

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **July 23, 2020 – July 22, 2021.**

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 4051 Jimmie Dyess Pkwy Augusta, GA 30909	Telephone Number: 706-396-7000
	Contact Person/Title: Donna Parkman, Market Controller
	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. Traffic Director	Internal Candidate
2. Digital Program Director	Employee Referral
3. Account Executive	Employee Referral
4. Account Executive	Employee Referral
5. Administrative Assistant	Internal Candidate
6. Assistant Engineer	Industry Referral
7. Digital Sales Specialist	Industry Referral

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

5) Job Title: Traffic Director

Referral Source of Hiree:

Internal Candidate

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	Recruitment Website	Indeed.com		11	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
Internal Candidate				1	NO

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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	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@doj.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 Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	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

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	Recruitment Website	Indeed.com		3	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	1	NO
Linked In	Business Connections	Linkedin.com		0	NO

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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	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	3	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	1	NO
Linked In	Business Connections	Linkedin.com		0	NO

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5) Job Title: Administrative Assistant Referral Source of Hiree: Internal Candidate

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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	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	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	2	NO
Linked In	Business Connections	Linkedin.com		0	NO
Internal Candidate				1	NO

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5) Job Title: Assistant Engineer

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	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	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	0	NO
Linked In	Business Connections	LinkedIn.com		0	NO

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5) Job Title: Digital Sales Specialist 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	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 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		1	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	0	NO
Linked In	Business Connections	Linkedin.com		1	NO

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6) **Total # of Interviewees Referred:** For the period from July 23, 2020 through July 22, 2021, this Employment Unit interviewed 34 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

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

June 17, 2021 – Business Banter & Brews Event at the Western Carolina State Fair. Recruitment event with Beasley stations WKXC and WGUS. Attended by Promotions Director, Sales Manager, and various staff employees.

Participation in other job fairs was limited by health and safety restrictions imposed due to the COVID-19 pandemic.

(b) **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 other positions. During this reporting period, the following employees cross-trained: 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 in billing and co-op processing; 5) Administrative Assistant trained as backup for Traffic.

(c) **Management EEO Training**

Management Personnel (Employment Unit Market Controller) reviewed the FCC’s EEO FAQ (“FAQs About Equal Employment Opportunity Rules”) at <https://www.fcc.gov/general/eo-frequently-askedquestions>. The FAQ provides a wide-ranging guide to the FCC’s EEO rules and policies.

(d) **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 reopened following the COVID shutdowns.