

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2017 – July 22, 2018.

1) Employment Unit: Beasley Media Group, LLC – Augusta, GA

2) Unit Members (Stations and Communities of License): WCHZ-FM, Augusta, GA
 WDRR(FM), Martinez, GA
 WGAC(AM), Augusta, GA
 WGAC-FM, Harlem, GA
 WGUS-FM, New Ellenton, SC
 WHHD(FM), Clearwater, SC
 WKXC-FM, Aiken, SC
 WRDW(AM), Augusta, GA

3) EEO Contact Information for Employment Unit:

Mailing Address: Beasley Media Group, Inc. 4051 Jimmie Dyess Pkwy Augusta, GA 30909	Telephone Number: 706-396-7000
	Contact Person/Title: Donna Parkman, Business Manager
	E-mail Address: donna.parkman@bbgi.com

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

JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1. Promotions Director	In-House Transfer
2. Account Executive	Rehire
3. Account Executive	Employee Referral
4. Account Executive	Employee Referral
5. Account Executive	Rehire
6. Multi Media Graphics Designer	Indeed.com

Stations WCHZ-FM, WDRR(FM), WGAC(AM), WGAC-FM, WGUS-FM, WCHZ(AM), WHHD(FM), WKXC-FM, and WRDW(AM) are Equal Opportunity Employers.

5) Job Title: Promotions Director

Referral Source of Hiree:

In House Transfer

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Beasley Corporate Office	Human Resources	3033 Riviera Dr., Suite 200 Naples, FL 34103	239-263-5000 239-263-8191 FAX	0	YES
Beasley Broadcasting Clusters	Business Managers	Emailed: Philadelphia, Las Vegas, Miami, Fayetteville, Ft. Myers, Boca Raton, Atlanta	Various	0	NO
Georgia Department of Labor	Judith Richburg	601 Greene St, Augusta, GA 30901 judity.richburg@dol.state.ga.us	706-737-1604 Office 706-721-5038 Fax	0	YES
Handshake	College Recruitment site	Handshake.com		0	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Indeed.com	Recruitment Website	Indeed.com		1	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	5	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	0	NO
Ziprecruiter	Recruitment Website	Ziprecruiter.com		0	NO
In-House Transfer	N/A	N/A	N/A	1	NO

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5) Job Title: Account Executive

Referral Source of Hire:

Rehire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Beasley Corporate Office	Human Resources	3033 Riviera Dr., Suite 200 Naples, FL 34103	239-263-5000 239-263-8191 FAX	0	YES
Beasley Broadcasting Clusters	Business Managers	Emailed: Philadelphia, Las Vegas, Miami, Fayetteville, Ft. Myers, Boca Raton, Atlanta	Various	0	NO
Georgia Department of Labor	Judith Richburg	601 Greene St, Augusta, GA 30901 judith.richburg@dol.state.ga.us	706-737-1604 Office 706-721-5038 Fax	0	YES
Handshake	College Recruitment Website	Handshake.com		0	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Indeed.com	Recruitment Website	Indeed.com		0	NO
Ziprecruiter	Recruitment Website	Ziprecruiter.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	4	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	0	NO
Rehire	N/A	N/A	N/A	1	NO

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5) Job Title: Account Executive

Referral Sources of Hirees: 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)
Beasley Corporate Office	Human Resources	3033 Riviera Dr., Suite 200 Naples, FL 34103	239-263-5000 239-263-8191 FAX	0	NO
Beasley Broadcasting Clusters	Business Managers	Emailed: Philadelphia, Las Vegas, Miami, Fayetteville, Ft. Myers, Boca Raton, Atlanta	Various	0	NO
Georgia Department of Labor	Judith Richburg	601 Greene St, Augusta, GA 30901 judity.richburg@dol.state.ga.us	706-737-1604 Office 706-721-5038 Fax	0	YES
Handshake	College Recruitment Website	Handshake.com		0	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Indeed.com	Recruitment Website	Indee.com		0	NO
Ziprecruiter	Recruitment Website	Ziprecruiter.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	4	NO
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	3	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	0	NO

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5) Job Title: Account Executive

Referral Source of Hiree:

Employee Referral

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Georgia Department of Labor	Judith Richburg	601 Greene St, Augusta, GA 30901 judith.richburg@dol.state.ga.us	706-737-1604 Office 706-721-5038 Fax	0	YES
Handshake	College Recruitment Website	Handshake.com		0	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Indeed.com	Recruitment Website	Indeed.com		0	NO
Ziprecruiter	Recruitment Website	Ziprecruiter.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	4	NO
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	2	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	0	NO

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5) Job Title: Account Executive

Referral Source of Hiree:

Rehire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Beasley Corporate Office	Human Resources	3033 Riviera Dr., Suite 200 Naples, FL 34103	239-263-5000 239-263-8191 FAX	0	YES
Beasley Broadcasting Clusters	Business Managers	Emailed: Philadelphia, Las Vegas, Miami, Fayetteville, Ft. Myers, Boca Raton, Atlanta	Various	0	NO
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Handshake	College Recruitment Website	Handshake.com		0	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Indeed.com	Recruitment Website	Indeed.com		0	NO
Ziprecruiter	Recruitment Website	Ziprecruiter.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	2	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	0	NO
Rehire	N/A	N/A	N/A	1	NO

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5) Job Title: **Multi Media Graphics Designer** Referral Source of Hiree: **Indeed.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Beasley Corporate Office	Human Resources	3033 Riviera Dr., Suite 200 Naples, FL 34103	239-263-5000 239-263-8191 FAX	0	YES
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Handshake	College Recruitment Website	Handshake.com		1	NO
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Indeed.com	Recruitment Website	Indeed.com		4	NO
Ziprecruiter	Recruitment Website	Ziprecruiter.com		2	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	0	NO

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6) **Total # of Interviewees Referred:** For the period from July 23, 2017 through July 22, 2018, this Employment Unit interviewed 35 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Participation in job fairs**

1. On September 7, 2017, the Beasley Vice President of Digital Operations, Director of Interactive Marketing, and the Corporate Webmaster attended the NABEF Career Fair in Austin, TX. Resumes were accepted and applications were distributed.
2. On April 11, 2018, an Employment Unit Account Executive and Promotions Assistant attended the Aiken Technical College Career Fair.
3. On April 11, 2018, the Beasley Vice President of Digital Operations and the Director of Interactive Marketing attended the NABEF Career Day in Las Vegas, NV. Resumes were accepted and applications were distributed.

(b) **Internship program**

1. 10/18/17 – 2 students from Augusta University began an internship in the Digital Department assisting the Creative Services Manager. These interns gained experience in digital marketing, sales, and graphics design as well as maintaining station websites.
2. April 2018 – 1 student from Augusta University began an internship in our News Department assisting the News Director. This intern has gained experience in news reporting from research to the actual reporting of the news as well as learning studio production.
3. June 2018 – 1 student from Augusta University began an internship in our Programming/Promotions departments working with the On Air Staff and Promotions Director. This intern has learned the behind the scenes knowledge of on air radio shows and has worked several promotions assisting with set up of client remotes and events.

(c) **Cross-training of station personnel**

A cross-training program has been established to train employees and enable them to acquire skills that could qualify them for higher level positions. The program works by enabling employees to train with each other to learn the skills necessary for the other position. During this reporting period, the following employees cross-trained in other areas: 1) On Air Personalities train as backup to Production Manager in order to fulfill commercial copy for clients; 2) New Admin Assistant training as backup for Traffic and Sales Assistant. 3) P/T Promo Assistants train as Board Ops.

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