

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **July 23, 2019 – July 22, 2020.**

1) **Employment Unit: Beasley Media Group – 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

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. Account Executive | Industry Referral |
| 2. Digital Program Director | Employee Referral |

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

5) Job Title: Account Executive Referral Source of Hiree: Industry 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 site | 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 | 2 | NO |
| Linked In | Business Connections | Linkedin.com | | 0 | NO |

5) Job Title: Digital Program 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 |

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| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or 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 |

6) **Total # of Interviewees Referred:** For the period from July 23, 2019 through July 22, 2020, this Employment Unit interviewed 6 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives**

(a) **Initiative: Participation in job fairs**

Columbia County College and Career Expo, Columbia County Exhibition Center, March 10, 2020. Promotions Supervisor organized and attended on behalf of the Employment Unit.

Due to the COVID-19 pandemic, job and career fairs in which the Employment Unit would have participated in the spring and summer of 2020 were cancelled or postponed.

(b) **Participation in programs sponsored by educational institutions**

Youth Leadership Columbia County Educational and Career tour of the Employment Unit’s facilities, January 9, 2020. Thirty Columbia County 10th and 11th grade students participated in the tour which was hosted by the News Director and Kicks 99 Morning Show Host.

(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) Digital Sales Assistant has trained in Traffic operations (Streaming Traffic) and assists with National orders. 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) **Internship Program**

The Employment Unit operates an internship program designed to assist members of the community to acquire skills needed for broadcast employment. The Employment Unit was preparing to host one intern when the COVID-19 pandemic struck, forcing postponement of the internship.

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