



3033 Riviera Drive, Suite 200
Naples, Florida 34103

April 16, 2019

EEO Staff
Policy Division, Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

RE: **WXKB(FM), Cape Coral, Florida (Facility ID # 73933)**

Dear Sir or Madam:

Beasley Broadcast Group, Inc. (“BBGI”) hereby responds to the Media Bureau’s letter dated February 15, 2019 (the “EEO Audit Letter”)¹ requesting information and materials in connection with the audit of the EEO program of WXKB(FM) and other stations (collectively, the “Stations”) in the station employment unit (the “Employment Unit”).² Beasley Media Group Licenses, LLC, the licensee of the Stations, is a wholly-owned subsidiary of BBGI.

In compiling the requested information and materials and preparing its response, BBGI has relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment-related issues at the Employment Unit. The responses below correspond to paragraphs as they are set forth in the EEO Audit Letter.

Paragraph 3: Audit Data Requested

Paragraph 3(a): EEO Public File Reports and Station Websites

Attachment A hereto contains the Employment Unit’s two most recent EEO Public File Reports. The current EEO Public File Report is available on the websites of the Stations. Those websites are:

¹ BBGI was granted an extension to and including April 16, 2019 for responding to the EEO Audit Letter. See e-mail of Lewis Pulley to F. Scott Pippin dated March 15, 2019.

² As of the dates of the EEO Audit Letter and of this response, in addition to WXKB(FM) the following stations comprise the Employment Unit: WJBX(AM), North Fort Myers, Florida; WJPT(FM), Fort Myers, Florida; WRXK-FM, Bonita Springs, Florida; and WWCN (FM), Fort Myers Beach Florida. These stations also comprised the Employment Unit during the September 22, 2017 – September 23, 2018 EEO public file reporting period.

<u>Station</u>	<u>Website</u>
WJBX(AM)	https://wjbxnewstalk.com/
WJPT(FM)	https://sunny1063.com/
WRXK-FM	https://96krock.com/
WWCN(FM)	https://993espn.com/
WXKB(FM)	https://b1039.com/

The dates for all full-time hires listed on the two most recent EEO Public File Reports are:

2016-2017 EEO Public File Hire Dates:

	<u>Vacancy</u>	<u>Hire Dates:</u>
(a)	Account Executive	10/31/16
(b)	Account Executive	01/03/17
(c)	Digital Content Manager	01/23/17
(d)	Assistant Engineer	01/17/17
(e)	On Air Co-Host	04/03/17
(f)	Account Executive	04/17/17
(g)	On Air/Promotions Assistant	05/18/17
(h)	Sales Assistant	05/15/17
(i)	Sales Assistant	06/20/17
(j)	On Air/Program Dir.	07/25/17
(k)	Digital Sales Manager	09/18/17
(l)	Director of Sales	02/13/17

2017-2018 EEO Public File Hire Dates:

	<u>Vacancy</u>	<u>Hire Dates:</u>
(a)	Traffic/Continuity Manager	10/02/17

(b)	Account Executive	10/09/17
(c)	Program Dir./ On Air Talent	12/07/17
(d)	Account Executive	01/02/18
(e)	Assistant Program Dir.	01/02/18
(f)	Account Executive	02/16/18
(g)	Account Executive	02/16/18
(h)	Promotions Coordinator	01/22/18
(i)	Account Executive	03/22/18
(j)	Promotions Coordinator	05/07/18
(k)	Digital Content Manager	05/21/18
(l)	Account Executive	07/01/18

Paragraph 3(b): Full-time Positions Filled

Attachment B hereto contains copies of job postings and communications announcing the full-time job vacancies filled during the reporting periods, organized by vacancy. In accordance with paragraph 3(b) of the EEO audit letter, one copy of each notice is supplied along with a list of the sources to which each notice was sent. Copies of notices sent to recruitment sources are retained by the Employment Unit.

