

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 – Charlotte, NC**
- 2) Unit Members (Stations and Communities of License): WBAV-FM, Gastonia, NC; WKQC-FM, Charlotte, NC; WNKS-FM, Charlotte, NC; WPEG-FM, Concord, NC; WSOC-FM, Charlotte, NC**
- 3) EEO Contact Information for Employment Unit:**

Mailing Address:	Telephone Number: 704.522.1103
1520 South Blvd., Suite 300 Charlotte, NC 28203	Contact Person/Title: Bill Schoening, Market Manager
	E-mail Address: Bill.schoening@bbgi.com

- 4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
(a) Account Executive	Referral
(b) IT Support Technician	Beasley Media Group/bbgi.com
(c) Executive Sales Coordinator	Internal Referral
(d) Digital Sales Executive	Indeed.com
(e) Sales Coordinator	Internal Referral
(f) Sales Coordinator	Indeed.com ¹
(g) Digital Sales Executive	Former Employee
(h) Sr. Account Executive	Former Employee
(i) Traffic Manager	Beasley Media Group/bbgi.com
(j) Digital Traffic Coordinator	UNCC
(k) Digital Sales Executive	Hawthorne Research
(l) National Sales Assistant	Indeed.com
(m) Account Executive	Internal Referral
(n) Multi-Media Designer	Indeed.com
(o) Digital Program Director	Internal Candidate

¹ Positions (e) and (f) were filled from the same set of recruitment announcements

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

5a) Job Title: Account Executive

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Kyle Ritchie	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc.edu	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	www.collegecentral.com/queens	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	2	No
Referral				2	No

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

5b) Job Title: IT Support Technician**Referral Source(s) of Hire:****Beasley Media Group/bbgi.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndall	3435 Performance Rd Charlotte NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	www.collegecentral.com/queens	1900 Selwyn Ave Charlotte NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 9733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
Society Broadcast Engineers (SBE)	sbg.org	9102 North Meridian St. Suite 150 Indianapolis, IN 46260	317-846-9000	1	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	9	No

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

5c) Job Title: Executive Sales Coordinator Referral Source(s) of Hire: Internal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc.edu	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	www.collegecentral.com/queens	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	3	No
Internal Referral				1	No

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

5d) Job Title: Digital Sales Executive Referral Source(s) 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)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc.edu	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	5	No
Axios.com	https://charlotte.axios.com/jobs/	n/a	n/a	0	No

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5e) Job Title: Sales Coordinator

Referral Source(s) of Hire: Internal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc.edu	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbg.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	5	No
Internal Referral				3	No

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5f) Job Title: Sales Coordinator

Referral Source(s) of Hire: Indeed.com²

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc.edu	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	5	No
Internal Referral				3	No

² Positions (e) and (f) were filled from the same set of recruitment announcements.

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5g) Job Title: Digital Sales Executive Referral Source(s) of Hire: Former Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.networks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	5	No
Axios.com	https://charlotte.axios.com/jobs/	n/a	n/a	0	No
Former Employee				1	No

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5h) Job Title: Sr. Account Executive**Referral Source(s) of Hire: Former Employee**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc.edu	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com via bbgi.com	www.indeed.com	n/a	n/a	3	No
Former Employee				1	No

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5i) Job Title: Traffic Manager

Referral Source(s) of Hire: Beasley Media Group/bbgi.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	1	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc.edu	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	1	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	4	No
Internal Candidates				3	No

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5j) Job Title: Digital Traffic Coordinator Referral Source(s) of Hire: UNCC

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
Carolina School of Broadcasting	Chris Tyndell	3435 Performance Rd Charlotte, NC 28214	704-395-9272	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	1	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	1	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	1	No
Internal Candidates				2	No

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5k) Job Title: Digital Sales Executive**Referral Source(s) of Hire: Hawthorne Research**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	1	No
Hawthorne Executive Research	Robert Hawthorne	1319 Military Cutoff Rd CC #147 Wilmington, NC 28405	910-777-5383	1	No
Client Referral				1	No

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

5I) Job Title: National Sales Assistant Referral Source(s) 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)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	2	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	8	No

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

5m) Job Title: Account Executive**Referral Source(s) of Hire: Internal Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	4	No
Internal Referral				1	No

