

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2017-September 21, 2018

1) Employment Unit: Beasley Media Group - Fort Myers

- 2) Unit Members (Stations and Communities of License):** WJBX (AM), North Fort Myers, Florida
WJPT (FM), Fort Myers, Florida
WRXK-FM, Bonita Springs, Florida
WWCN (FM), Fort Myers Beach, Florida
WXKB (FM), Cape Coral, Florida

3) EEO Contact Information for Employment Unit:

Mailing Address: BEASLEY MEDIA GROUP, INC. – FORT MYERS C/O SHANE REILLY 20125 S TAMIAMI TRAIL ESTERO, FLORIDA 33928	Telephone Number: 239-495-2100
	Contact Person/Title: SHANE REILLY BUSINESS MANAGER
	E-mail Address: SHANE.REILLY@BBGI.COM

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

Job Title	Recruitment Source Referring Hiree
(a) Traffic/Continuity Manager	Internal Posting
(b) Account Executive	Indeed.com
(c) Program Director/On-Air Talent	Internal Posting
(d) Account Executive	BBGI Corporate Website (BBGI.com)
(e) Asst Program Director	Internal Posting
(f) Account Executive	Employee Referral
(g) Account Executive	Employee Referral
(h) Promotions Coordinator	Internal Posting
(i) Account Executive	BBGI Corporate Website (BBGI.com)
(j) Promotions Coordinator	Indeed.com
(k) Digital Content Manager	Indeed.com
(l) Account Executive	Walk-in

5) Job Title: (a) Traffic/Continuity Mgr. 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)
Internal Posting	MS Office	Shared Drive Website	-	1	N
Indeed.com	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	1	N
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203	239-263-5000	0	N
AllAccess.com	D. Mutchler	Industry Forum	-	1	N
Estero/Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	-	0	N
NAACP Collier Co	-	Email address	-	0	N
FGCU College Central	D. Mutchler	https://fgcu-csm.symplicity.com/	-	0	N

(b) Account Executive Referral Source(s) of Hire: 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)
Internal Posting	MS Office	Shared Drive Website	-	2	N
Indeed.com	D. Mutchler	Employment Website Post	-	3	N
BBGI Corporate Website (BBGI.com)	H. Raphael	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	-	0	N
AllAccess.com	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Job News USA- Crowne Plaza	T. Price	13051 Bell Tower Dr., Ft. Myers, FL 33907	-	0	N

(c) Program Director/On-Air 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)
Internal Posting	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
AllAccess.com	G. Wrenn	Industry Forum	-	2	N
Inside Radio	G. Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Radio Online	G. Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
FGCU College Central	D. Mutchler	https://fgcu-csm.symplicity.com/	-	0	N
Naples Daily News	M. Williams	Gannett New York Media Group	888-262-7107	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	-	0	N

Stations WJBX (AM), WJPT (FM), WRXK-FM, WWCN (FM), and WXKB (FM) are Equal Opportunity Employers.

(d) Account Executive**Referral Source(s) of Hire: BBGI Corporate Website (BBGI.com)**

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	MS Office	Shared Drive Website	_	0	N
Indeed.com	D. Mutchler	Employment Website	-	0	N
AllAccess.com	D. Mutchler	Industry Forum	-	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	_	0	N
BBGI Corporate Website (BBGI.com)	H. Raphael	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU Career Fair	K. Marengo	10501 FGCU Blvd. Ft. Myers, FL	239-745-4219	1	N

(e) Asst Program Dir**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)
Internal Posting	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
AllAccess.com	G. Wrenn	Industry Forum	-	2	N
FGCU College Central	D. Mutchler	https://fgcu-csm.symplicity.com/	-	0	N
Inside Radio	G. Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Radio Online	G. Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Naples Daily News	M. Williams	Gannett New York Media Group	888-262-7107	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	_	0	N

(f) 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	MS Office	Shared Drive Website	-	2	N
Indeed.com	D. Mutchler	Employment Website	-	1	N
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess.com	D. Mutchler	Industry Forum	239-495-2100	0	N
RadioInk.com	A. Hillman	Industry Forum	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	_	0	N
Hodges University	M. Turner	4501 Colonial Blvd., Ft. Myers, FL	_	0	N
Employ FL Marketplace	D. Mutchler	State Unemployment Website	-	0	N

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Employee Referral	N/A	N/A	N/A	2	N
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(g) 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	MS Office	Shared Drive Website	-	2	N
Indeed.com	D. Mutchler	Employment Website	-	1	N
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess.com	D. Mutchler	Industry Forum	239-495-2100	0	N
RadioInk.com	A. Hillman	Industry Forum	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	-	0	N
Hodges University	M. Turner	4501 Colonial Blvd., Ft. Myers, FL	-	0	N
Employ FL Marketplace	D. Mutchler	State Unemployment Website	-	0	N
Employee Referral	N/A	N/A	N/A	2	N

(h) Promotions Coordinator 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)
Internal Posting	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	1	N
Beasley Clusters Posting	MS Office	Shared Drive Website	-	0	N
Indeed.com	D. Mutchler	Employment Website	239-495-2100	3	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess.com	D. Mutchler	Industry Forum	-	0	N
Employ FL Marketplace	D. Mutchler	State Unemployment Website	-	0	N
College Central - Hodges Univ	D. Mutchler	Website Post	-	0	N
Radio Ads – Beasley Estero Stations	A. Star	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	
Other – Walk In	N/A	Estero Station Location	-	1	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	-	0	N