Paragraph 3(c): Interviewees

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Employment Unit vacancies filled during period covered by the 2016-2017 and 2017-2018 EEO Public File Reports are detailed below:

2016-2017 EEO Public File Report Interviewees

<u>Position</u>	<u>Referral Sources</u>	<u>Number of Interviewees</u>
A. Account Executive	Internal Posting	2
	Indeed.com	3
	BBGI.com	1
	Inside Radio	2
	TOTAL	8

B. Account Executive	Internal Posting	2
	Indeed.com	3
	BBGI.com	2
	Inside Radio	2
	TOTAL	9
C. Digital Content Manager	Indeed.com	2
	Fort Myers Cluster Stations	1
	TOTAL	3
D. Assistant Engineer	SBE.org	2
	TOTAL	2
E. On-Air Co-Host	Indeed.com	4
	Ft Myers Cluster Stations	1
	AllAccess.com	2
	TOTAL	7
F. Account Executive	Internal Posting	1
	Indeed.com	2
	BBGI.com	3
	Inside Radio	1
	TOTAL	7
G. On Air/Promotions Assistant	Internal Posting	1
	Indeed.com	4
	BBGI.com	1
	AllAccess.com	2
	TOTAL	8
H. Sales Assistant	Internal Posting	1
	Indeed.com	3
	Naples Daily News	1
	TOTAL	5
I. Sales Assistant	Internal Posting	1
	Indeed.com	4
	Naples Daily News	1
	TOTAL	6

J. On Air/Program Director	Internal Posting	2
	TOTAL	2
K. Digital Sales Manager	Indeed.com	2
	BBGI.com	4
	Job News USA – Job Fair	3
	TOTAL	10
L. Director of Sales	Exigent Circumstances	1
	TOTAL	1

2017-2018 EEO Public File Report Interviewees

<u>Position</u>	<u>Referral Sources</u>	<u>Number of Interviewees</u>
A. Traffic/Continuity Mgr.	Internal Posting	1
	Indeed.com	1
	AllAccess.com	1
	TOTAL	3
B. Account Executive	Internal Posting	2
	Indeed.com	3
	TOTAL	5
C. Program Director/On-Air	Internal Posting	2
	Inside Radio	1
	AllAccess.com	2
	TOTAL	5
D. Account Executive	BBGI.com	1
	FGCU Career Fair	1
	TOTAL	2
E. Assistant Program Dir.	Internal Posting	2
	AllAccess.com	2
	Inside Radio	1
	TOTAL	5
F. Account Executive	Internal Posting	2
	Indeed.com	1
	BBGI.com	1

	Employee Referral	2
	TOTAL	6
G. Account Executive	Internal Posting	2
	Indeed.com	1
	BBGI.com	1
	Employee Referral	2
	TOTAL	6
H. Promotions Coordinator	Internal Posting	1
	Indeed.com	3
	Other-Walk In	1
	TOTAL	5
I. Account Executive	Internal Posting	7
	Indeed.com	2
	BBGI.com	1
	RadioInk	2
	Other-LinkedIn	1
	TOTAL	13
J. Promotions Coordinator	Internal Posting	1
	BBGI.com	1
	Indeed.com	3
	TOTAL	5
K. Digital Content Manager	Internal Posting	1
	Indeed.com	3
	TOTAL	4
L. Account Executive	Internal Posting	2
	Indeed.com	4
	Other-Walk In	1
	TOTAL	7

Paragraph 3(d): Recruitment Initiatives

Documentation relating to recruitment initiatives listed in the EEO Public File Reports submitted with this response is attached hereto as Attachment C. Unit personnel involved in these recruitment initiatives are identified in the EEO Public File Reports attached hereto as Attachment A.

As of the date of the EEO Audit Letter, February 15, 2019, the Employment Unit employed 37 full-time employees. The Employment Unit is located in a metropolitan area, as defined by the Office of Management and Budget, with more than 250,000

persons. The Employment Unit is required to perform four initiatives within each two-year period.

