess.com), and 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).

(d) Initiative: Participation in Scholarship Programs

Date: Ongoing

The Massachusetts Broadcasters Association Student Broadcaster Scholarship Program encourages students who are interested in radio and/or television industry to further their education in the field. The Employment Unit Market Manger participated in the selection committee and reviewed/rated scholarship applications. Public Service Announcements were also run on our stations for the Mass Broadcasters Al Sprague Scholarship fund.

(e) Initiative: Management-Level EEO Training

Date: November 8, 2022

Management Personnel (Employment Unit Controller) reviewed and analyzed the FCC's EEO FAQ ("EEO Frequently Asked Questions") at <https://www.fcc.gov/enforcement/eb-eeo/eeo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies, including supplemental recruitment initiatives, recordkeeping, and EEO audits.

**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, Waltham, MA	Business Manager	1075 Main Street., Waltham MA, 02451	781-806-9860	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, NC	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)	Nick Pinto, Information Technology	3033 Riviera Drive, Suite 200, Naples FL 34103	239-263-5000	No
Beasley Media Group, Inc. Hot969Boston.com	Athanasia Orphanos, Director of Marketing	1075 Main Street Waltham, MA	(781) 806-9640	No
Beasley Media Group, Inc. rock929rocks	Athanasia Orphanos, Director of Marketing	1075 Main Street Waltham, MA	(781) 806-9640	No
Beasley Media Group, Inc. www.country1025.com	Andrea Nasti, Promo Coordinator	1075 Main Street Waltham, MA	781) 806-9639	No
Beasley Media Group, Inc. wror.com	Athanasia Orphanos, Director of Marketing	1075 Main Street Waltham, MA	(781) 806-9640	No
Beasley Media Group, Inc. 985TheSportsHub.com	Kelley Anderson, Director of Marketing	1075 Main Street Waltham, MA	(781) 806-9651	No

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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
LinkedIn	http://www.linkedin.com	N/A	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 Waltham, 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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