(i) Account Executive Referral Source(s) of Hire: BBGI Corporate Website (BBGI.com)

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	MS Office	Shared Drive Site	-	7	N

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Indeed.com	D. Mutchler	Employment Website	-	2	N
BBGI Corporate Website (BBGL.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess.com	D. Mutchler	Industry Forum	-	0	N
College Central - Hodges Univ	D. Mutchler	Website Post	-	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	_	0	N
Employ FL Marketplace	D. Mutchler	State Unemployment Website	-	0	N
RadioInk.com	A. Hillman	Industry Forum	239-495-2100	2	N
Other – LinkedIn	A. Hillman	20125 S. Tamiami Trail	239-495-2100	1	N

(j) Promotions Coordinator Referral Source(s) of Hire: 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)
Internal Posting	MS Office	Shared Drive Site	-	1	N
BBGI Corporate Website (BBGL.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Indeed.com	D. Mutchler	Employment Website	-	3	N
Ft Myers Cluster stations	S. Kelley	3033 Riviera Dr., Naples, FL	239-263-5000	0	N
AllAccess.com	D. Mutchler	Industry Forum	-	0	N
FGCU Career/Internship Fair	A. Parke	FGCU Campus- Reed Hall	239-590-7833	0	N
Hodges University College Central	D. Mutchler	Website post	_	0	N

(k) Digital Content Manager Referral Source(s) of Hire: 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)
Internal Posting	MS Office	Shared Drive Site	-	1	N
Indeed.com	D. Mutchler	Employment Website	-	3	N
BBGI Corporate Website (BBGL.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203	704-227-8036	0	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess.com	D. Mutchler	Industry Forum Post	-	0	N
FGCU College Central	D. Mutchler	https://fgcu-csm.symplicity.com/	-	0	N
NAACP Collier Co	-	Email address	-	0	N

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(I) Account Executive**Referral Source of Hire: Walk In**

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	MS Office	Shared Drive Site	-	2	N
Indeed.com	D. Mutchler	Employment Website	-	4	N
BBGI Corporate Website (BBGL.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203	704-227-8036	0	N
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess.com	D. Mutchler	Industry Forum Post	-	0	N
Employ FL Marketplace	D. Mutchler	State Unemployment Website	-	0	N
Hodges University College Central	D. Mutchler	Website post	-	0	N
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses	-	0	N
Walk In	A. Hillman	20125 S. Tamiami Trail, Estero, FL 33928	239-495-2100	1	N

6) Total # of Interviewees Referred: For the period from **September 22, 2017-September 21, 2018** this Employment Unit interviewed 66 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Career and Job Fairs

On October 6, 2017, the Director of Sales and the Assistant Business Manager, who have substantial responsibility in the making of hiring decisions, participated in the Hodges University Business Information and Career Expo in Fort Myers, Florida. The station's profile was displayed at the event, and DOS and the ABM manned a table at the job fair offering information about the many positions available in the Radio industry and accepting resumes/applications from job seekers and potential interns.

On November 8, 2017, the Director of Sales, who has substantial responsibility in the making of hiring decisions, participated in the Florida Gulf Coast University 2017 PR and Marketing Internship and Job Fair in Fort Myers, Florida. The station's profile was displayed at the event, and DOS and the sales assistant manned a booth at the job fair, conducted screening interviews, and accepted resumes/applications from job seekers and potential interns.

On April 11, 2018, the Beasley Media Corporate Executive VP of Corporate Communications participated in the 2017 NAB Show, held Las Vegas, NV. The event attracted hundreds of individuals interested in careers in broadcasting.

(b) Initiative: Participation in Events Sponsored by Educational Institutions

On March 7, 2018, the APD for WXKB-FM and the executive producer of the station's morning show hosted a tour of the station for a Varsity Lakes Middle School TV production and yearbook class during which she discussed the variety of job opportunities in the broadcast/media industry.

(c) Initiative: Station Internship Program

The Employment Unit maintains an internship program designed to help local college students develop the skills necessary for employment in the broadcast industry. The Employment Unit partners with local and regional universities to distribute information about the internship program and recruit potential interns. The institutions that are currently participating in the program include Florida Gulf Coast University and

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Florida State University. Interns typically receive course credit in connection with their internships. Throughout the program, interns are encouraged to gain experience in every department at the Employment Unit, focusing on those departments of most interest to them. Interns are encouraged to gain experience in areas that will benefit them when seeking permanent employment. The Employment Unit's Regional Marketing Director/Program Director is responsible for overseeing the Employment Unit's internship program. During this reporting period, the Employment Unit had 4 interns in various departments.

(d) Initiative: 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. The following are the positions that were cross trained during this reporting period:

The NTR Director was trained details of website maintenance (posting, editing, and updating the cluster websites) in the absence of our Digital Content Manager.

One of our On-air talent/APD was crossed trained in the some of the essential duties of the Production Director, in the event of an absence.

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