

**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, Point Pleasant/Manahawkin, NJ
- 2) Unit Members (Stations and Communities of License):** WRAT(FM); Point Pleasant, NJ  
WJRZ-FM; Manahawkin, NJ
- 3) EEO Contact Information for Employment Unit:**

|  |  |
|--|--|
| Mailing Address:<br>1731 Main St.<br>Lake Como, NJ 07719 | Telephone Number: 732-681-9591   |
|  | Contact Person/Title: Jennifer Alexander-Mettlen<br>Regional Executive Assistant |
|  | E-mail Address:<br>Jennifer.alexander-mettlen@bbgi.com                           |

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

| Job Title               | Recruitment Source Referring Hire  |
|-------------------------|------------------------------------|
| (a) Account Executive   | Employee Referral/Internal Posting |
| (b) Account Executive   | WRAT Website                       |
| (c) Promotions Director | Employee Referral/Internal Posting |

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

| Source*                                    | Contact                  | Address  | Phone #      | # of interviewees referred |
|--|--------------------------|--|--------------|----------------------------|
| Internal Posting/Employee Referral         | WRAT Office Manager      | 1731 Main St.<br>Lake Como, NJ 07719           | 732-681-9591 | 3                          |
| WRAT Website                               | Sales Manager            | <a href="http://www.wrat.com">www.wrat.com</a> | 732-681-9591 |                            |
| WJRZ Website                               | Sales Manager            | <a href="http://www.wjrz.com">www.wjrz.com</a> | 732-681-9591 |                            |
| Posting at Affiliated Stations – WMTR/WDHA | WDHA/WMTR Office Manager | 55 Horsehill Rd.<br>Cedar Knolls, NJ 07927     | 973-538-1250 |                            |

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|  |                          |   |              |   |
|--|--------------------------|---|--------------|---|
| Posting at Affiliated Stations – WMGQ/WCTC/        | WMGQ/WCTC Office Manager | 78 Veronica Ave.<br>Somerset, NJ 08873  | 732-249-2600 |   |
| New Jersey Broadcasters Association( see attached) | Terrie Knight            | <a href="http://www.njba.com">www.njba.com</a> /Broadcast 1 Source<br>348 Applegate Rd., Monroe, NJ | 609-860-0111 | 1 |
| NYMRAD   | Deb Beagan               | New York Market Radio Assn.<br>125 West 55th Street, 21st Floor<br>New York, NY 10019               | 646-254-4493 |   |
| Indeed.com   |                          | N/A   |              | 3 |
| BBGI.COM   |                          | N/A   |              | 1 |

5) Job Title: Account Executive

Referral Source(s) of Hires: WRAT.COM

| Source*  | Contact                  | Address   | Phone #      | # of interviewees referred |
|--|--------------------------|---|--------------|----------------------------|
| Internal Posting/Employee Referral                 | WRAT Office Manager      | 1731 Main St.<br>Lake Como, NJ 07719  | 732-681-9591 | 1                          |
| WRAT Website                                       | Sales Manager            | <a href="http://www.wrat.com">www.wrat.com</a>  | 732-681-9591 | 2                          |
| WJRZ Website                                       | Sales Manager            | <a href="http://www.wjrz.com">www.wjrz.com</a>  | 732-681-9591 |                            |
| Posting at Affiliated Stations – WMTR/WDHA         | WDHA/WMTR Office Manager | 55 Horsehill Rd.<br>Cedar Knolls, NJ 07927  | 973-538-1250 |                            |
| Posting at Affiliated Stations – WMGQ/WCTC/        | WMGQ/WCTC Office Manager | 78 Veronica Ave.<br>Somerset, NJ 08873  | 732-249-2600 | 1                          |
| New Jersey Broadcasters Association( see attached) | Terrie Knight            | <a href="http://www.njba.com">www.njba.com</a> /Broadcast 1 Source<br>348 Applegate Rd., Monroe, NJ | 609-860-0111 |                            |
| NYMRAD   | Deb Beagan               | New York Market Radio Assn.<br>125 West 55th Street, 21st Floor<br>New York, NY 10019               | 646.254.4493 |                            |
| Indeed.com   |                          | N/A   |              | 1                          |
| BBGI.COM   |                          | N/A   |              | 1                          |

