

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the Period:
November 23, 2022 – November 22, 2023

- 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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- | 4) <u>Job Title</u> | <u>Referral Source Referring Hire:</u> |
|-------------------------------------|---|
| (a) Sales Assistant | Handshake |
| (b) Sales Assistant* | Industry Referral |
| (c) Promotions Coordinator | Management Referral |
| (d) Videographer - Digital | Employee Referral |
| (e) Nighttime On-Air Host | Station Website |
| (f) Promotions Coordinator WKLB/WBZ | Station Website |
| (g) Account Executive | Management Referral |

* Positions (a) and (b) were filled from the same flight of recruitment announcements.

(a) Sales Assistant

Referral Source(s) of Hire: Handshake

	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 II 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
Industry Referral	Chris Henessey	189 B St., Needham, MA 02494	617-630-5000	1	No
Management Referral	Mary Menna	1075 Main Street Waltham, MA 02451	781-806-8619	2	No
Handshake	Joinhandshake.com	N/A	N/A	3	No
Indeed.com*	Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	1	No
Massachusetts Broadcasters Association	Jordan Walters	43 Riverside Ave, Medford, MA 02155	(800) 471-1875	1	No

(b) Sales Assistant

Referral Source(s) of Hire: Industry Referral

	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 II 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
Industry Referral	Chris Henessey	189 B St., Needham, MA 02494	617-630-5000	1	No
Management Referral	Mary Menna	1075 Main Street Waltham, MA 02451	781-806-8619	2	No
Handshake	Joinhandshake.com	N/A	N/A	3	No
Indeed.com*	Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	1	No
Massachusetts Broadcasters Association	Jordan Walters	43 Riverside Ave, Medford, MA 02155	(800) 471-1875	1	No

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are Equal Opportunity Employers.**

(c) Promotions Coordinator**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	4	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	Brian Schneekloth	1075 Main Street. Waltham, MA 02451	(781) 806-9644	1	No
Indeed.com*	Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	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	5	No
Employee Referral	Robert Froding	1075 Main Street. Waltham, MA 02451	(781) 806-9860	1	No

(e) Nighttime On-Air Host**Referral Source(s) of Hire: Station Website**

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 II 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	Rick Radzik	1075 Main Street. Waltham, MA 02451	(781) 806-9649	1	No
Management Referral	Mary Menna	1075 Main Street. Waltham, MA 02451	(781) 806-9619	1	No
Industry Referral	Brad Blank	1800 Sunset Harbour Dr#2402 Miami, FL 33139	617-247-9800	1	No

(f) Promotions Coordinator WKLB/WBZ**Referral Source(s) of Hire: Station Website**

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 II 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	1	

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(g) Account Executive

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 II 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
Industry Referral	Aaron Thomas	NBC Sports Boston	(781) 270-7278	1	No
Indeed.com*	Indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	2	No
Management Referral	Brian Schneekloth	1075 Main Street. Waltham, MA 02451	(781) 806-9644	1	No

5) Total number of Interviewees Referred: For the period from November 23, 2022 through November 22, 2023, this Employment Unit interviewed 41 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

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 operations first hand. Interns are offered a hands-on learning experience in Marketing/Promotions, Commercial Production, and Programming. 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 16 interns from various colleges throughout the region.

(b) Initiative: Participation in job fairs.

Massachusetts Broadcasters Association Virtual Job Fair, week of March 6, 2023.

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

I. 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 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

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

- I. On March 2, 2023, members of the Station Employment Unit's Get Up Crew hosted young women from the Louis D Brown Peace Institute who wanted to learn about opportunities in the radio broadcasting industry.
- II. On September 19, 2023, Beasley Boston hosted a group of eight GROW Associates members and two chaperones at the studios. Beasley Boston provided a tour of the facility and demonstrated the production process, as well as in-studio demonstrations. The tour was hosted by the Employment Unit's executive assistant and promotions coordinator, with guest speakers from the WROR-FM morning show and the Get Up Crew.

(e) Initiative: Participation in Scholarship Programs

I. 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's 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.

(f) Initiative: Management Level Training

Employment Unit managerial staff participated in mandatory Diversity, Equity, and Inclusion (DEI) training between September 2022 and May 2023. The goal of the training was to promote 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. Examples of session topics included Best Practices in DEI, Leading Through Change, and Sensitivity Training.

Personnel involved included the VP/General Manager, Business Manager, Director of Sales, Sales Managers, Program Directors, Traffic Director, and Promotions Managers.

(g) Initiative: Diversity, Equity, and Inclusion (DEI) Training

On February 28 and March 1, 2023, all full-time on-air personalities participated in a mandatory interactive Diversity, Equity, and Inclusion training program. The program focused on sensitivity and acceptance of diversity in the workplace and its daily, on-air impact in the communities served by the on-air personalities.

**(h) 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 D Nos Parkway, Augusta GA 30909	706-396-7000	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 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, Waltham, MA	Business Manager	1075 Main Street., Waltham MA, 02451	781-806-9860	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 Nastri, 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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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 Association 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 Chestnut 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 91755	(661)294-9408	No

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