Paragraph 3(e): Discrimination Complaints

There have been no complaints involving the Stations filed during the Stations' current license term, before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the Employment Unit on the basis of race, color, religion, national origin, or sex.

Paragraph 3(f): Responsibilities of Each Level of Employment Unit Management to Ensure Enforcement of Employment Unit EEO Policies; Informing Employees and Job Applicants of Employment Unit EEO Policies

The management of the Employment Unit actively works to facilitate effective implementation and enforcement of its equal opportunity and nondiscrimination policies. The Employment Unit's VP/Market Manager holds ultimate responsibility for ensuring that BBGI's and the Employment Unit's EEO policies are followed. The VP/Market Manager works to see that the EEO policies are implemented effectively, that notices are sent to recruitment sources on the Employment Unit's distribution lists, and, in conjunction with the department heads, that the necessary paperwork is completed for each full-time job vacancy. The VP/Market Manager and the department heads are responsible for seeing that the Employment Unit complies with its EEO policies in its day-to-day operations. Department heads are reminded of the Employment Unit's EEO policies at regularly-scheduled department head meetings and they are responsible for contacting the VP/Market Manager for assistance disseminating notice of full-time and part-time job vacancies. Employment Unit management is also available to address employee concerns regarding the Employment Unit's EEO policies.

Pursuant to 47 C.F.R. § 73.2080(b), the Employment Unit uses a variety of methods to inform both current employees and job applicants of its EEO policies. The Employment Unit's current employees are informed of BBGI's and the Employment Unit's EEO policies in the BBGI employee handbook, which each employee receives at the time of hire. In the section dedicated to Equal Employment Opportunity, the BBGI employee handbook explains that:

We are an Equal Employment Opportunity employer committed to providing equal opportunity in all of our employment practices, including selection, hiring, assignment, re-assignment, promotion, transfer, compensation, discipline, and termination. The Company prohibits discrimination, harassment, and retaliation in employed based on race, color, religion, genetic information, national origin, sex (including same sex), pregnancy, childbirth, or related medical conditions, age, disability or handicap, citizenship status, service member status, or any other category protected by federal, state or local law.

The Employment Unit informs job applicants of its EEO policies by including a description of its EEO and nondiscrimination policies on the first page of each application for employment. The application informs applicants that "This Company is an equal opportunity employer. We seek and employ qualified people in all job

classifications and positions without discrimination on the basis of race, color, religion, ancestry, sex, sexual orientation, national origin, age and disability.” The Employment Unit’s printed advertisements, online postings, and on-air announcements regarding job vacancies also explain that the Employment Unit is an equal opportunity employer.

Paragraphs 3(g)-(h): Self-Assessment

The Employment Unit conducts ongoing evaluations of its EEO recruitment program, pursuant to 47 C.F.R. § 73.2080(c)(3), in an effort to ensure that its efforts achieve broad outreach to potential applicants. The VP/Market Manager performs such analyses, including ongoing review of recruitment data and the recruitment source list to assess the effectiveness of the Employment Unit’s recruitment sources. In order to improve the pool of applicants for vacancies at the Employment Unit, in addition to distributing notice of vacancies to the organizations listed on its mail distribution list and its email distribution list, the Employment Unit recruits at job fairs. Additionally, through participation in job fairs, career days, and other activities, personnel from the Employment Unit interact with personnel from local organizations and potential recruitment sources in the community.

The Employment Unit regularly analyzes the effectiveness of its EEO practices and policies (including an examination of pay, benefits, seniority practices, promotions, and selection techniques and tests), in an effort to ensure that they provide equal opportunity and do not have a discriminatory effect, as required by 47 C.F.R. § 73.2080(c)(4). The Employment Unit’s VP/Market Manager works with management at the Licensee’s corporate parent, BBGI, to examine employee pay rates, fringe benefits, seniority practices and promotions to determine whether all employees were treated equally in connection with the Employment Unit’s annual budget process. The Employment Unit’s employees are offered identical benefits, including insurance and paid leave, with the exception of the VP/Market Manager and certain contract employees who receive benefits in accordance with their individually-negotiated contracts. The Employment Unit makes all promotion decisions based on the skills, ability and experience of the applicant – race, color, religion, national origin, and sex are not considered. Furthermore, it is the Employment Unit’s policy that the VP/Market Manager and the BBGI President approve all promotion decisions and that the VP/Market Manager and the BBGI General Counsel approve all termination decisions.