5) Job Title: Promotions Director

Referral Source(s) of Hires: Employee Referral/Internal Posting

| Source*                            | Contact             | Address                              | Phone #      | # of interviewees referred |
|------------------------------------|---------------------|--------------------------------------|--------------|----------------------------|
| Internal Posting/Employee Referral | WRAT Office Manager | 1731 Main St.<br>Lake Como, NJ 07719 | 732-681-9591 | 5                          |

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|  |                          |  |              |   |
|--|--------------------------|--|--------------|---|
| WJRZ Website   | Sales Manager            | <a href="http://www.wjrz.com">www.wjrz.com</a>   | 732-681-9591 |   |
| Posting at Affiliated Stations – WMGQ/WCTC                                 | WMGQ/WCTC Office Manager | 78 Veronica Ave. Somerset, NJ 08873  | 732-249-2600 |   |
| Posting at Affiliated Stations – WMTR/WDHA                                 | WDHA/WMTR Office Manager | 55 Horsehill Rd. Cedar Knolls, NJ 07927  | 973-538-1250 |   |
| New Jersey Broadcasters Association/Broadcast 1 Job Source ( see attached) | Terrie Knight            | <a href="http://www.njba.com">www.njba.com</a> /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ | 609-860-0111 | 1 |
| BBGI.COM   |                          | N/A  |              |   |
| NJ Ad Club   |                          | N/A  |              |   |
| Indeed.com   |                          | N/A  |              | 1 |

6) **Total # of Interviewees Referred:** For the period from January 23, 2018 – January 22, 2019 this Employment Unit interviewed 21 interviewees for full-time job vacancies.

## 7) Supplemental Recruitment Initiatives.

### A. Initiative: Participant-Career Fair

**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 4/3/18,** the employment unit attended the Stockton University Career Fair in Galloway, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted.

**On 4/5/18,** the employment unit attended the Seton Hall University Career Fair in South Orange, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted.

**On 4/12/18,** the employment unit attended the Jersey Shore Business Expo at Jumping Brook Golf Club in Neptune, 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 by the promotions director.

**On 4/13/18,** the employment unit attended the Monmouth County Spring Job Fair at Brookdale Community College Career in Lincroft, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern

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openings. Resumes were accepted and questions regarding career opportunities and the application process were answered.

**On 4/25/18**, the employment unit attended the Five Chamber Business to Business Expo at Martell's Tiki Bar in Pt. Pleasant Beach, 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 by Director of Integrated Sales.

**On 5/9/18**, the employment unit attended the Greater Ocean Township Business Expo at Jumping Brook Golf Club in Neptune 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 by the promotions director.

**On 5/11/18**, the WRAT Program Director participated in a Career Event at Monmouth University in Long Branch, NJ. The PD was on a board panel and spoke for Monmouth University. Eight student teams presented ideas that ranged for apps to stream concerts, doggie adoption apps, footwear that incorporates technology..etc The PD was part of the Shark Tank crew helping students with ideas and business plans.

**On 10/31/18**, the employment unit attended the Monmouth University in West Long Branch, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted.

**On 11/15/18**, the employment unit attended the Kean University at Ocean County College in Toms River, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were accepted.

## **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.

**WJRZ hosted Monmouth/Ocean County Scout Tours on:**

**WRAT hosted Monmouth/Ocean County Scout Tours on: 1/11, 2/12, 4/17, 4/30**

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

WRAT/WJRZ-FM runs 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 WRAT/WJRZ-FM: Communications High School, Dominican College, Brookdale College, Connecticut School of Broadcasting, Monmouth University, Seton Hall University, Mercer County Community College, Stockton University, James Madison University, Roger Williams University, Cornell University, CUNY College of Staten Island, Emerson College, Ithaca College, Rowan University and Villanova University. **Approximately 23 interns worked with the stations during the reporting period.**

