

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2024 - March 22, 2025

**1) Employment Unit: Beasley Media Group – Philadelphia**

**2) Unit Members:** WMGK (FM), Philadelphia, PA  
WPEN (FM), Burlington, NJ  
WMMR (FM), Philadelphia, PA  
WBEN-FM, Philadelphia, PA  
WXTU-FM, Philadelphia, PA  
WWDB (AM) Philadelphia, PA  
WTEL (AM) Philadelphia, PA  
WTMR (AM) Camden, NJ

**3) EEO Contact Information for Employment Unit:**

Mailing Address:  One Bala Plaza – Suite 401 Bala Cynwyd, PA 19004	Telephone Number: 610-667-8500
	Contact Person/Title: Paul Blake – Vice President/Cluster Manager
	E-mail Address: paul.blake@bbgi.com

**4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit: 3**

**Full-time Vacancies Filled During Reporting Period**

	<b><u>Title</u></b>	<b><u>Recruitment Source</u></b>
1	Account Executive	LinkedIn
2	Producer	Internal Posting
3	Digital Sales Manager	Internal Posting

Stations WMGK (FM), WPEN (FM), WMMR (FM), WBEN-FM, WWDB (AM), WTEL (AM), and WTMR (AM) are Equal Opportunity Employers.

None of the recruitment sources listed below requested notification of job openings

**1. Account Executive – www.linkedin.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	1
<b>INDEED</b>	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	2
<b>Industry Referral</b>				0
<b>Internal Posting: Beasley Media Group Philadelphia</b>	Toni Pirrone	1 Bala Plaza, Suite 491, Bala Cynwyd, PA 19004	610-771-9780	0
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	www.pab.org	(717) 482-4820	0
<b>LinkedIn</b>	Paul Blake			1
<b>Pennsylvania Career Link</b>	Adina Tayar	http://www.pacareerlink.state.pa.us	267-703-0901	1

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2. **Producer – Internal Posting**

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<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	2
<b>INDEED</b>	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
<b>Industry Referral</b>				0
<b>Internal Posting Beasley Media Group Philadelphia</b>	Toni Pirrone	One Bala Plaza, Suite 401, Bala Cynwyd, PA 19004	610-664-2000	2
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	www.pab.org	717-482-4820	0
<b>Pennsylvania Career Link</b>	Adina Tayar	http://www.pacareerlink.state.pa.us	267-703-0901	0

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**3. Digital Sales Manager – Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred
<b>bbgi.com</b>	Heidi Raphael	3033 Riviera Drive, Suite 200, Naples, FL 34103	239-263-5000	1
<b>INDEED</b>	www.indeed.com	177 Broad Street, Stamford, Connecticut, 06901	800-462-5842	1
<b>Industry Referral</b>				0
<b>Internal Posting: Beasley Media Group Philadelphia</b>	Toni Pirrone	1 Bala Plaza, Suite 491, Bala Cynwyd, PA 19004	610-771-9780	1
<b>Pennsylvania Association of Broadcasters</b>	Gail Ponti	www.pab.org	(717) 482-4820	0
<b>LinkedIn</b>	Paul Blake			0
<b>Pennsylvania Career Link</b>	Adina Tayar	<a href="http://www.pacareerlink.state.pa.us">http://www.pacareerlink.state.pa.us</a>	267-703-0901	1

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**5) Total # of Interviewees Referred:** For the period from March 23, 2024, through March 22, 2025, this Employment Unit interviewed 14 interviewees for full-time job vacancies.

**6) Supplemental Recruitment Initiatives**

**a. Internship Program**

**Date: Ongoing**

**Participants: WMMR, WBEN, WXTU**

The Employment Unit conducted an internship program designed to assist members of the community in acquiring skills necessary for broadcast employment. Interns came from various universities in the Philadelphia area. A typical day had the students join the On-Air Personalities as they kicked off their workday. They were instructed on how to log show notes, pull airchecks for the Sales Department and create research sheets on upcoming show guests. The program hosted 18 students during the reporting period.

