

**BEASLEY MEDIA GROUP LICENSES, LLC
EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the Period:
November 23, 2023 – November 22, 2024**

- 1) **Employment Unit:** Beasley Media Group Licenses, LLC - Boston
- 2) **Unit Members (Stations and Communities of License):** **WBOS-FM, Brookline, MA
WBQT-FM, Boston, MA
WKLB-FM, Waltham, MA
WROR-FM, Framingham, MA
WRCA(AM), Watertown, MA
WBZ-FM, Boston, MA**
- 3) **EEO Contract Information for Employment Unit:**

Mailing Address: 175 Main Street Waltham, MA 02451	Telephone Number: 781-806-9613 Contact Person: John Coury Business Manager John.Coury@bbqi.com
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4)

Job Title

Referral Source Referring Hire:

- | | | |
|-----|-------------------------------|-------------------|
| (a) | Sales Assistant | Handshake |
| (b) | Bruins Play by Play Announcer | Internal Posting |
| (c) | Chief Engineer | Employee Referral |
| (d) | Mid-Day On-Air Host | Internal Posting |
| (e) | Associate Producer | Station Website |
| (f) | Afternoon On-Air Host | Internal Posting |

(a) Sales Assistant**Referral Source(s) of Hire: Handshake**

	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	3	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by*	No
Management Referral	Tina Murley	1075 Main Street Waltham, MA 02451	781-806-8615	1	No
Handshake	Joinhandshake.com	N/A	N/A	3	No
Indeed.com*	Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	2	No
Massachusetts Broadcasters Association	Jordan Walters	43 Riverside Ave, Medford, MA 02155	(800) 471-1875	1	No

(b) Bruins Play by Play Announcer**Referral Source(s) of Hire: Internal Posting**

	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	6	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by*	No
Indeed.com*	Indeed.com	6433 champion Grandview way Austin TX 78750	N/A	1	No
Massachusetts Broadcasters Association	Jordan Walters	43 Riverside Ave, Medford, MA 02155	(800) 471-1875	1	No

(c) Chief Engineer

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Website – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	0	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by*	No
Employee Referral	Dennis Knudsen	1075 Main Street. Waltham, MA 02451	(781) 806-9616	2	No
LinkedIn	http://www.linkedin.com	N/A	N/A	2	No
Inrush Broadcast Services	Michael Dorris mike@inrush.net	1628 W Irving Park Rd Suite 1W Chicago, IL 60613	(312) 872-8911	1	No
Society of Broadcast Engineers website	Kjones@sbe.org	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	(317) 846-9000	2	No

(d) Mid-Day On-Air Host

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	12	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by *	No
Management Referral	Rick Radzik	1075 Main Street. Waltham, MA 02451	(781) 806-9849	3	No
Management Referral	Mary Menna	1075 Main Street. Waltham, MA 02451	(781) 806-9819	1	No

Stations WBOS-FM, WBQT-FM, WKLB-FM, WBZ-FM, WRCA(AM) and WROR-FM are Equal Opportunity Employers.

(e) Associate Producer

Referral Source(s) of Hire: Station Website

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	6	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by *	No
Industry Referral	Adam Jones	83 Leo M Birmingham Pkwy Brighton, MA 02135	(617) 779-5400	1	No

(f) Afternoon On-Air Host

Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification Yes or No
Beasley Media Group Websites – See Appendix 1	Kimberly.sonneborn@bbgi.com	1520 South Blvd. Ste. 300 Charlotte, NC 28203	(704) 227-8115	2	No
Beasley Boston EEO Distribution List – See Appendix II. Sources from Appendix B that referred interviewees for this position are denoted by *.	John Coury	1075 Main Street Waltham, MA 02451	(781) 806-9613	See sources denoted by *	No
LinkedIn	http://www.linkedin.com	N/A	N/A	2	No
RAMP	http://www.ramp247.com	N/A	N/A	3	No
Country Air Check	http://www.countryaircheck.com	N/A	N/A	1	No

- 5) Total number of Interviewees Referred: For the period from November 23, 2023, through November 22, 2024, this Employment Unit interviewed 56 interviewees for full-time job vacancies.

6) Supplemental Recruitment Initiatives

- (a) Initiative: Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.

Date: Ongoing

The Employment Unit has an ongoing internship program in the programming, promotions, sales and production departments designed to assist members of the community in acquiring skills needed for broadcast employment. These are semester-long, for-credit programs that allow students to experience radio station operations firsthand. Interns are offered hands-on learning experience in Marketing/Promotions, Commercial Production, and Programming. Time is provided for department head managers to answer questions in a formal setting in order to explain and provide context for students on the various procedures, techniques and events they experience during the internship. During this reporting period, the Employment Unit hosted 20 interns from various colleges throughout the region.

