

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2010 – March 22, 2011.

1) **Employment Unit: Beasley Broadcasting Group – Wilmington, DE**

2) **Unit Members (Stations and Communities of License): WJBR-FM, Wilmington, DE**

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

Mailing Address: 812 Philadelphia Pike Wilmington, DE 19809	Telephone Number: (302) 765-1160
	Contact Person/Title: Jane Bartsch/VP GM
	E-mail Address: jbartsch@wjbr.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Promotion Director	All Access
2. Morning Show Co-Host	Internal Posting
3. Account Executive	HelpWantedDelaware.com
4. Assistant Promotion Director	All Access
5. Promotion Director	Internal Posting
6. Assistant Promotion Director	Craigslist.com
7. Account Executive	Industry Referral
8. Account Executive	Station Website
9. Program Director	Industry Referral
10. Business Manager	Wilmington News Journal
11. Promotion Director	Internal Posting
12. Assistant Promotion Director	Station Website

**Station WJBR-FM is an Equal Opportunity Employer.**

**1) Job Title: Promotion Director**

**Referral Source(s) of Hire: All Access**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	8	No
WJBR-FM On Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	3	No
Facebook	General Sales Manager	812 Philadelphia Pike Wilmington, DE 19809 <a href="mailto:dsultzbach@wjbr.com">dsultzbach@wjbr.com</a>	302-765-1160	1	No
All Access	N/A	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	1	No

**2) Job Title: Morning Show Co-Host**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	N/A	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	7	No
Internal Posting	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No

**3) Job Title: Account Executive**

**Referral Source(s) of Hire: HelpWantedDelaware.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	2	No
WJBR-FM On-Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington De 19809	302-765-1160	2	No
Facebook	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="mailto:dsultzbach@wjbr.com">dsultzbach@wjbr.com</a>	302-765-1160	2	No

**4) Job Title: Assistant Promotion Director**

**Referral Source(s) of Hire: All Access**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	2	No
WJBR-FM On-Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No
Facebook	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="mailto:dsultzbach@wjbr.com">dsultzbach@wjbr.com</a>	302-765-1160	2	No
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	1	No
All Access	N/A	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	1	No

**5) Job Title: Promotion Director**

**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	4	No
WJBR-FM On-Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	2	No
Facebook	General Sales Manager	<a href="mailto:dsultzbach@wjbr.com">dsultzbach@wjbr.com</a>	302-765-1160	1	No
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	0	No
Internal Posting	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No

**6) Job Title: Assistant Promotion Director**

**Referral Source(s) of Hire: Craigslist.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	6	No
All Access	N/A	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	0	No
WJBR-FM On-Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	1	No

**7) Job Title: Account Executive**

**Referral Source(s) of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	2	No
WJBR-FM On Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No
Facebook	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="mailto:dsultzbach@wjbr.com">dsultzbach@wjbr.com</a>	302-765-1160	0	No
Industry Referral	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No

**8) Job Title: Account Executive**

**Referral Source(s) of Hiree: Station Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	5	No
WJBR-FM On-Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	3	No
Facebook	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="mailto:dsultzbach@wjbr.com">dsultzbach@wjbr.com</a>	302-765-1160	2	No

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**9) Job Title: Program Director**

**Referral Source(s) of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	N/A	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	7	No
Industry Referral	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No
Beasley Broadcast Group Corporate Posting	General Sales Manager	3033 Riviera Drive, Suite 200 Naples, Florida 34103	239-263-5000	0	No

**10) Job Title: Business Manager**

**Referral Source(s) of Hiree: Wilmington News Journal**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wilmington News Journal	Classifieds Department	<a href="http://www.delawareonline.com">www.delawareonline.com</a> News Journal Media Group 950 West Basin Road New Castle, DE 19720	302-324-2611	2	No
Careerbuilder.com	N/A	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	302-324-2500	10	No

**11) Job Title: Promotion Director**

**Referral Source(s) of Hiree: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	N/A	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	2	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	2	No
WJBR-FM On-Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	2	No
Facebook	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="mailto:dsultzbach@wjbr.com">dsultzbach@wjbr.com</a>	302-765-1160	1	No
Internal Posting	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	1	No

**12) Job Title: Assistant Promotion Director**

**Referral Source(s) of Hiree: Station Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
HelpWantedDelaware.com	Dale Mulder	RegionalHelpWanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 <a href="mailto:dale@Regionhelpwanted.com">dale@Regionhelpwanted.com</a> <a href="http://www.HelpWantedDelaware.com">www.HelpWantedDelaware.com</a>	845-471-5700	4	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craigslist.com	N/A	<a href="http://www.craigslist.com">www.craigslist.com</a>	N/A	0	No
All Access	N/A	28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	3	No
Station Website	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809 <a href="http://www.wjbr.com">www.wjbr.com</a>	302-765-1160	2	No
WJBR-FM On-Air Announcements	General Sales Manager	812 Philadelphia Pike Wilmington DE 19809	302-765-1160	0	No

6) **Total # of Interviewees Referred:** For the period from March 23, 2010, through March 22, 2011, this Employment Unit interviewed 129 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions**

Seiberlich Trane Job Fair  
Location: New Castle, DE  
Date: March 19, 2011

Station personnel who have substantial responsibility in the making of hiring decisions in attendance:  
General Sales Manager and General Manager

Station personnel with substantial responsibility in the making of hiring decisions attended the Seiberlich Trane Job Fair in New Castle, Delaware on Saturday, March 19, 2011 from 9:00 AM to 1:00 PM. Job fair attendees were encouraged to apply for jobs at the station employment unit, including the Account Executive positions and the Assistant Promotions Director position.

NAB Career Fair, 2010, sponsored by the National Association of Broadcasters  
Location: Las Vegas, NV  
Date: April 14, 2010

Recruiting for: All available Sales positions

Station personnel who have substantial responsibility in the making of hiring decisions in attendance:  
Corporate Director of Sales, BBGI Corporate

(b) **Initiative: Establishment of an internship program designed to assist members of the community in acquiring skills needed for broadcast employment**

WJBR-FM has an internship program designed to assist members of the community in acquiring skills needed for broadcast employment. During this reporting period, WJBR-FM had 16 interns participate in the internship program. The interns came from the following schools: Wilmington University, University of Delaware, Westchester University, Eastern University, Delaware Community College, and Neumann University. Interns worked with the Production and Promotions Departments.