During the reporting period, the Employment Unit hosted students/interns from the following universities: Temple University, Neumann University, LaSalle College, Connecticut School of Broadcasting, University of the Arts, West Chester University, Rowan University, Kutztown University, Rider University, Immaculata University

**b. Participation in events sponsored by educational institutions**

**West Chester University**

**Date: March 29, 2024**

**Location: West Chester University**

On March 29, 2024, the Employment Unit's On-Air Personality spoke to a graduating class in the Communications Department at West Chester University. She spoke about what to expect heading into the work world and what it is like working in the radio industry. She shared her career experiences being in TV and Radio and spoke about her current role at the station. She also shared information on how to obtain internships at the Employment Unit.

**Temple University**

**Date: 4/9/2024**

**Location: Temple University – Center City**

On April 9, 2024, the Employment Unit's VP, Sales was guest speaker at a Marketing class at Temple University. Topics discussed included the advantages and challenges of working in the broadcast industry, career opportunities available, and various sales techniques used in broadcast and digital selling.

**Confer Radio Talent Institute**

**Date: 5/22/24**

**Location: Beasley Media Group Philadelphia**

On May 22, 2024, students from the Confer Radio Talent Institute attended multiple Q & A sessions hosted by various On-Air Personalities. Topics ranged from daily show preparation, challenges and opportunities in the radio industry and advice on how to break into the broadcasting industry. While on site they were given a guided tour of the station.

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**Freedoms Foundation Valley Forge****Date: June 27, 2024****Location: WMGK Studio**

On June 27, 2024, the Employment Unit's Program Director hosted twelve Service Learning in Public Policy (SLiPP) students from various high schools from the Delaware Valley, and the US. Students sat in on a live radio broadcast and were shown how to run a radio board, and observed what goes into producing and hosting a daily radio show.

**Fox Chase Farm School****Date: July 29, 2024****Location: Beasley Media Group Philadelphia**

On July 29, 2024, the Employment Unit's Operations Manager hosted seven Fox Chase Farm School students participating in the Philadelphia School District Career Technical Education Program. A Beasley Media Group operations manager worked with the students to produce two half-hour public affairs shows that were broadcast on WWDB.

**St. Joseph's University Speaking Engagement****Date: 10/3/2024****Location: St. Joseph's University**

The Employment Unit's VP/Cluster Manager was a guest speaker at St. Joseph's University's marketing class. The topics discussed included digital selling, the changing media landscape and career opportunities available at the Beasley Media Group.

**Souderton Area High School's Career Expo****Date: 10/16/24****Location: Souderton High School**

The Employment Unit's On-Air Personality took part in Souderton High School's Career Day on October 16, 2024. Presenters met with groups of students in the 10<sup>th</sup> and 11<sup>th</sup> grades in a classroom setting. Each session consisted of a 10-15-minute presentation and 5 minutes of Q&A. Topics included various aspects of working in broadcasting, and other pertinent information regarding jobs in broadcast media.

**University of Delaware - Job Shadow****Date: 11/13/24****Location: WMGK Studio**

The Employment Unit's Program Director hosted a student from the University of Delaware for a job shadow on November 13, 2024. While on site, the student was invited to attend a programming meeting, was shown how to operate a radio board, and was given the opportunity to sit in with the mid-day host. The visit ended with a review of programming and studio operations.

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**St. Joseph's University Speaking Engagement**

**Date: 2/25/2025**

**Location: St. Joseph's University**

The Employment Unit's VP/Cluster Manager was a guest speaker at St. Joseph's University's marketing class. The topics discussed included resume preparation, the importance of internships and networking and tips on how to advance in the broadcasting industry.

**Downingtown High School**

**Date: 3/14/25**

**Location: Downingtown High School**

The Employment Unit's Director of Sales was a guest speaker at Downingtown High School on March 14, 2025. The speaking engagement covered career pathways within the event and entertainment industry, ways to identify the issues and trends in the media industry, and how to demonstrate an understanding of basic budget and revenue sources. Also discussed were ways to articulate the various skills sets required for the development and execution of successful events and the importance of critical thinking to industry problems.

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