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

5n) Job Title: Multi-Media Designer**Referral Source(s) 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)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	0	No
Indeed.com	www.indeed.com	n/a	n/a	5	No

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5o) Job Title: Digital Program Director Referral Source(s) of Hire: 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)
North Carolina Broadcasters Assoc	Elizabeth Parker Harris	150 Fayetteville St. Ste. 1270 Raleigh, NC 27061	919-821-7300	0	No
NC Security Employment NC Works	www.ncworks.gov	5601 Executive Center Dr. Ste 300 Charlotte, NC 28212	704-556-2870	0	No
All Access	Leah Brungardt	www.all.access.com	310-457-6616	0	No
CPCC	MC Cho	P.O. Box 35009 Charlotte, NC 28235	704-330-4662	0	No
UNCC	recruit@uncc@edu.com	9201 University City Blvd, Charlotte, NC 28223	704-687-0795	0	No
Gaston Community College	www.collegecentral.com/Gaston	201 Highway 321 S. Dallas, NC 28034	704-922-6252	0	No
Queens College	https://joinhandshake.com/	1900 Selwyn Ave Charlotte, NC 28274	704-337-2200	0	No
Winthrop University	careerdev@winthrop.edu	824 Oakland Ave. Rock Hill, S.C. 29733-Crawford Building	803-323-2141	0	No
Appalachian State University	careercenter@appstate.edu	287 Rivers St. Boone, NC 28608	828-262-2180	0	No
Johnson C. Smith University	Sonia Youngblood	100 Beatties Ford Road Charlotte, NC 28216	704-378-1041	0	No
Johnson & Wales University	careerpostings.pvd@jwu.edu	801 W Trade St Charlotte, NC 28202	980-598-1000	0	No
LinkedIn	www.linkedin.com	n/a	n/a	0	No
Beasley Media Group	www.bbgi.com	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-319-4988	3	No
Former Employee Referral				1	No
Internal Candidates				3	No
Beasley Job Fair	Christina Kaemmerlen	1520 South Blvd, Suite 300 Charlotte, NC 28203	704-522-1103	2	No

Stations WBAV-FM, WKQC-FM, WNKS-FM, WPEG-FM and WSOC-FM are Equal Opportunity Employers.

6) **Total # of Interviewees Referred:** For the period from July 22, 2021 – July 21, 2022 this Employment Unit interviewed 89 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Hosting a Job Fair**

BBGI Job Fair, Charlotte, NC, May 25, 2022

The Employment Unit hosted the BBGI Job Fair on May 25, 2022. All departments were involved. 31 applicants were interviewed.

Personnel involved: VP of Sales, General Sales Manager, Digital Sales Manager, WPEG/WBAV Program Directors, WKQC/Fox Sports Program Director, VP of Music & Entertainment/Operations Manager, Director of Marketing, Executive Sales Coordinators, 2 Sales Coordinators, Digital Program Director, 2 WSOC On-Air Personalities, WPEG On-Air Personality, Production Director, Accounting AR Manager, Executive Assistant/Office Manager.

(b) **Initiative: Participation in Programs Designed to Assist Students Interested in Pursuing Careers in Broadcasting**

Kellar Radio Talent Institute - Appalachian State University, June 6 - June 14, 2022

Employment Unit personnel served as professional guests at the Keller Radio Talent Institute at Appalachian State University in Boone, North Carolina. Opportunities at Beasley Media Group-Charlotte were discussed along with various radio/industry-related questions from students. Employment Unit management participated in an open panel discussion with Communication Studies students and later held a meet and greet for the students. The Institute brings industry professionals from around the state, region and the country to teach during the program in an effort to find bright, talented young broadcasters entering the industry.

Personnel Involved: Corporate Creative Director, Director of Engineering, Corporate VP of Information Technology, VP of Sales, General Sales Manager, WKQC/Fox Sports Program Director, WNKS Program Director/On-Air Personality/WSOC Assistant Program Director/Music Director, Director of Marketing, Production Director, Digital Program Director, WNKS Production Assistant/On-Air Personality.

