

EEO PUBLIC FILE REPORT

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

January 23, 2021 – January 22, 2022

- 1) Employment Unit:** Beasley Media Group – Morristown/Dover, NJ
- 2) Unit Members (Stations and Communities of License):** WDHA-FM Dover, NJ
WMTR(AM) Morristown, NJ

3) EEO Contact Information for Employment Unit:

Mailing Address: 55 Horsehill Road Cedar Knolls, NJ 07927	Telephone Number: 732-249-2600
	Contact Person/Title: Betsy L. Calderin Regional Controller - NJ
	E-mail Address: Betsy.Calderin@bbgi.com

- 4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit: 0**

The Employment Unit did not have any full-time vacancies during the reporting period.
- 5) Total # of Interviewees Referred:** For the period from January 23, 2021 to January 22, 2022, the Employment Unit interviewed 0 interviewees for 0 full-time job vacancies.
- 6) Supplemental Recruitment Initiatives.**

A. Initiative: Career Fairs and Events/Programs Promoting Careers in Broadcasting

Daniel Finn, Beasley Media SVP, is an ongoing member (and founding member) of the Dean’s External Executive Board at the College of Staten Island’s (CUNY) Lucille and Jay Chazanoff School of Business. This board is active in student relations and mentoring programs, and has included internship opportunities with Beasley Media New Jersey. In addition, Mr. Finn hosts the Annual Etiquette Luncheon at the college for the students every year, but this event was cancelled in 2021 due to the pandemic. Mr. Finn is an alumni of the school and the college radio station (WSIA-FM) and has a long-time affiliation with them.

The Vice President & Director of Sales for WDHA-FM / WMTR was on site at SHI Stadium in Piscataway, New Jersey (Rutgers University). The objective was to attract and engage the students for the purpose of recruiting both interns and part-time positions for Beasley Media New Jersey. This occurred on three separate occasions:

Stations WDHA-FM and WMTR(AM) are Equal Opportunity Employers.

- **September 4, 2021**
- **October 2, 2021**
- **October 9, 2021**

On **9/29/21**, the Employment Unit attended the NJ Ad Club Jersey Awards at The Grove, in Cedar Grove, NJ. The event was heavily attended by both students and professionals seeking employment opportunities. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings.

From **10/4-10/8/21**, WDHA-FM's Morning Host conducted "Students Who Change Hunger" in conjunction with the Community Food Bank in Hillside, New Jersey. This was a great way to reach out to students and introduce them to radio by actually putting one of them on the air. The premise was to encourage students at different high schools to organize their own food drive. Every day the morning show featured a different guest discussing the need for donations at the food bank and one student during the week was chosen to be interviewed on the air as one of those guests. Given the numerous restrictions from the pandemic, this was a creative way to generate exposure for a good cause and also attract students for the competition and introduce them to broadcasting.

Daniel A. Finn, SVP of Beasley Media is a long-time board member of The New Jersey Broadcasters Association (NJBA). He is on the executive committee and is First Vice-Chairman/Chairman-Elect. NJBA's members include college radio stations. There was a meeting attended by board members and guests on **12/17/21** for networking and recruitment opportunities. In addition, at this meeting, it was voted to triple the NJBA scholarship money that is allocated to students at the annual convention in Atlantic City.

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. No requests were received during this reporting period due to COVID-19, but we will continue to promote this opportunity.

C. Internship Program - On-going (1/23/21-1/22/22)

WDHA-FM / WMTR-AM conduct 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 WDHA-FM / WMTR-AM: Seton Hall - 2 Interns, Temple University – 1 intern, and Kean University – 1 intern.

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D. Initiative: EEO outreach announcements

From 01/23/21 through 1/22/22, the stations 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.