

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2013 through March 22, 2014.

1) Employment Unit: Beasley Broadcast Group – Philadelphia

2) Unit Members (Stations and Communities of License): WXTU(FM), Philadelphia, PA
WRDW(FM), Philadelphia, PA
WWDB(AM), Philadelphia, PA
WTMR(AM), Camden, NJ

3) EEO Contact Information for Employment Unit:

Mailing Address: 555 East City Avenue, Suite 330 Bala Cynwyd, PA 19004	Telephone Number: 610-667-9000
	Contact Person/Title: Lora Lewis/Creative Services Director
	E-mail Address: llewis@bbgiphilly.com

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

Job Title	Recruitment Source Referring Hiree
a. Account Executive	Station Website
b. Promo/Digital Coordinator	Employee Referral
c. Account Executive	Employee Referral
d. Promotions Coordinator	Internal Posting
e. Promo/Digital Coordinator	Employee Referral
f. Account Executive	Employee Referral
g. Account Executive	Employee Referral
h. Promotions Director	Internal Posting
i. Promotions Coordinator	Internal Posting
j. Program Director	AllAccess.com
k. Motion Graphic Developer	Employee Referral

Station WXTU(FM), WRDW-FM, WWDB(AM), and WTMR(AM) are Equal Opportunity Employers.

5a) Job Title: Account Executive**Referral Source(s) of Hiree: WRDW Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Lora Lewis	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	1	No
Station Website(s)	Stephanie McGinley	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	3	No
Employee Referral	N/A	555 City Ave., Bala Cynwyd, PA 19004	10-667-9000	3	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	1	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	0	No
News of Delaware County/Roxborough Times	Mary DeNatale	311 E. Lancaster Ave., Ardmore, PA 19003	610-642-4300	0	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegcentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Immaculata University	Diane Massey	1145 King Rd., Immaculata, PA 19345	610-647-4400 x3501	0	No
Montgomery County Community College	Igor Parfeniuk	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No

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5b) Job Title: Promo/Digital Coordinator**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Lora Lewis	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Station Website(s)	Stephanie McGinley	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	2	No
Employee Referral	N/A	555 City Ave., Bala Cynwyd, PA 19004	610-667-9000	2	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	1	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	2	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	1	No
Cheney University	N/A	collegcentral.com/cheney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Montgomery County Community College	Igor Parfenioug	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
Hopeworks	Ft. Jeff Puttoff	Hopeworks 'N Camden 543 State St, Camden, NJ 08102	N/A	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No
Indo Chinese American Council	Lequyen Vu	4936 Old York Rd., Phila., PA 19141	215-457-0272	0	No

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5c) Job Title: Account Executive**Referral Source(s) of Hire: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Lora Lewis	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Station Website(s)	Stephanie McGinley	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	7	No
Employee Referral	N/A	555 City Ave., Bala Cynwyd, PA 19004	610-667-9000	5	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	0	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	0	No
News of Delaware County/Roxborough Times	Mary DeNatale	311 E. Lancaster Ave., Ardmore, PA 19003	610-642-4300	0	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegcentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Montgomery County Community College	Igor Parfeniounk	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No

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5d) Job Title: Promotions Coordinator**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)
Internal Posting	Lora Lewis	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	1	No
Station Website(s)	Stephanie McGinley	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	4	No
Employee Referral	N/A	555 City Ave., Bala Cynwyd, PA 19004	610-667-9000	1	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	0	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	2	No
Indeed.com	Carolyn Miller	N/A	N/A	1	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegcentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Montgomery County Community College	Igor Parfeniuk	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No
Indo Chinese American Council	Lequyen Vu	4936 Old York Rd., Phila., PA 19141	215-457-0272	0	No

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5e) Job Title: Promo/Digital Coordinator**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WXTU FM / WRDW FM	Matt Smith	555 E. City Ave. Bala Cynwyd, PA 19004	610-667-9000	4	No
Internal Posting	Lora Lewis	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Station Website(s)	Stephanie McGinley	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Employee Referral	N/A	555 E. City Ave., Bala Cynwyd, PA 19004	610-667-9000	1	No
Industry Referral	N/A	N/A	N/A	1	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	1	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	3	No
Wharton School of Business	N/A	Wharton.upenn.edu	pennlink@pobox.upenn.edu	0	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	1	No
Cheney University	N/A	collegcentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Hopeworks	Ft. Jeff Puttoff	Hopeworks 'N Camden 543 State St, Camden, NJ 08102	N/A	0	No
Montgomery County Community College	Igor Parfenioug	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No
Indo Chinese American Council	Lequyen Vu	4936 Old York Rd., Phila., PA 19141	215-457-0272	0	No