The Employment Unit has not entered into an agreement with a union, and therefore the requirement to periodically review cooperation with the union is not applicable.

Paragraph 3(i): Religious Broadcaster

BBGI is not a religious broadcaster; therefore, this paragraph is not applicable.

Paragraph 4: Time Brokerage

No stations in the Employment Unit are subject to a time brokerage agreement.

Paragraph 5: E-mail Contact

The e-mail address that should be contacted about this response is:
spippin@lrmansenter.com.

[Signature on Following Page]

Should any question arise regarding this information, please contact the undersigned's counsel, F. Scott Pippin, at (202) 429-8970.

Respectfully submitted,

/s/

Caroline Beasley
CEO
Beasley Broadcast Group, Inc.

ATTACHMENT A

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2016-September 21, 2017

1) Employment Unit: Beasley Media Group, Inc. 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, INC. – 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	Internal Posting
(b) Account Executive	BBGI Corporate Website (BBGI.com)
(c) Digital Content Manager	Indeed.com
(d) Assistant Engineer	SBE.org
(e) On Air Co-Host	AllAccess.com
(f) Account Executive	BBGI Corporate Website (BBGI.com)
(g) On Air/Promotions Assistant	Internal Posting
(h) Sales Assistant	Internal Posting
(i) Sales Assistant	Indeed.com
(j) On Air/Program Director	Internal Posting
(k) Digital Sales Manager	Job News USA- Job Fair
(l) Director of Sales	Exigent Circumstances

5) Job Title: (a) Account Executive Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	2	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	3	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Naples Daily News	C Rue	1100 Immokalee Rd, Naples, FL	239-435-3418	0	N
Inside Radio	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	2	N
Goodwill Jobs	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Hodges University	M Turner	4501 Colonial Blvd , Ft Myers, FL	_	0	N

(b) Account Executive Referral Source(s) of Hire: BBGI Corporate 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)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	2	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	3	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	2	N
Inside Radio	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	2	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Goodwill Jobs	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Radio Online	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Naples Daily News	C Rue	1100 Immokalee Rd, Naples, FL	239-435-3418	0	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Hodges University	M Turner	4501 Colonial Blvd , Ft Myers, FL	_	0	N
NAACP Collier Co	_	NAACPCollierCo.com	_	0	N
TVandRadioJobs.com	K Barber	20125 S Tamiami Trail	239-495-2100	0	N

(c) Digital Content Manager 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)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	0	N

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

Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	1	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
NAACP Collier Co	_	NAACPCollierCo.com	_	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N

(d) Assistant Engineer Referral Source(s) of Hire: SBE.org

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
SBE org	M Cooney	_	_	2	N
Indeed com	D Mutchler	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	D Mutchler	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N

(e) On Air Co-Host 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)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	4	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	1	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
NAACP Collier Co	_	NAACPCollierCo.com	_	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N

(f) Account Executive Referral Source(s) of Hire: BBGI Corporate 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)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	2	N

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

BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	3	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
NAACP Collier Co	_	NAACPCollierCo com	_	0	N
TVandRadioJobs com	K Barber	20125 S Tamiami Trail	239-495-2100	0	N
Inside Radio	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Radio Online	K Barber	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Goodwill Jobs	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Hodges University	M Turner	4501 Colonial Blvd , Ft Myers, FL	_	0	N
Naples Daily News	C Rue	1100 Immokalee Rd, Naples, FL	239-435-3418	0	N

