

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2018 – July 22, 2019.

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. Digital Content Coordinator	In-House Transfer
2. APD/Middays Announcer	Market Transfer
3. Account Executive	Employee Referral
4. Account Executive	Employee Referral
5. Traffic Manager	Indeed.com
6. Traffic Manager	Employee Referral
7. Morning Show Announcer	Consultant Referral
8. Digital Sales Assistant	Employee Referral
9. Marketing Director	Employee Referral

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: Digital Content Coordinator 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	4	NO
Indeed	Recruitment Website	Indeed.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	0	NO
Linked In	Business Connections	Linkedin.com		1	NO
In House Transfer	N/A	N/A	N/A	1	NO

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: APD/Middays Announcer Referral Source of Hiree: Market 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	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 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	2	NO
Indeed	Recruitment Website	Indeed.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	2	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	1	NO
Market Transfer	N/A	N/A	N/A	1	NO

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: 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	Recruitment Website	Indeed.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	3	NO

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: Account Executive Referral Source 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)
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 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	Recruitment Website	Indeed.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	3	NO
Employee Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO

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: Traffic Manager

Referral Source 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)
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 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	1	NO
Indeed	Recruitment Website	Indeed.com		4	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	3	NO

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: Traffic Manager

Referral Source 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)
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 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	1	NO
Indeed	Recruitment Website	Indeed.com		4	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	3	NO

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: Morning Show Announcer Referral Source of Hiree: Consultant 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	Recruitment Website	Indeed.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	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
Consultant Referral	N/A	N/A	N/A	1	NO

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: Digital Sales Assistant Referral Source 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)
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	Recruitment Website	Indeed.com		2	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Employee Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	2	NO

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: Marketing Director

Referral Source 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)
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 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	Recruitment Website	Indeed.com		0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Employee Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	4	NO
Ziprecruiter	Recruiting Website	Ziprecruiter.com		1	NO

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

6) **Total # of Interviewees Referred:** For the period from July 23, 2018 through July 22, 2019, this Employment Unit interviewed 51 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

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

1. On September 27, 2018, the Beasley Vice President of Digital Operations attended the NABEF Career Fair in Orlando, FL. Resumes were accepted and applications were distributed.
2. Aiken Technical College Job Fair, January 24, 2019. WHHD and WKXC On Air Personalities, Promotions Assistant Kelsey Williams and Sales Manager, Kent Murphy attended.
3. Columbia County Exhibition Center, Columbia County College and Career Expo, March 12th, 2019. Promotions Supervisor, Marci Clark and Account Executive, Debbie Pretzello attended.
4. Aiken Technical College Career Fair, April 16, 2019. Account Executive, Shannon Shaffer, Promotions Assistant, Kelsey Williams and Sales Manager, Kent Murphy attended.
5. NABEF Career Day, 2019 NAB Show in Las Vegas. April 9, 2019. VP of Corporate Communications attended the job fair representing the Employment Unit.

(b) Initiative: Beasley Media Group encourages Internships that provide high school or college students with great experience working in Media as well as earning them graduation credits.

During the reporting period, a student from Augusta University completed an internship in our Programming/Promotions departments working with our On Air Staff and Promotions Director. The intern gained behind the scenes knowledge of on-air radio shows and worked on several promotions assisting with set up of client remotes and events. The internship resulted in a part time position and the intern eventually became a full time employee in the Employment Unit.

(c) 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. 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) Digital Sales Assistant training in handling all National Sales. 3) P/T Promo Assistants train as Board Ops, 4) Promo Assistants training in Administration assisting at the front desk and training in billing and Co-Op processing.

(d) Initiative: Participation in Programs Sponsored by Educational Institutions

GAB Radio Talent Institute, May 13 & 14, 2019, Grady College of Journalism and Mass Communication at the University of Georgia. Kent Dunn, VP Market Manager led a training module at the institute, which provides a campus-to-career connection for students.

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