

EEO PUBLIC FILE REPORT

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

January 23, 2019 – January 22, 2020

- 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) Sales & Marketing Coordinator	Internal Posting
(b) Sales Assistant	BBGI.com
(c) Account Executive	Employee Referral

5) **Job Title:** Sales & Marketing Coordinator **Referral Source(s) of Hires:** Internal Posting

Source*	Contact	Address	Phone #	# of interviewees referred
Internal Posting	WRAT Office Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	3
Employee Referral				1
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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Posting at Affiliated Stations – WMGQ/WCTC/	WMGQ/WCTC Office Manager	78 Veronica Ave. Somerset, NJ 08873	732-249-2600	
New Jersey Broadcasters Association(see attached)	Terrie Knight	www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ	609-860-0111	1
Indeed.com		N/A	N/A	1
BBGI.COM		N/A	N/A	5

5) Job Title: Sales Assistant

Referral Source(s) of Hires: BBGI.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				
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	
Posting at Affiliated Stations – WMGQ/WCTC/	WMGQ/WCTC Office Manager	78 Veronica Ave. Somerset, NJ 08873	732-249-2600	
New Jersey Broadcasters Association(see attached)	Terrie Knight	www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ	609-860-0111	
Indeed.com		N/A	N/A	2
BBGI.COM		N/A	N/A	1
Linkedin.com		N/A	N/A	1

5) Job Title: Account Executive

Referral Source(s) of Hires: Employee Referral

Source*	Contact	Address	Phone #	# of interviewees referred
Internal Posting	WRAT Office Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	2
Employee Referral				1
WRAT Website	Sales Manager	www.wrat.com	732-681-9591	
WJRZ Website	Sales Manager	www.wjrz.com	732-681-9591	

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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/	WMGQ/WCTC Office Manager	78 Veronica Ave. Somerset, NJ 08873	732-249-2600	
New Jersey Broadcasters Association(see attached)	Terrie Knight	www.njba.com /Broadcast 1 Source 348 Applegate Rd., Monroe, NJ	609-860-0111	
Indeed.com		N/A	N/A	2
BBGI.COM		N/A	N/A	1
LinkedIn.com		N/A	N/A	1

6) **Total # of Interviewees Referred:** For the period from January 23, 2019 – January 22, 2020 this Employment Unit interviewed 22 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

A. Initiative: Participant-Career Fairs

On 2/28/19, 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.

On 3/27/19, the employment unit attended the Seton Hall 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.

On 4/3/19, the employment unit attended the Jersey Shore Business Expo at the Jumping Brook Country Club. 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.

On 4/9/2019, the Beasley Vice President of Digital Operations and the Director of Interactive Marketing attended the NABEF Career Day. Resumes were accepted and applications were distributed.

On 5/10/19, the employment unit attended the Spring Career Fair at the Academy Charter High School in Wall, NJ. Prospective employees and interns were provided with information regarding available Beasley Media NJ job/intern openings. Resumes were

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

On 9/27/19, the employment unit attended the College of NJ Fall Career Fair at the recreation center on campus. 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.

On 10/10/19, the employment unit attended the Stockton University Fall Career Fair at The Sports Center on campus. 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.

On 11/6/19, the employment unit attended the Seton Hall University Fall Media & Marketing Career Fair at the University Center. 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.

On 11/21/19, the employment unit attended the MODC Expo at the Jersey Shore Outlets. 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 radio station running. Specific duties of each department are discussed. Also, the scouts are given the opportunity to record and hear themselves on the radio on the ride home.

WRAT hosted Monmouth/Ocean County Scout Tours on: 4/12, 10/28

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

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.

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During the reporting period the following colleges have had or currently have interns at WRAT/WJRZ-FM: Monmouth University, Rutgers University, Brookdale Community College, Kean University, Middletown North High School, York College of PA, Towson University, Montclair State University, University of Michigan, St Joseph's University, The College of NJ, Wall Communications High School, Sacred Heart University. **Approximately 25 interns worked with the stations during the reporting period.**

D. Initiative: EEO Outreach Announcements

From 1/23/19 through 1/22/20, 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*±

#	<u>Recruiting Organization</u>	<u>Email</u>	<u>Fax</u>
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	carolmbruiz@gmail.com	1-973-259-0411
10	Bridgeway House	bridgeweyes@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	employ@civicleague.com	1-732-247-3646
18	Community Relations & Social Service		1-908-753-3540
19	Connecticut School of Broadcasting	johnnyo@gocsb.com	
20	Connecticut School of Broadcasting	csbcherryhill@gocsb.com	1-856-755-0865
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

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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	jdmorrison1217@aol.com	1-973-482-7591
56	NJ Advertising Club	info@njadclub.org	
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	
63	Ramapo College of New Jersey	dstark@ramapo.edu	1-201-684-7452
64	Raritan Valley College	wschnall@raritanval.edu	1-908-526-2965
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

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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	
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@ywcmail.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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