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5f) Job Title: Account Executive**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Lora Lewis	555 E City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Station Website(s)	Stephanie McGinley	555 E City Ave, Bala Cynwyd PA 19004	610-667-9000	7	No
WXTU FM / WRDW FM	Matt Smith	555 E City Ave. Bala Cynwyd, PA 19004	610-667-9000	0	No
Employee Referral	N/A	555 E City Ave., Bala Cynwyd, PA 19004	10-667-9000	2	No
Industry Referrals	N/A	N/A	N/A	3	No
News of Delaware County/Roxborough Times	Mary DeNatale	311 E. Lancaster Ave., Ardmore, PA 19003	610-642-4300	0	No
Wharton School of Business	N/A	Wharton.upenn.edu	pennlink@pobox.upenn.edu	0	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegecentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegecentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Immaculata University	Diane Massey	1145 King Rd., Immaculata, PA 19345	610-647-4400 x3501	0	No
Montgomery County Community College	Igor Parfeniouk	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Philadelphia Veterans Multi-Service and Education Center	Lincoln Strehle	lincoln.strehle@pvmsec.org	N/A	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
Concilio	Demaris Feliciano	N/A	Fax: 215-627-7440	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No

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5g) Job Title: Account Executive**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Lora Lewis	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Station Website(s)	Stephanie McGinley	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	1	No
WXTU FM / WRDW FM	Matt Smith	555 E City Ave. Bala Cynwyd, PA 19004	610-667-9000	0	No
Industry Referrals	N/A	N/A	N/A	1	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	0	No
Facebook	Alysa Woloszyn	555 E City Ave., Bala Cynwyd, PA 19004	610-667-9000	3	No
News of Delaware County/Roxborough Times	Mary DeNatale	311 E. Lancaster Ave., Ardmore, PA 19003	610-642-4300	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegcentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Immaculata University	Diane Massey	1145 King Rd., Immaculata, PA 19345	610-647-4400 x3501	0	No
Montgomery County Community College	Igor Parfeniuk	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Philadelphia Veterans Multi-Service and Education Center	Lincoln Strehle	lincoln.strehle@pvmsec.org	N/A	0	No
Concilio	Demaris Feliciano	N/A	Fax: 215-627-7440	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No

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5h) Job Title: Promotions 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)
Internal Posting	Lora Lewis	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	4	No
Station Website(s)	Stephanie McGinley	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Employee Referral	N/A	555 E. City Ave., Bala Cynwyd, PA 19004	610-667-9000	0	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	0	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	0	No
FMQB.com	N/A	1930 East Marlton Pike, Cherry Hill, NJ 08003	(856) 424-9114	0	No
Facebook	Bethany Kent	Wired 96.5	N/A	0	No
Twitter	Bethany Kent	@wired965philly	N/A	0	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegcentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Montgomery County Community College	Igor Parfenioug	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No
Philadelphia Veterans Multi-Service and Education Center	Lincoln Strehle	lincoln.strehle@pvmsec.org	N/A	0	No
Concilio	Demaris Feliciano	N/A	Fax: 215-627-7440	0	No

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5i) Job Title: Promotions Coordinator**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)
Internal Posting	Lora Lewis	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	1	No
Station Website(s)	Stephanie McGinley	555 City Ave, Bala Cynwyd PA 19004	610-667-9000	3	No
Employee Referral	N/A	555 City Ave., Bala Cynwyd, PA 19004	610-667-9000	0	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	0	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	2	No
Facebook	Samantha Sylvia	Wired 96.5	N/A	0	No
Twitter	Samanths Sylvia	@wired965philly	N/A	0	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegcentral.com/cheney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Immaculata University	Diane Massey	1145 King Rd., Immaculata, PA 19345	610-647-4400 x3501	0	No
Montgomery County Community College	Igor Parfeniouk	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No
Philadelphia Veterans Multi-Service and Education Center	Lincoln Strehle	lincoln.strehle@pvmsec.org	N/A	0	No
Concilio	Demaris Feliciano	N/A	Fax: 215-627-7440	0	No

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5j) Job Title: Program Director**Referral Source(s) of Hire: AllAccess**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Lora Lewis	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	2	No
Station Website(s)	Stephanie McGinley	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Employee Referral	N/A	555 E. City Ave., Bala Cynwyd, PA 19004	610-667-9000	0	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	0	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	3	No
Radioonline.com.	N/A	3500 Tripp Ave., Amarillo, TX, 79121	N/A	2	No

