

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2015 – July 22, 2016.

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. Account Executive	Industry Referral
2. Account Executive	Industry Referral
3. On Air Announcer	AllAccess.com
4. Sales Assistant	Internal Promotion
5. General Sales Manager	Industry Referral
6. Promotions Director	Industry Referral
7. Account Executive	Station Websites
8. Account Executive	Industry 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: Account Executive Referral Source of Hire: 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
Augusta State University	Career Center	2500 Walton Way, Augusta, GA 30910 careercenter@aug.edu	706-731-7097 Fax	0	YES
Western Carolina University	D Connelly, Director Of Broadcasting	dconnelly@wcu.edu	828-227-7327	0	YES
UNC – Pembroke	Dr. Jamie Litty Chairman	Department of Mass Communications Jamie.litty@uncp.edu	910-521-6000	0	YES
Georgia Department of Labor	Irvin Saunders	601 Greene St, Augusta, GA 30901 Irvin.saunders@dol.state.ga.us	706-721-2165 Office 706-721-5038 Fax	0	YES
University of Georgia	Debi Grayson Placement Center	Athens, GA 30601 debig@uga.edu		0	YES
University of SC/Aiken	Leslie C. Career Placement	171 University Pkwy, Aiken, SC 29801 lesliec@usca.edu		0	YES
Paine College	Roslyn Tucker Placement Center	1235 15 th St. Augusta, GA 30910 rtucker@paine.edu	706-821-8200	0	YES
NAACP Augusta Chapter	N/A	P.O. Box 1951 Augusta, GA 30903		0	YES
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	3	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Aiken Technical College	N/A	Placement Office 2276 Jefferson Davis Hwy Graniteville, SC 29813	803-593-9231	0	NO
Augusta Technical College	N/A	Career Placement Dept. 3200 Augusta Tech Dr... Augusta, GA 30906	706-771-4000	0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO

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5) Job Title: Account Executive

Referral Source of Hire:

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
Augusta State University	Career Center	2500 Walton Way, Augusta, GA 30910 careercenter@aug.edu	706-731-7097 Fax	0	YES
Western Carolina University	D Connelly, Director Of Broadcasting	dconnelly@wcu.edu	828-227-7327	0	YES
UNC – Pembroke	Dr. Jamie Litty Chairman	Department of Mass Communications Jamie.litty@uncp.edu	910-521-6000	0	YES
Georgia Department of Labor	Irvin Saunders	601 Greene St, Augusta, GA 30901 Irvin.saunders@dol.state.ga.us	706-721-2165 Office 706-721-5038 Fax	0	YES
University of Georgia	Debi Grayson Placement Center	Athens, GA 30601 debig@uga.edu		0	YES
University of SC/Aiken	Leslie C. Career Placement	171 University Pkwy, Aiken, SC 29801 lesliec@usca.edu		0	YES
Paine College	Roslyn Tucker Placement Center	1235 15 th St. Augusta, GA 30910 rtucker@paine.edu	706-821-8200	0	YES
Aiken Technical College	N/A	Placement Office 2276 Jefferson Davis Hwy Graniteville, SC 29813	803-593-9231	0	NO
Augusta Technical College	N/A	Career Placement Dept. 3200 Augusta Tech Dr... Augusta, GA 30906	706-771-4000	0	NO
NAACP Augusta Chapter	N/A	P.O. Box 1951 Augusta, GA 30903		0	YES
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO

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5) Job Title: On Air Announcer

Referral Sources of Hirees: AllAccess.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
Augusta State University	Career Center	2500 Walton Way, Augusta, GA 30910 careercenter@aug.edu	706-731-7097 Fax	0	YES
Western Carolina University	D Connelly, Director Of Broadcasting	dconnelly@wcu.edu	828-227-7327	0	YES
UNC – Pembroke	Dr. Jamie Litty Chairman	Department of Mass Communications Jamie.litty@uncp.edu	910-521-6000	0	YES
Georgia Department of Labor	Irvin Saunders	601 Greene St, Augusta, GA 30901 Irvin.saunders@dol.state.ga.us	706-721-2165 Office 706-721-5038 Fax	0	YES
University of Georgia	Debi Grayson Placement Center	Athens, GA 30601 debig@uga.edu		0	YES
University of SC/Aiken	Leslie C. Career Placement	171 University Pkwy, Aiken, SC 29801 lesliec@usca.edu		0	YES
Paine College	Roslyn Tucker Placement Center	1235 15 th St. Augusta, GA 30910 rtucker@paine.edu	706-821-8200	0	YES
Aiken Technical College	N/A	Placement Office 2276 Jefferson Davis Hwy Graniteville, SC 29813	803-593-9231	0	NO
Augusta Technical College	N/A	Career Placement Dept. 3200 Augusta Tech Dr... Augusta, GA 30906	706-771-4000	0	NO
NAACP Augusta Chapter	N/A	P.O. Box 1951 Augusta, GA 30903		0	YES
Employee or Industry Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
All Access Music Group (AllAccess.com)	Website	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	310-457-6616	7	NO