(c) **Initiative: Participation in General Outreach Efforts Using Job Banks and/or Internet Programs**

Beasley Media Group Website (Ongoing)

The Employment Unit has made significant contributions to the Beasley Media Group career website (<https://bbgi.com/careers/>), which contains information designed to inform the general public of numerous and varied career opportunities available and of the job skills necessary to compete for them. Listeners to BBGI-Charlotte stations are regularly directed to visit BBGI.com to view all available job opportunities with BBGI-Charlotte. Recruitment spots run regularly on the stations, stating “Come be a part of tomorrow’s media company TODAY! Are you ready to start a fun and exciting career in the multi-media broadcasting industry? Visit bbgi.com for any available job opportunities with Beasley Media Group Charlotte and all Beasley Media Group stations. Community organizations that wish to receive our job availability information should email charlotte.jobs@bbgi.com. Beasley Media Group is an equal opportunity employer.”

Personnel Involved: Market Controller

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(d) Initiative: Morning Show Bootcamp, 8/12/21 Chicago

VP of Music & Entertainment/Operations Manager participated in a panel at the Morning Show Bootcamp on August 12, 2021 in Chicago. This is an annual convention geared towards radio morning show talent/producers and other on-air talent. The panel entitled “Beyond the Pandemic Level” focused on the role of radio air talent to the success of the radio broadcasting industry. Discussions included perspectives on the direction of content and talent as the radio industry emerges from the COVID-19 pandemic. Attendees gained valuable insight into the current state of the radio broadcasting industry.

(e) Initiative: Job opportunities listed in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

The Employment Unit posts all job opportunities with the North Carolina Association of Broadcasters (NCAB) – an organization that is recognized as one of the top associations for broadcasters. (North Carolina Association of Broadcasters (ncbroadcast.com)). NCAB broadcast members are encouraged to submit employment opportunities that NCAB will post directly to its website with full access to its members and the general public. Employment Unit personnel involved: Market Controller.

(f) Initiative: Participation in other programs designed to promote outreach generally

The Employment Unit’s National Sales Manager is a member of the non-profit organization “Mentoring & Inspiring Women in Radio, Inc.” (“MIW”). The National Sales Manager currently volunteers with the group, writing social posts with other previous mentees of the program. MIW promotes female leadership in broadcast industry and networking among all ownership groups. The organization manages several mentoring programs, underwrites scholarships for women in management, on-air and in programming, hosts several networking luncheons and dinners throughout the year, and creates multiple paths of recognition for women in management, on-air and in programming.

(g) Initiative: Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

The Employment Unit conducts a Radio Market Professional Development program for all new account executives and existing staff. This program is designed for the Employment Unit’s account executives to acquire knowledge and skills that could qualify them for advancement and higher level positions within the Employment Unit and the broadcast industry as a whole. Four employees participated in the training program with course work and a final exam between September 9, 2021 and July 12, 2022. The training program consists of 17 individual classes covering topics such as advertisement script writing, crafting customized schedules to accommodate clients’ varied budgets, and drafting proposals. The program also covers how to effectively conduct a Client Needs Analysis to build relationships with clients, understand their business, and help them with long-term objectives.

(h) Initiative: Participation in events and programs sponsored by educational institutions

A Program Director/On-air Talent at the Employment Unit spoke with two classes at Corriher-Lipe Middle School on February 25, 2022 at their Job Fair/Career Day. Topics included employment in the broadcasting industry.

(i) Initiative: Internship Program

The Employment Unit has an ongoing internship program designed to assist members of the community to acquire the skills necessary for broadcast employment and to promote and foster the professional development of participating students. Interns are assigned to work in all departments at the stations, including digital, promotions, programming, and sales. Interns come from various colleges and universities in the Greater Charlotte/surrounding areas. During this reporting period, the Employment Unit hosted 5 interns.

Personnel Involved: Public Affairs Director, WNKS Morning Show Producer, WNKS Morning Show’s Co-Hosts

(j) 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: VP/Market Manager, Market Controller, VP of Sales, VP of Music & Entertainment/Operations Manager, General Sales Manager, National Sales Manager, Digital Sales Manager, Digital Program Director, Director of Marketing, WNKS Program Director, WPEG/WBAV Program Director, WKQC/WSOC-HD3 Program Director.