

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2018 – September 21, 2019

1) Employment Unit: Beasley Media Group - Fort Myers

**2) Unit Members (Stations and Communities of License): WJBX (AM), North Fort Myers, Florida
WJPT (FM), Fort Myers, Florida
WRXK-FM, Bonita Springs, Florida
WWCN (FM), Fort Myers Beach, Florida
WXKB (FM), Cape Coral, Florida**

3) EEO Contact Information for Employment Unit:

Mailing Address: BEASLEY MEDIA GROUP – FORT MYERS C/O SHANE REILLY 20125 S TAMIAMI TRAIL ESTERO, FLORIDA 33928	Telephone Number: 239-495-2100
	Contact Person/Title: SHANE REILLY BUSINESS MANAGER
	E-mail Address: SHANE.REILLY@BBGI.COM

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

Job Title	Recruitment Source Referring Hiree
(a) Account Executive	Employee Referral
(b) Account Executive	Employee Referral
(c) Front Desk Reception	Employee Referral
(d) Traffic Manager	Company Website
(e) Account Executive*	Radio Ads
(f) Account Executive*	Employee Referral
(g) On-Air Talent WRXK	Company Website
(h) Program Director- WRXK	Internal Post
(i) Traffic Manager	Internal Post
(j) Account Executive	Company Website
(k) Co-Host/Exec Producer**	Employee Referral
(l) Co-Host/Exec Producer**	All Access Website
(m) Account Executive	Indeed Website
(n) Account Executive	Company Website

Stations WJBX (AM), WJPT (FM), WRXK-FM, WRXK-HD2 (FM), WWCN (FM), and WXKB (FM) are Equal Opportunity Employers.

Job Title**Recruitment Source Referring Hiree**

(o) Morning Host/Asst PD

Company Website

(p) Account Executive

Internal Post

* Two positions filled from one set of recruitment announcements

** Two positions filled from one set of recruitment announcements

5) Job Title: Account Executive (a)**Referral Source(s) 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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
College Central (Hodges)	D. Mutchler	Fort Myers, FL	-	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	3	N
Employee Referral		20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	2	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Employ Florida (FL Gov't website)	D. Mutchler	Website Post	-	0	N
LinkedIn	D. Mutchler	Website post	-	0	N
Facebook	D. Mutchler	Social Media Post	-	0	N

Job Title: Account Executive (b)**Referral Source(s) 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)
Employee Referrals		20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	2	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N

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Employ Florida (FL Gov't website)	D. Mutchler	Website Post	-	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
College Central (Hodges)	D. Mutchler	Fort Myers, FL	-	0	N
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
LinkedIn	D. Mutchler	Website post	-	0	N
Facebook	D. Mutchler	Social Media Post	-	0	N
BBGI Company Website	K. Sonneborn	BBGI.com	239-263-5000	0	N
Indeed	P. Tryon	Indeed.com	512-684-6222	0	N

Job Title: Front Desk Reception (c) Referral Source(s) 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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Indeed	D. Mutchler	Indeed.com	-	10	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
College Central (Hodges)	D. Mutchler	Fort Myers, FL	-	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	1	N
Employee Referrals	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	2	N
SWFL Station Websites	M. Vigo	www.93espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N

Job Title: Traffic Manager (d) Referral Source(s) of Hire: Company Website 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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Indeed	D. Mutchler	Indeed.com	-	2	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
College Central (Hodges)	D. Mutchler	Fort Myers, FL	-	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	1	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	1	N

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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)
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N

Job Title: Account Executive (e)*

Referral Source(s) of Hire: Radio Ads

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Indeed	D. Mutchler	Indeed.com	-	5	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	0	N
Employee Referrals	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	1	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Employ Florida (FL Gov't website)	D. Mutchler	Website Post	-	0	N
Facebook	D. Mutchler	Social Media Post	-	0	N
Radio Ads	A. Star	WWCN-FM and WRXK-FM	239-495-2100	3	N
Job News Job Fair	A. Hillman	Crowne Plaza Ft Myers, FL 33907	-	0	N

Job Title: Account Executive (f)*

Referral Source(s) 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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	5	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
Internal Posts/Employee Referrals	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	2	N

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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)
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Radio Ads	A. Star	WWCN-FM and WRXK-FM	239-495-2100	3	N
Company Website (BBGI.com)	C. Hazelton	BBGI.com	-	0	N

* Positions (e) and (f) filled from one set of recruitment announcements

Job Title: On-Air Talent WRXK (g) Referral Source(s) of Hire: BBGI Company Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	D. Mutchler	20125 S. Tamiami Trail Esterro, FL 33928	239-495-2100	4	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	1	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
College Central (Hodges)	D. Mutchler	Fort Myers, FL	-	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	1	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Esterro, FL 33928	239-495-2100	0	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N