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5) Job Title: Sales Assistant

Referral Source of Hiree:

Internal Promotion

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
Augusta State University	Career Center	2500 Walton Way, Augusta, GA 30910 careercenter@aug.edu	706-731-7097 Fax	0	YES
Western Carolina University	D Connelly, Director Of Broadcasting	dconnelly@wcu.edu	828-227-7327	0	YES
UNC – Pembroke	Dr. Jamie Litty Chairman	Department of Mass Communications Jamie.litty@uncp.edu	910-521-6000	0	YES
Georgia Department of Labor	Irvin Saunders	601 Greene St, Augusta, GA 30901 Irvin.saunders@dol.state.ga.us	706-721-2165 Office 706-721-5038 Fax	0	YES
University of Georgia	Debi Grayson Placement Center	Athens, GA 30601 debig@uga.edu		0	YES
University of SC/Aiken	Leslie C. Career Placement	171 University Pkwy, Aiken, SC 29801 leslic@usca.edu		0	YES
Paine College	Roslyn Tucker Placement Center	1235 15 th St. Augusta, GA 30910 rtucker@paine.edu	706-821-8200	0	YES
Aiken Technical College	N/A	Placement Office 2276 Jefferson Davis Hwy Graniteville, SC 29813	803-593-9231	0	NO
Augusta Technical College	N/A	Career Placement Dept. 3200 Augusta Tech Dr... Augusta, GA 30906	706-771-4000	0	NO
NAACP Augusta Chapter	N/A	P.O. Box 1951 Augusta, GA 30903		0	YES
Employee or Industry Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	0	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Internal Promotion	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO
Internal Candidates	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	3	NO

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5) Job Title: General Sales Manager 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
Augusta State University	Career Center	2500 Walton Way, Augusta, GA 30910 careercenter@aug.edu	706-731-7097 Fax	0	YES
Western Carolina University	D Connelly, Director Of Broadcasting	dconnelly@wcu.edu	828-227-7327	0	YES
UNC – Pembroke	Dr. Jamie Litty Chairman	Department of Mass Communications Jamie.litty@uncp.edu	910-521-6000	0	YES
Georgia Department of Labor	Irvin Saunders	601 Greene St, Augusta, GA 30901 Irvin.saunders@dol.state.ga.us	706-721-2165 Office 706-721-5038 Fax	0	YES
University of Georgia	Debi Grayson Placement Center	Athens, GA 30601 debig@uga.edu		0	YES
University of SC/Aiken	Leslie C. Career Placement	171 University Pkwy, Aiken, SC 29801 leslic@usca.edu		0	YES
Paine College	Roslyn Tucker Placement Center	1235 15 th St. Augusta, GA 30910 rtucker@paine.edu	706-821-8200	0	YES
Aiken Technical College	N/A	Placement Office 2276 Jefferson Davis Hwy Graniteville, SC 29813	803-593-9231	0	NO
Augusta Technical College	N/A	Career Placement Dept. 3200 Augusta Tech Dr... Augusta, GA 30906	706-771-4000	0	NO
NAACP Augusta Chapter	N/A	P.O. Box 1951 Augusta, GA 30903		0	YES
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	6	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO

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5) Job Title: Promotions 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
Augusta State University	Career Center	2500 Walton Way, Augusta, GA 30910 careercenter@aug.edu	706-731-7097 Fax	0	YES
Western Carolina University	D Connelly, Director Of Broadcasting	dconnelly@wcu.edu	828-227-7327	0	YES
UNC – Pembroke	Dr. Jamie Litty Chairman	Department of Mass Communications Jamie.litty@uncp.edu	910-521-6000	0	YES
Georgia Department of Labor	Irvin Saunders	601 Greene St, Augusta, GA 30901 Irvin.saunders@dol.state.ga.us	706-721-2165 Office 706-721-5038 Fax	0	YES
University of Georgia	Debi Grayson Placement Center	Athens, GA 30601 debig@uga.edu		0	YES
University of SC/Aiken	Leslie C. Career Placement	171 University Pkwy, Aiken, SC 29801 lesliec@usca.edu		0	YES
Paine College	Roslyn Tucker Placement Center	1235 15 th St. Augusta, GA 30910 rtucker@paine.edu	706-821-8200	0	YES
Aiken Technical College	N/A	Placement Office 2276 Jefferson Davis Hwy Graniteville, SC 29813	803-593-9231	0	NO
Augusta Technical College	N/A	Career Placement Dept. 3200 Augusta Tech Dr... Augusta, GA 30906	706-771-4000	0	NO
NAACP Augusta Chapter	N/A	P.O. Box 1951 Augusta, GA 30903		0	YES
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	7	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	0	NO
Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO

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5) Job Title: Account Executive

Referral Source of Hiree:

Station Websites

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
Augusta State University	Career Center	2500 Walton Way, Augusta, GA 30910 careercenter@aug.edu	706-731-7097 Fax	0	YES
Western Carolina University	D Connelly, Director Of Broadcasting	dconnelly@wcu.edu	828-227-7327	0	YES
UNC – Pembroke	Dr. Jamie Litty Chairman	Department of Mass Communications Jamie.litty@uncp.edu	910-521-6000	0	YES
Georgia Department of Labor	Irvin Saunders	601 Greene St, Augusta, GA 30901 Irvin.saunders@dol.state.ga.us	706-721-2165 Office 706-721-5038 Fax	0	YES
University of Georgia	Debi Grayson Placement Center	Athens, GA 30601 debig@uga.edu		0	YES
University of SC/Aiken	Leslie C. Career Placement	171 University Pkwy, Aiken, SC 29801 leslic@usca.edu		0	YES
Paine College	Roslyn Tucker Placement Center	1235 15 th St. Augusta, GA 30910 rtucker@paine.edu	706-821-8200	0	YES
Aiken Technical College	N/A	Placement Office 2276 Jefferson Davis Hwy Graniteville, SC 29813	803-593-9231	0	NO
Augusta Technical College	N/A	Career Placement Dept. 3200 Augusta Tech Dr... Augusta, GA 30906	706-771-4000	0	NO
NAACP Augusta Chapter	N/A	P.O. Box 1951 Augusta, GA 30903		0	YES
Employee Referrals	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	2	NO
Beasley Station Websites	Website Manager	4051 Jimmie Dyess Pkwy Augusta, GA 30909	706-396-7000	7	NO

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5) Job Title: Account Executive

Referral Source of Hiree:

Industry Referral

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Industry Referral	Business Manager	4051 Jimmie Dyess Pkwy	706-396-7000	1	NO

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6) Total # of Interviewees Referred: For the period from July 23, 2015 through July 22, 2016, this Employment Unit interviewed 50 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Sponsorship of community events designed to inform and educate the public about broadcast employment opportunities

Educational Tours: On October 7, 2015, we conducted tours of our broadcast facilities, and explained the radio business and employment opportunities in broadcasting, for the Columbia County Youth Leadership group as part of Media and Community Service Day.

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

1. NABEF Career Fair, 2015 Radio Show in Indianapolis. September 29, 2015. VP of Corporate Communications attended the job fair representing the Beasley - Augusta cluster.
2. Georgia Regents University Career Services, 2016 Employer Expo. February 19, 2016. General Sales Manager for the Beasley Augusta Cluster attended this event.
3. NABEF Career Day, 2016 NAB Show in Las Vegas. April 20, 2016. VP of Corporate Communications attended the job fair representing the Beasley – Augusta cluster.

(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, two full-time employees cross-trained in other areas: 1) New Full Time Sales Assistant trained as traffic backup; 2) New On Air Announcer trained in Production. We also had a Part Time Promotions Assistant train in On Air Announcing.

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