

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period:

January 23, 2020 – January 22, 2021

- 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: 1731 Main St. Lake Como, NJ 07719	Telephone Number: 732-681-9591
	Contact Person/Title: Jennifer Alexander-Mettlen Regional Executive Assistant
	E-mail Address: 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) Digital Program Director	Indeed.com
(b) Account Executive	WRAT.COM, Indeed.com*

*Two positions were filled from one set of recruitment announcements.

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

Source*	Contact	Address	Phone #	# of interviewees referred
Internal Posting	WRAT Office Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	
Employee Referral				4
WRAT Website	Sales Manager	www.wrat.com	732-681-9591	
WJRZ Website	Sales Manager	www.wjrz.com	732-681-9591	
Posting at Affiliated Stations – WMTR/WDHA	WDHA/WMTR Office Manager	55 Horsehill Rd. Cedar Knolls, NJ 07927	973-538-1250	

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BBGI.COM		N/A	N/A	2
Indeed.com		N/A	N/A	2
Linked In		N/A	N/A	

5) Job Title: Account Executive (2 positions) Referral Source(s) of Hires: WRAT.com, Indeed.com

Source*	Contact	Address	Phone #	# of interviewees referred
Internal Posting	WRAT Office Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	
Employee Referral				4
WRAT Website	Sales Manager	www.wrat.com	732-681-9591	1
WJRZ Website	Sales Manager	www.wjrz.com	732-681-9591	
Posting at Affiliated Stations – WMTR/WDHA	WDHA/WMTR Office Manager	55 Horsehill Rd. Cedar Knolls, NJ 07927	973-538-1250	
Posting at Affiliated Stations – WMGQ/WCTC/	WMG Q/WCTC Office Manager	78 Veronica Ave. Somerset, NJ 08873	732-249-2600	
Indeed.com		N/A	N/A	1
Handshake.com		N/A	N/A	
Linkedin.com		N/A	N/A	
NJ Ad Club	Pat Hanley			

6) Total # of Interviewees Referred: For the period from January 23, 2020– January 22, 2021 this Employment Unit interviewed 14 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

A. Initiative: Participant-Career Fair

On 3/5/20, the employment unit attended the Stockton University Spring Career Fair. 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.

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

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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 Tour on: 3/5/20

C. Initiative: Internship Program - On-going (1/23/19-1/22/20)

WRAT/WJRZ conducts 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-FM / WJRZ: Communications High School, James Madison University and Ocean County College. Some of the internship was virtual due to the Covid-19 Pandemic. **Approximately 3 interns worked with the stations during the reporting period.**

D. Initiative: EEO Outreach Announcements

From 1/23/20 through 1/22/21, the station regularly aired EEO outreach announcements on behalf of the NJBA.

E. Initiative: Management Training

Regional management personnel reviewed the FCC's EEO FAQ ("FAQs About Equal Employment Opportunity Rules") at <https://www.fcc.gov/general/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies.

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