5k) Job Title: Motion Graphic Developer**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Lora Lewis	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	0	No
Station Website(s)	Stephanie McGinley	555 E. City Ave, Bala Cynwyd PA 19004	610-667-9000	1	No
Employee Referral	N/A	555 E. City Ave., Bala Cynwyd, PA 19004	610-667-9000	1	No
Industry Referral	N/A	N/A	N/A	2	No
Pennsylvania Association of Broadcasters	Gail Ponti	8501 Paxton St. Hummelstown, PA 17036	717-482-4820	0	No
AllAccess.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	N/A	0	No
Temple University	Jim McLaughlin	Recruit@temple.edu	N/A	0	No
University of Pennsylvania	N/A	vpul.upenn.edu/careerservices/pennlink.	N/A	0	No
Cheney University	N/A	collegcentral.com/cheyney	N/A	0	No
Community College of Philadelphia	Jane Harris	collegcentral.com/com	N/A	0	No
University of Delaware	recruitbluehens@udel.edu	udel.edu/CSC	N/A	0	No
Delaware County Community College	Jane Lang	901 S. Media Line Rd., Media, PA 19063	610-359-5331	0	No
Drexel University	Becky Ross	3201 Arch St., Ste. 250, Phila., PA 19104	215-895-2183	0	No
Montgomery County Community College	Igor Parfeniounk	Student Success Ctr., College Hall, 340 DeKalb Pk., Blue Bell, PA 19422	215-641-6548	0	No
Hopeworks	Ft. Jeff Puttoff	Hopeworks 'N Camden 543 State St, Camden, NJ 08102	N/A	0	No
Philadelphia University	Trish Shafer	Career Services Center, School House Lane & Henry Ave., Phila., PA 19144	215-951-2930	0	No
St. Joseph's University Career Dev.	Jennifer Rossi	5600 City Line Ave., Phila., PA 19131	610-660-3100	0	No
Women Against Abuse	Heather Keafer	P.O. Box 13758, Phila., PA 19101	215-386-1280	0	No
A Women's Place	Susan Hauser	P.O. Box 299, Doylestown, PA 18901	215-343-6375	0	No
Philadelphia Veterans Multi-Service and Education Center	Lincoln Strehle	lincoln.strehle@pvmsec.org	N/A	0	No
Concilio	Demaris Feliciano	N/A	Fax: 215-627-7440	0	No

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6) Total # of Interviewees Referred: For the period from March 23, 2013 through March 22, 2014, this Employment Unit interviewed 66 interviewees¹ for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

The Station Employment Unit (SEU) offers internships to local college and high school students for academic credit, designed to assist them in acquiring the skills needed for broadcast employment. The internships are offered each semester. The internships are offered in one of three areas, programming, promotions and sales, each offering interns valuable hands-on experience in radio. The interns attend promotions and assist on-air talent during such appearances, collect newswire information, organize public service requests, complete production duties, attend sales meetings and assist in preparing presentations, create topics, schedule guests and help produce a public affairs program. The SEU solicits students at the universities and colleges listed below. Furthermore, internships were advertised through on-air announcements, through e-blast emails directed to 99,000 station subscribers, and on all station websites in the SEU throughout the year. During the reporting period, the SEU had approximately 68 interns.

Colleges and Universities

Arcadia University
450 S. Easton Road
Glenside, PA 19038

Contact: Mark F. Gress Jr., M.S.
Email: gressm@arcadia.edu
Phone: 215-572-2972

Bloomsburg University
400 E. Second St.
Bloomsburg PA, 17815

Contact Kara Shultz, Ph.D.
Email: kshultz@bloomu.edu
Phone: 570-389-4712

Boston University
640 Commonwealth Avenue
Boston, MA 02215

Contact: Prof. Chris Cakebread
Email: ccakebre@bu.edu

Cabrini College
610 King of Prussia Rd.
Radnor, PA 19087

Contact: Jerome R. Zurek Jr., Ph.D.
Email: jerome.r.zurek@cabrini.edu
Phone: 610-902-8360

Chestnut Hill College
9601 Germantown Ave
Philadelphia, PA

Contact: Kimberley Leahy, M.B.A., Ph.D.
E-Mail: leahyk@chc.edu
Phone: 215-753-3601

¹ Note: the account executive positions ((a), (c), (f), and (g)) were filled on a rolling basis. Some interviewees for these positions were considered for multiple openings. In such instances, interviewees were not double-counted in determining the total number of interviewees referred. In addition, some interviewees were considered for both the Promo/Digital Coordinator position (e) and the Motion Graphic Developer position (k). Such interviewees were not double-counted in determining the total number of interviewees referred.