**D. Initiative: EEO Outreach Announcements**

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

**EEO Distribution List\*\***

| <b>#</b> | <b><u>Recruiting Organization</u></b>                          | <b><u>Email</u></b>             | <b><u>Fax</u></b> |
|----------|--|---------------------------------|-------------------|
| 1        | AAMH Employment  | aamhemployment@yahoo.com        | 1-609-452-0627    |
| 2        | Atlantic Community College                                     | rossi@atlantic.edu              | 1-609-343-5030    |
| 3        | Atlantic County Department of Family and Community Development | lowery_rhonda@aclink.org        | 1-609-343-2374    |
| 4        | Bay Shore Learning Center                                      | rvogel@brookdalecc.edu          | 1-732-495-4496    |
| 5        | Bayonne Economic Opportunity Foundation                        |                                 | 1-201-437-2810    |
| 6        | Bergen Community College                                       | cecd@bergen.edu                 | 1-201-612-9865    |
| 7        | Bergen Workforce Center, Career & Life Counseling Program      | patsci@bergen.org               | 1-201-440-8647    |
| 8        | Bestwork Industries for the Blind, Inc.                        | bestwork@eticomm.net            | 1-856-939-5022    |
| 9        | Bloomfield College   | carolmbrui@gmail.com            | 1-973-259-0411    |
| 10       | Bridgeway House  | bridgewayes@yahoo.com           | 1-908-687-9633    |
| 11       | Brookdale Community College                                    | lmass@brookdalecc.edu           | 1-732-224-2580    |
| 12       | Caldwell College   |                                 | 1-973-618-3425    |
| 13       | Camden County OEO/Urban Women's Center                         | gtaylor@cccceo.com              | 1-856-365-8009    |
| 14       | Catholic Community Services, Hispanic Women's Resource Center  |                                 | 1-201-601-0490    |
| 15       | Centenary College  | pelletierh@centenarycollege.edu | 1-908-813-2603    |
| 16       | Central Jersey Job Developers                                  | dornajae@aol.com                | 1-732-745-5325    |
| 17       | Civic League of Greater New Brunswick                          | employm@civicleague.com         | 1-732-247-3646    |
| 18       | Community Relations & Social Service                           |                                 | 1-908-753-3540    |
| 19       | Connecticut School of Broadcasting                             | johnnyo@gocsb.com               | N/A               |
| 20       | Connecticut School of Broadcasting                             | csbcherryhill@gocsb.com         | 1-856-755-0865    |