Job Title: Program Director (h) Referral Source(s) of Hire: Internal Post

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	D. Mutchler	20125 S. Tamiami Trail Esterro, FL 33928	239-495-2100	8	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	0	N
Internal Post	D. Mutchler	20125 S. Tamiami Trail Esterro, FL 33928	239-495-2100	4	N

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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)
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Employ Florida (FL Gov't website)	D. Mutchler	Website Post	-	0	N
Facebook	D. Mutchler	Social Media Post	-	0	N

Job Title: Traffic Manager (i)

Referral Source(s) of Hire: Internal Post

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	1	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	1	N
Internal Posts/Employee Referrals	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	2	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Hodges University	S. Reilly	Fort Myers Campus	-	0	N

Job Title: Account Executive (j)

Referral Source(s) of Hire: Company Website(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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	2	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	1	N

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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)
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Voiced Radio Ads	A. Star	WWCN-FM and WRXK-HD2	-	2	N

Job Title: Co-Host/Exec Producer (k) Referral Source(s) 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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	5	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	0	N
Employee Referrals	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	1	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N

Job Title: Co-Host/Exec Producer (l) Referral Source(s) of Hire: 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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	5	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	0	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	1	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N

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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)
Facebook Posts	M. Vigo	Cluster Social Media Pages	-	0	N

** Positions (k) and (l) filled from one set of recruitment announcements

Job Title: Account Executive (m) 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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	1	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	3	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Voiced Radio Ads	A. Star	WWCN-FM and WRXK-HD2	-	2	N

Job Title: Account Executive (n) Referral Source(s) of Hire: Company Website (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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	1	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	3	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
Voiced Radio Ads	A. Star	WWCN-FM and WRXK-HD2	-	2	N

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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)
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Job Title: Morning Host/APD (o) Referral Source(s) of Hire: Company Website (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)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	2	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	0	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	1	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	1	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N

Job Title: Account Executive (p) Referral Source(s) of Hire: Internal Post

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S. King	3901 Coconut Palm Dr. #105 Tampa, FL 33619	813-443-5307	0	N
Indeed	D. Mutchler	Indeed.com	-	1	N
BBGI Company Website	C. Hazelton	BBGI.com	239-263-5000	3	N
Internal Posts (Employee Referrals)	D. Mutchler	20125 S. Tamiami Trail Estero, FL 33928	239-495-2100	2	N
SWFL Station Websites	M. Vigo	www.993espn.com www.96krock.com www.b1039.com www.sunny1063.com www.playa981.com	239-495-2100	0	N
College Central (FGCU)	D. Mutchler	10501 FGCU Blvd. Fort Myers, FL 33965	239-590-7946	0	N

6) Total # of Interviewees Referred: For the period from September 22, 2018, through September 21, 2019 this Employment Unit interviewed 89 interviewees for full-time job vacancies.

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7) Supplemental Recruitment Initiatives.

(a) Initiative: Career and Job Fairs

On April 9, 2019, the Beasley Media Corporate Executive VP of Corporate Communications participated in the 2019 NABEF Career Fair held Las Vegas, NV. The event attracted thousands of individuals interested in careers in broadcasting.

On November 7, 2018, the Director of Sales and the Digital Content Manager participated in the Florida Gulf Coast University Fall 2018 PR and Marketing Internship and Job Fair in Fort Myers, Florida. The Employment Unit's profile was displayed at the event, and the above employees conducted screening interviews, and accepted resumes/applications from job seekers and potential interns.

On February 20, 2019, the Beasley Media Group Promotions Coordinator participated in the SWFL MEGA Job Fair in Fort Myers, Florida hosted by Job News USA. The Beasley Media Group's company information was displayed at the event, and staff manned a booth at the career fair, conducted screening interviews, and accepted resumes/applications from job seekers.

(b) Initiative: Station Internship Program

The Employment Unit maintains an internship program designed to help local college students develop the skills necessary for employment in the broadcast industry. The Employment Unit partners with local and regional universities to distribute information about the internship program and recruit potential interns. The institutions that are currently participating in the program include Florida Gulf Coast University and Florida State University. Interns typically receive course credit in connection with their internships. Throughout the program, interns are encouraged to gain experience in every department at the Employment Unit, focusing on those departments of most interest to them. Interns are encouraged to gain experience in areas that will benefit them when seeking permanent employment. The Employment Unit's Regional Marketing Director/Program Director is responsible for overseeing the Employment Unit's internship program. During this reporting period, the Employment Unit had 7 interns in various departments.

(c) 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. The following are the positions that were cross trained during this reporting period:

Our Asst to the Sales Dept and Traffic/Continuity Manager were crossed-trained on the assignment of commercial copy to the contracted orders in the event of an absence.

(d) Initiative: Training of Management-level Personnel

The Director of Sales trained the GSM/NSM on the bimonthly forecasting revenue projections aids in the annual budget planning this market.

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