(g) On Air/Promotions Asst Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	4	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
Naples Daily News	C Rue	1100 Immokalee Rd, Naples, FL	239-435-3418	0	N
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	1	N

(h) Sales Assistant Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	3	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
Naples Daily News	C Rue	1100 Immokalee Rd, Naples, FL	239-435-3418	1	N

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

(i) 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)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	4	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	–	0	N
Naples Daily News	C Rue	1100 Immokalee Rd, Naples, FL	239-435-3418	1	N

(j) On Air/Program Director**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	2	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	–	0	N
Hodges University College Central	D Mutchler	Website post	–	0	N
FL Marketplace – Unemployment site	D Mutchler	Website post	–	0	N

(k) Digital Sales Manager**Referral Source(s) of Hire: Job News USA – Job Fair**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	S Pergamo	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Indeed com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
BBGI com	S Dimond	3033 Riviera Dr, Naples, FL	239-263-5000	4	N
Ft Myers Cluster stations	D Lurie	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	K Barber	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N

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

FGCU College Central	D Mutchler	20125 S Tamiami Trail, Estero, FL	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
Job News USA- Job Fair	T Price	13051 Bell Tower Drive, Ft Myers	_	3	N

(I) Director of Sales Referral Source of Hire: Exigent Circumstances*

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Exigent Circumstances				1	N

*Station was replacing an incumbent employee.

6) **Total # of Interviewees Referred:** For the period from **September 22, 2016-September 21, 2017** this Employment Unit interviewed 68 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) Initiative: Career and Job Fairs

On September 29, 2016, the Beasley Media Corporate Executive VP of Corporate Communications and a representative of the corporate programming department, each of whom has substantial responsibility in the making of hiring decisions) participated in the NABEF, Broadcast Education Association (BEA) and Radio-Television News Directors Association (RTNDA) Career Fair, held Nashville, TN. The Beasley Media personnel at the Fair collected resumes on behalf of the Employment Unit, informed applicants of positions available, and described the qualifications needed for each position.

On February 8, 2017, the Director of Promotions, who has substantial responsibility in the making of hiring decisions, participated in the Florida Gulf Coast University Spring 2017 Career and Internship Fair in Fort Myers, Florida. The station's profile was displayed at the event, and DOP and a promotions assistant manned a booth at the job fair, conducted screening interviews, and accepted resumes/applications from job seekers and potential interns.

On April 25, 2017, the Beasley Media Corporate Executive VP of Corporate Communications participated in the 2017 NAB Show, held Las Vegas, NV. The event attracted hundreds of individuals interested in careers in broadcasting.

(b) Initiative: Co-Sponsor Career or Job Fairs

On August 8, 2017, the Employment Unit's Director of Sales and 2 sales assistants presented Beasley Media of SWFL at the Mega Fort Myers Job Fair hosted by Job News USA. The station's profile and all current job opportunities were prominently displayed at a manned booth, where they conducted preliminary interviews, and accepted resumes/applications from job seekers and potential interns.

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

(c) Initiative: Participation in Events sponsored by Educational Institutions

On October 17, 2016, the executive producer of the station's morning show hosted a tour of the station for a Girl Scout Troop during which she discussed the variety of job opportunities in the broadcast/media industry.

(d) 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 3 interns in various departments.

(e) 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:

The NTR Director trained the On-Air/Promotions Assistant in the details of planning and completing large events, and our process with contractual obligations in her absence.

The Business Manager trained the assistant in the processing of the cluster's bi-monthly payroll.

The Traffic Manager trained a sales assistant in the continuity and copy processes.