- (b) Initiative: Participation in job fairs.

- i. Participated in the Massachusetts Broadcasters Association Virtual Job Fair the weeks of February 19, 2024-February 23, 2024, and August 19, 2024-August 23, 2024
- ii. Participated in the New Balance Career Fair on September 22, 2024

- (c) Initiative: Posting of Job Openings in Job Banks/Newsletters

I. **Date: Ongoing**

The Employment Unit posts job openings and internships at the online job banks of the Massachusetts Broadcasters Association (www.massbroadcasters.org), New Hampshire Broadcasters Association (www.nhab.org) and National Association of Broadcasters (www.nab.org), and on All Access (www.allaccess.com), and regularly sends non-confidential upper-level postings (Management, Sales, Promotions) to organizations with membership including substantial participation by woman and minorities such as NAACP (Boston Chapter) (www.bostonnaacp.org), and The Boston Career Link (www.bostoncareerlink.org).

(d) Initiative: Participation in events or programs sponsored by educational organizations related to career opportunities in broadcasting.

- I. On February 27, 2024 and April 8, 2024, students from Cotting School visited Beasley Media Boston in Waltham. Cotting School is a private, non-profit school for children with special needs located in Lexington, MA. Students from the school's post-grad Ages 18-22 Capstone Program toured the studios with Lauren Beckham Falcone, co-host of Bob & LBF in the Morning, as part of their vocational training. Students had the incredible opportunity to meet on-air personalities from a lineup of esteemed stations including Sports Hub, Country 102.5, Hot 96.9 and Rock 92.9. The visit not only provided invaluable insights into the radio industry for the students, but also served as a testament to the inclusive spirit of Cotting School and Beasley Media Boston.

(e) Initiative: Participation in Scholarship Programs

I. Date: Ongoing

The Massachusetts Broadcasters Association Student Broadcaster Scholarship Program encourages students who are interested in the radio and/or television industry to further their education in the field. The Employment Unit's Market Manager participated in the selection committee and reviewed/rated scholarship applications. Public Service Announcements were also run on our stations for the Massachusetts Association Broadcasters Al Sprague Scholarship Program.

(f) Initiative: Management Level Training

Employment Unit managerial staff participated in mandatory Diversity, Equity, and Inclusion (DEI) training on July 31, 2024. The goal of the training was to promote a culture of social responsibility and belonging that advocates for hiring and developing employees of every ethnicity, race, social-economic status, culture, age, religion, gender and sexual orientation as well as individuals with differing abilities. Examples of session topics included Best Practices in DEI, Leading Through Change, and Sensitivity Training.

Personnel involved included the VP/General Manager, VP/Director of Programming, WBZ Program Director, and WBZ Assistant Program Director.

(g) Initiative: Diversity, Equity, and Inclusion (DEI) Training

On July 31, 2024, all full-time WBZ morning show on-air personalities participated in a mandatory interactive Diversity, Equity, and Inclusion training program. The program focused on sensitivity and acceptance of diversity in the workplace and its daily, on-air impact in the communities served by the on-air personalities.