Delaware County Community College
901 S. Media Line Rd.
Media, PA 19063
Drexel University
3141 Chestnut Street
Philadelphia, PA 19104

Contact: Jennifer Orazi
Email: jorazi@dccc.edu
Phone: 610-359-5304
Contact: Andy Duffy
Email: aduffy@drexel.edu
Phone: 215-895-2185

Franklin College
via Ponte Tresa 29, 6924 Sorengo (Lugano)
Switzerland

Contact: Kristen Bodammer
Email: kbodammer@fc.edu
Phone: 091 986 53 19

Holy Family University
9801 Frankford Ave
Philadelphia, PA 19114

Contact: Sr. Mary Frances Veitz
Email: mfveitz@holysfamily.edu
Phone: 215-637-7700

La Salle University
1900 West Olney Avenue
Philadelphia, PA 19141

Contact: Lou Lamorte
Email: lamorte@lasalle.edu
Phone: 215-951-1844

Mount St Marys University
16300 Old Emmitsburg Road
Emmitsburg, MD 21727

Contact: Matthew Pouss
Email: pouss@msary.edu
Phone: 301-447-5202

Penn State University – Main Campus
201 Old Main
University Park, PA 16802

Contact: Colette Rodger
Email: cms324@psu.edu
Phone: 814-865-3066

Penn State University - Abington
201 Old Main
University Park, PA 16802

Contact: Carol DeBunda
Email: cad8@psu.edu
Phone: 215-881-7512

Penn State University - Brandywine
201 Old Main
University Park, PA 16802

Contact: Robin Stokes
Email: ras322@psu.edu
Phone: (610) 892-1392

Penn State University
201 Old Main
University Park, PA 16802

Contact: Bob Martin
Email: rpm163@psu.edu
Phone: (814) 863-4674

Rowan University
201 Mullica Hill Road
Glassboro, NJ 08028

Contact: Dr. Joy Cypher
Email: cypher@rowan.edu
Phone: 856-256-4771

Rowan University
201 Mullica Hill Road
Glassboro, NJ 08028

Contact: Joseph Bierman
Email: bierman@rowan.edu
Phone: 856-256-4289

Rider University
2083 Lawrenceville Road
Lawrenceville, NJ 08648

Contact: Kevin Fallon
Email: k.fallon@rider.edu
Phone: 609-896-5058

Saint Joseph's University
5600 City Avenue
Philadelphia, PA 19131-1395

Contact: Amanda Muzi
Email: amuzi@sju.edu
Phone: 610-667-3122

Syracuse University
215 University Place
Syracuse, NY 13244-2100

Contact: Kelly Barnett
Email: kbarnett@syr.edu
Phone: (315) 443-1910

Temple University
1801 N. Broad Street
Philadelphia, PA 19122

Contact: Michael Szekely
Email: mszekely@temple.edu
Phone: 215-204-6704

The College of NJ
2000 Pennington Road
Ewing, NJ 08628-0718

Contact: Debra Klokis
Career@tcnj.edu
Phone: 609-771-2161

West Chester University of Pennsylvania
700 South High St.
West Chester, PA 19383

Contact: Michael Pearson
Email: mpearson@wcupa.edu
Phone: 610-436-2550

Widener University
One University Place
Chester, PA 19013

Contact: Jan Moppert
Email: jamoppert@weidner.edu
Phone: 610-499-4176

High Schools

Germantown Friends School
31 W. Coulter Street
Philadelphia, PA 19144

Contact: Anne Gerbner
Email: anneg@gfsnet.org
Phone: 215-951-2300

Perkiomen Valley High School
509 Gravel Pike
Collegeville, PA 19426

Contact: Patti Colucci, M.S.W.
Email: pcolucci@pvsd.org
Phone: 610-489-8506 x 2237

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

NAB Career Fair, 2013, sponsored by the National Association of Broadcasters

Location: Las Vegas, NV

Date: April 10, 2013

Recruiting for: All available Sales positions

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

Montgomery County Community College Annual Spring Employment and Internship Expo

Date: April 17, 2013

Location: MCCC, Blue Bell, PA campus

Recruiting for: All available part-time promotions positions and internships.

Station personnel who have substantial responsibility in the making of hiring decisions in attendance: BBGI Local Sales Manager.