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|    |  |                                   |                |
|----|--|-----------------------------------|----------------|
| 21 | County College of Morris   | afodera@ccm.edu                   | 1-973-328-4558 |
| 22 | County College of Morris   | womenscenter@ccm.edu              | 1-973-328-5146 |
| 23 | County of Mercer   | cdixon@mercercounty.org           | 1-609-278-6672 |
| 24 | DeVry College of Technology  | ccpo@nj.devry.edu                 | 1-732-435-4889 |
| 25 | Division of Vocational Rehabilitation Services, Gloucester Regional Service Center |                                   | 1-856-384-3777 |
| 26 | Division on Vocational Rehabilitation  |                                   | 1-201-996-8880 |
| 27 | Douglass Cook Career Center  | joscott@rci.rutgers.edu           | 1-732-932-1541 |
| 28 | First Baptist Church   |                                   | 1-732-828-6688 |
| 29 | Georgian Court College   | careers@georgian.edu              | 1-732-364-4797 |
| 30 | Gloucester County College, Center for People in Transition                         | jlabuz@gccnj.edu                  | 1-856-468-7381 |
| 31 | Goodwill Industries of NJ, Inc.  |                                   | 1-973-481-2781 |
| 32 | Livingston College Dean's Office   |                                   | 1-732-445-2175 |
| 33 | Mercer County Office of Training & Employment                                      |                                   | 1-609-396-9563 |
| 34 | Middlesex County College   |                                   | 1-732-906-4268 |
| 35 | Middlesex County College   | linda_urbach@middlesexcc.nj.us    | 1-732-442-7811 |
| 36 | Middlesex County College   | evelyn_rosa@middlesexcc.edu       | 1-732-249-7306 |
| 37 | Middlesex County Vocational & Technical High Schools                               | heffersr@mail.mcvts.net           | 1-732-390-4252 |
| 38 | Monmouth County Arts Council   |                                   | 1-732-212-0530 |
| 39 | MPT Department   | shaw@essex.edu                    | 1-973-877-1887 |
| 40 | NCJW Center for Women  | ckenny@ncjwessex.org              | 1-973-994-7412 |
| 41 | Neighborhood House Association   |                                   | 1-908-757-9209 |
| 42 | New Jersey Department of Civil Service   |                                   | 1-609-292-7067 |
| 43 | New Jersey Department of Labor   |                                   | 1-201-996-6176 |
| 44 | New Jersey Department of Law & Public Safety                                       |                                   | 1-609-341-3039 |
| 45 | New Jersey Department of Transportation  |                                   | 1-609-530-4030 |
| 46 | New Jersey Department of Treasury  |                                   | 1-609-984-4023 |
| 47 | New Jersey Division of Developmental Disabilities                                  | quinones@njdmava.state.nj.us      | 1-856-696-6885 |
| 48 | New Jersey Division of Vocational Rehabilitation                                   |                                   | 1-609-518-3956 |
| 49 | New Jersey Division of Vocational Rehabilitation                                   | krichard@dol.state.nj.us          | 1-908-813-9745 |
| 50 | New Jersey Division of Vocational Rehabilitation                                   |                                   | 1-908-965-2976 |
| 51 | New Jersey Division of Vocational Rehabilitation                                   |                                   | 1-973-631-6309 |
| 52 | New Jersey Division of Vocational Rehabilitation                                   |                                   | 1-609-292-8347 |
| 53 | New Jersey Division of Vocational Rehabilitation                                   | rpassucc@dol.state.nj.us          | 1-973-279-5895 |
| 54 | New Jersey State Lottery   |                                   | 1-609-599-5935 |
| 55 | Newark Business Training Institute   | jd Morrison1217@aol.com           | 1-973-482-7591 |
| 56 | NJ Advertising Club  | info@njadclub.org                 | N/A            |
| 57 | Occupational Center of Union County, Inc.  |                                   | 1-908-241-2025 |
| 58 | Office of the Public Defender  | herron-mckithen_r@opd.state.nj.us | 1-609-777-1795 |
| 59 | Project Self-Sufficiency   |                                   | 1-973-383-0937 |
| 60 | Puerto Rican Action Board  |                                   | 1-732-828-4546 |
| 61 | Puertorriquenos Asociados for Community Org., Inc.                                 | pacoagency@yahoo.com              | 1-201-653-5229 |
| 62 | Ramapo College of New Jersey   | bwexler@ramapo.edu                | N/A            |
| 63 | Ramapo College of New Jersey   | dstark@ramapo.edu                 | 1-201-684-7452 |
| 64 | Raritan Valley College   | wschnall@rارانval.edu             | 1-908-526-2965 |

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|    |   |                                |                |
|----|---|--------------------------------|----------------|
| 65 | Rider College   | careers@rider.edu              | 1-609-895-5639 |
| 66 | Rutgers University  | thopkins@andromeda.rutgers.edu | 1-973-353-1853 |
| 67 | Salvation Army  |                                | 1-973-623-7537 |
| 68 | Seton Hall University                                     | kajzerje@shu.edu               | 1-973-275-2001 |
| 69 | Seton Hall University Career Center                       | desantan@shu.edu               | 1-973-761-9009 |
| 70 | State of New Jersey Division of Employment Services       | mwall@dol.state.nj.us          | 1-609-729-8455 |
| 71 | State of New Jersey Employment Center                     |                                | 1-973-383-8350 |
| 72 | State of NJ DHS, Commission for Blind & Visually Impaired |                                | 1-973-648-2201 |
| 73 | Stockton State College                                    |                                | 1-609-748-6003 |
| 74 | Sussex County Community College                           | ggustavson@sussex.edu          | 1-973-300-2274 |
| 75 | The Cahill Career Development Center                      | cahill@ramapo.edu              | N/A            |
| 76 | The New Hope Baptist Church                               |                                | 1-973-624-6121 |
| 77 | Transitions   |                                | 1-908-835-8104 |
| 78 | Union County College                                      | rocco@ucc.edu                  | 1-908-709-7110 |
| 79 | Urban League of Bergen County                             | bobwalk122@aol.com             | 1-201-568-3192 |
| 80 | Warren County College                                     | guerin@warren.edu              | 1-908-689-5824 |
| 81 | YWCA  | info@ywcamail.com              | 1-908-355-0534 |

\*No organizations have requested notice of WJRZ-FM/WRAT 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.

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