**Beasley Media Group Station/Websites
APPENDIX 1 –**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone No.	Did Recruitment Source Request Notification?
Beasley Media Group Augusta, GA	Business Manager	4051 Jimmie Dyess Pkwy, Augusta GA 30909	706-396-7000	No
Beasley Media Group Boca Raton, FL	Business Manager	1650 S. Dixie Hwy 5 th Floor, Boca Raton FL 33432	561-997-0074	No
Beasley Media Group, Waltham, MA	Business Manager	1075 Main Street., Waltham MA, 02451	781-806-9860	No
Beasley Media Group Charlotte, NC	Business Manager	1520 South Blvd, Ste 300, Charlotte NC 28203	704-522-1103	No
Beasley Media Group Detroit	Business Manager/ Executive Assistant	One Radio Plaza, Ferndale, MI 48220	248-591-6804	No
Beasley Media Group Fayetteville, SC	Business Manager	508 Person Street, Fayetteville, NC 28301	910-486-2000	No
Beasley Media Group Fort Myers, FL	Business Manager	20125 S. Tamiami Trail, Estero FL 33928	239-495-2100	No
Beasley Media Group Greenville, New Bern, Jacksonville, NC	Business Manager	2929 Radio Station Rd, Greenville NC, 27834	252-757-0011	No
Beasley Media Group Las Vegas, NV	Business Manager	2920 S Durango Drive, Las Vegas, NV 89117	702-730-0300	No
Beasley Media Group New Jersey	Business Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	No
Beasley Media Group Philadelphia, PA	Business Manager/ Executive Assistant	1 Bala Plaza, Suite 424, Bala Cynwyd, PA 19004	610-667-8500	No
Beasley Media Group Tampa, FL	Business Manager	9721 Executive Center Drive, Suite 200, St. Petersburg, FL 33702	727-563-8990	No
Beasley Media Group Wilmington, DE	Business Manager	812 Philadelphia Pike, Suite C, Wilmington, DE 19809	302-765-1160	No
Beasley Broadcast Group Inc. Careers (www.bbgi.com)	Nick Pinto, Information Technology	3033 Riviera Drive, Suite 200, Naples FL 34103	239-263-5000	No
Beasley Media Group, Inc. Hot969Boston.com	Rachael King Promotions Manager	1075 Main Street Waltham, MA 02451	781-806-9648	No
Beasley Media Group, Inc. rock929rocks	Kelley Anderson, Director of Marketing	1075 Main Street Waltham, MA 02451	781-806-9651	No
Beasley Media Group, Inc. www.country1025.com	Dawn Santolucito Assistant Program Director	1075 Main Street Waltham, MA 02451	781-806-9642	No
Beasley Media Group, Inc. wror.com	Rachael King Promotions Manager	1075 Main Street Waltham, MA 02451	781-806-9648	No
Beasley Media Group, Inc. 985TheSportsHub.com	Kelley Anderson, Director of Marketing	1075 Main Street Waltham, MA 02451	781-806-9651	No

BEASLEY MEDIA GROUP LICENSES, LLC - BOSTON

Stations WBOS-FM, WBQT-FM, WKLB-FM, WBZ-FM, WRCA(AM) and WROR-FM are Equal Opportunity Employers.

APPENDIX II – EEO Distribution List

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone No.	Did Recruitment Source Request Notification?
Allaccess.com	Shawn Alexander	24995 P.C.H. C303 Malibu, CA 90265	310-465-6616	No
Department of Labor & Workforce (JobQuest)	jobquest.detma.org	1 Ashburton Pl, Boston, MA 02108	617-626-7100	No
Career Link (Boston)	Mark Bryson	1010 Harrison Ave. Boston, MA 02119	617-541-1487	No
Indeed.com	www.indeed.com	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750	N/A	No
LinkedIn	http://www.linkedin.com	N/A	N/A	No
National Association for the Advancement of Colored People (NAACP)	Evelyn Norman info@bostonnaacp.org	330 Martin Luther King Blvd Boston, MA 02119	617-427-9494	No
The Career Place	gsommer@detma.org	100 Trade Center, Suite G100 Woburn, MA 01801	781-932-5500	No
Massachusetts Dept. of Employment and Training	jobquest.detma.org	One Ashburton Place, Suite 2112 Boston, MA 02108	617-626-7122	No
Massachusetts Broadcasters Association	Jordan Walters	43 Riverside Ave, Medford, MA 02155	800-471-1875	No
National Association of Broadcasters (NAB) Career Center	Human Resources hr@nab.org	National Association of Broadcasters Washington DC 20036	202-429-3928	No
New Hampshire Association of Broadcasters	www.nhab.org	707 Chestnut St, Manchester, NH 03104	603-232-0277	No
The Work Place	feedback@theworkplace.org	29 Winter Street Boston, MA 02108		No
Babson College	Campus Recruiter	231 Forest St, Babson Park, MA 02457	781-235-1200	No
Boston University Office of Career Services	Campus Recruiter	One Silber Way Boston, MA 02215	617-353-2000	No
Bates College	Campus Recruiter	2 Andrews Road Lewiston, ME 04240	207-786-6225	No
Connecticut School of Broadcasting	Sonig Varadian	180 Rumford Ave #201 Newton, MA 02466	781-559-0005	No
Emerson College	Campus Recruiter	120 Boylston St Boston, MA 02116	617-824-8500	No
Endicott College	Campus Recruiter	376 Hale St Beverly, MA 01915	978-927-0585	No
Stonehill College	Campus Recruiter	320 Washington St North Easton, MA 02357	508-565-1000	No
Suffolk University	Campus Recruiter	8 Ashburton Pl Boston, MA 02108	617-573-8000	No
Wellesley College	Campus Recruiter	106 Central St Wellesley, MA 02481	781-283-1000	No
Radio and Music Pros Newsletter	Kevin Carter	24307 Magic Mtn Parkway #65 Valencia, CA 917555	661-294-9408	No

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