

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 22, 2021 – July 21, 2022.

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

2) Unit Members (Stations and Communities of License): WCHZ-FM, Warrenton, 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: 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. On Air Morning Show Host	Employee Referral
2. Program Director	Industry Referral
3. Administrative Assistant	Employee Referral
4. Production Director	Industry Referral
5. Promotions Director	Employee Referral
6. Account Executive	Employee Referral
7. Account Executive	Industry Referral
8. Account Executive	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: On Air Morning Show Host 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	NO
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	1	NO
Linked In	Business Connections	Linkedin.com		0	NO

5) Job Title: Program Director 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	NO
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	1	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	0	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	0	NO

5) Job Title: Administrative 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 judith_richburg@dol.state.ga.us	706-737-1604 Office 706-721-5038 Fax	0	NO
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		3	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	1	NO
Linked In	Business Connections	Linkedin.com		0	NO

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5) Job Title: Production Director Referral Source of Hiree: Industry Referral

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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	NO
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	3	NO
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Linked In	Business Connections	Linkedin.com		0	NO

5) Job Title: Promotions 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
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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	NO
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		2	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO

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Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO
Linked In	Business Connections	Linkedin.com		0	NO

5) Job Title: Account Executive Referral Source 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)
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
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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		1	NO

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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: Account Executive Referral Source 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)
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Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
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Linked In	Business Connections	Linkedin.com		0	NO

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6) **Total # of Interviewees Referred:** For the period from July 22, 2021 through July 21, 2022, this Employment Unit interviewed 27 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**

March 8, 2022 – Participated in Columbia County Chamber (Find Your Future) Career and College Expo. Beasley Augusta was represented by GSM, DSM, AE, Promotions Road Crew.

(b) **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 trained as backup to Production Manager in order to fulfill commercial copy for clients; 2) Digital Sales Assistant trained in Traffic operations (Streaming Traffic) and assisted with national orders. 3) P/T Promo Assistants trained as Board Ops; 4) Promo Assistants trained in Administration, assisting at the front desk and training in billing and Co-Op processing; 5) Administrative Assistant trained as backup for Traffic.

(c) **Initiative: Management EEO Training**

Management Personnel (Employment Unit Market Controller) reviewed the FCC’s EEO FAQ at <https://www.fcc.gov/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC’s EEO rules and policies, including recruitment, supplemental recruitment initiatives, recordkeeping, and audits.

(d) **Initiative: Provision of Community Job/Networking Opportunities**

The Employment Unit created “Love Your Next Gig: Employment Opportunities,” which gave clients and the community an opportunity to connect regarding open positions, particularly as businesses continued to reopen following the COVID shutdowns. The program assisted individuals who were looking for work as businesses were re-opening.

(e) **Initiative: Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting**

The Employment Unit conducted a tour and informational session for The Columbia County Youth Leadership Program in February 2022. The group toured the WKXC and WGAC Studios, meeting our morning teams, and went on air live on each station. Following the tour was a meeting with the Program Director and Sales Manager to discuss job opportunities in the radio business.

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(f) Initiative: Management-level personnel EEO training

Employment Unit managerial staff participated in Diversity, Equity, and Inclusion (DEI) training during April, May, and June of this reporting period. The goal of the training was to promote a culture of social responsibility and belonging that advocates for hiring and developing employees of every ethnicity, race, social-economic origin, culture, age, religion, gender and sexual orientation as well as individuals with differing abilities. Examples of session topics included an overview of DEI, Best Practices in DEI, Accountability/Commitment to DEI, and Addressing Unconscious Bias. Participants included: Market Manager, Market Controller, Operations Manager, General Sales Managers, Digital Sales Manager, Program Directors.

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