NAB Radio Show Career Fair, 2013, sponsored by the National Association of Broadcasters

Location: Orlando, FL

Date: September 17, 2013

Recruiting for: All available Sales and Programming positions

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

Arcadia University Annual Fall Internship and Career Expo

Date: October 23, 2013

Location: Arcadia University, Glenside, PA campus

Recruiting for: All available part-time promotions positions and internships.

Station personnel who have substantial responsibility in the making of hiring decisions in attendance: BBGI Local Sales Manager.

(c) Initiative: Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting

Achieving Independence Center – Career Day at BBGI Philadelphia

Date: Thursday, April 11, 2013

Attendees: Ten high school students, participating in the Achieving Independence Center's career programming for students aging out of foster care.

Speakers: The BBGI Philadelphia Production Director, WXTU and WRDW Program Directors, BBGI Philadelphia Local Sales Director, Creative Services Director, Assistant Engineer and WRDW and WXTU air talent discussed behind-the-scenes career opportunities in radio, including programming, imaging, traffic and business, engineering and promotions.

Dinner Beeber Middle School – Career Day at BBGI Philadelphia

Date: Thursday, May 2, 2013

Attendees: Twenty eighth grade students, participating in the Philly Ad Club TEEN Project.

Speakers: The BBGI Philadelphia Production Director, WXTU and WRDW Program Directors, BBGI Philadelphia Local Sales Director, Creative Services Director, Assistant Engineer and WRDW and WXTU air talent discussed behind-the-scenes career opportunities in radio, including programming, imaging, traffic and business, engineering and promotions.

Feltonville School for Arts & Sciences Girls Academy - Alliance for Women in Media

Date: Tuesday, October 22, 2013

Attendees: 200 eighth-grade girls attending Feltonville School for Arts & Sciences Girls Academy

Speakers: Visiting representatives from the National Alliance for Women in Media and the female host of the WRDW Morning Show discussed how they began their radio careers, the education needed for a job in the industry and the future opportunities it offers.

Perkiomen High School Career Day

Date: November 14, 2013

Attendees: 500 High School Juniors and Seniors

Speaker: AWXTU/WRDW Account Manager and the Creative Services Director hosted a table to discuss radio as a career, the day-to-day activities at a radio station, the education, training and experience needed to get a job within the industry and internships available to high school students.

Oaklyn, NJ Girl Scouts Troop 30640 – Career Day

Date: Wednesday, November 20, 2013

Attendees: Ten elementary school girls participating in the Girl Scout program.

Speakers: The BBGI Philadelphia Production Director, WRDW Program Directors, Creative Services Director, Assistant Engineer and WRDW and WXTU air talent discussed career opportunities in radio, including the sales and engineering departments.

Temple University School of Media and Communication Internship Fair

Date: March 27, 2013

Location: Temple University, Main campus, Philadelphia, PA

Attendees: Students majoring in Communications, Marketing and Telecommunications and other interested students.

Station personnel who have substantial responsibility in the making of hiring decisions in attendance: Promotions Director

St. Joseph's Elementary School Career Day

Date: January 29, 2014

Attendees: Elementary students from Kindergarten through eighth grade, attending an all-day workshop.

Speaker: A WXTU Morning Show co-host spoke about her career, her daily duties, and the different jobs found at a radio station from business, engineering, promotions and programming.

(e) Initiative: Participation in other activities designed disseminate information as to employment opportunities in broadcasting to candidates who might not otherwise be aware of such opportunities

Philadelphia Ad Club TEEN Project

Dates: Ongoing

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Attendees: 11 high school students of the Academy at Palumbo

Program Description: The SEU Creative Services Director manages a volunteer team, offering a monthly class on radio, communications and advertising careers.

Achieving Independence Center

Dates: Ongoing

Attendees: High school and college students who are foster children enrolled in the City of Philadelphia Human Resources Department's Achieving Independence Center program.

Program Description: The SEU has partnered with the Achieving Independence Center (AIC) to offer its students who are interested in broadcasting dedicated internships, one-on-one job shadowing, and broadcasting business workshops at the AIC facilities.

(g) Establishment of a mentoring program for station personnel.

Quad Leadership

Dates: Ongoing

BBGI Personnel: SEU Sales Department

Program Description: The Sales Department staff is divided into four Quads, with one senior Sales Account Representative mentor per group. This 'Quad Leader' is charged with providing direct feedback on sales related issues and mentoring the new hires and less experienced Account Representatives in sales techniques, including time management, writing proposals, developing new business and how to complete required paperwork for orders and billing. The Senior staff who participate are also able to acquire skills that could qualify them for management positions.