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

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2017-September 21, 2018

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, INC. – 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) Traffic/Continuity Manager	Internal Posting
(b) Account Executive	Indeed.com
(c) Program Director/On-Air Talent	Internal Posting
(d) Account Executive	BBGI Corporate Website (BBGI.com)
(e) Asst Program Director	Internal Posting
(f) Account Executive	Employee Referral
(g) Account Executive	Employee Referral
(h) Promotions Coordinator	Internal Posting
(i) Account Executive	BBGI Corporate Website (BBGI.com)
(j) Promotions Coordinator	Indeed.com
(k) Digital Content Manager	Indeed.com
(l) Account Executive	Walk-in

5) Job Title: (a) Traffic/Continuity Mgr. Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	MS Office	Shared Drive Website	-	1	N
Indeed com	D Mutchler	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	1	N
BBGI Corporate Website (BBGI com)	C Hazelton	1520 South Blvd , Ste 300 Charlotte, NC 28203	239-263-5000	0	N
AllAccess com	D Mutchler	Industry Forum	-	1	N
Estero/Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
NAACP Collier Co	-	Email address	-	0	N
FGCU College Central	D Mutchler	https://fgcu-csm.symplicity.com/	-	0	N

(b) Account 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)
Internal Posting	MS Office	Shared Drive Website	-	2	N
Indeed com	D Mutchler	Employment Website Post	-	3	N
BBGI Corporate Website (BBGI com)	H Raphael	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
AllAccess com	D Mutchler	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
Job News USA- Crowne Plaza	T Price	13051 Bell Tower Dr , Ft Myers, FL 33907	-	0	N

(c) Program Director/On-Air Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	D Mutchler	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
AllAccess com	G Wrenn	Industry Forum	-	2	N
Inside Radio	G Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Radio Online	G Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
FGCU College Central	D Mutchler	https://fgcu-csm.symplicity.com/	-	0	N
Naples Daily News	M Williams	Gannett New York Media Group	888-262-7107	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N

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

(d) Account Executive**Referral Source(s) of Hire: BBGI Corporate 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)
Internal Posting	MS Office	Shared Drive Website	_	0	N
Indeed com	D Mutchler	Employment Website	-	0	N
AllAccess com	D Mutchler	Industry Forum	-	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
BBGI Corporate Website (BBGI com)	H Raphael	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
FGCU Career Fair	K Marengo	10501 FGCU Blvd Ft Myers, FL	239-745-4219	1	N

(e) Asst Program Dir**Referral Source(s) of Hire: Internal Posting**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	D Mutchler	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	2	N
AllAccess com	G Wrenn	Industry Forum	-	2	N
FGCU College Central	D Mutchler	https://fgcu-csm.symplicity.com/	-	0	N
Inside Radio	G Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	1	N
Radio Online	G Wrenn	3033 Riviera Dr, Naples, FL	239-263-5000	0	N
Naples Daily News	M Williams	Gannett New York Media Group	888-262-7107	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N

(f) Account Executive**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)
Internal Posting	MS Office	Shared Drive Website	-	2	N
Indeed com	D Mutchler	Employment Website	-	1	N
BBGI Corporate Website (BBGI com)	C Hazelton	1520 South Blvd , Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	D Mutchler	Industry Forum	239-495-2100	0	N
RadioInk com	A Hillman	Industry Forum	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
Hodges University	M Turner	4501 Colonial Blvd , Ft Myers, FL	_	0	N
Employ FL Marketplace	D Mutchler	State Unemployment Website	-	0	N

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

Employee Referral	N/A	N/A	N/A	2	N
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(g) Account Executive 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)
Internal Posting	MS Office	Shared Drive Website	-	2	N
Indeed com	D Mutchler	Employment Website	-	1	N
BBGI Corporate Website (BBGI com)	C Hazelton	1520 South Blvd , Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	D Mutchler	Industry Forum	239-495-2100	0	N
RadioInk com	A Hillman	Industry Forum	239-495-2100	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	-	0	N
Hodges University	M Turner	4501 Colonial Blvd , Ft Myers, FL	-	0	N
Employ FL Marketplace	D Mutchler	State Unemployment Website	-	0	N
Employee Referral	N/A	N/A	N/A	2	N

(h) Promotions Coordinator Referral Source(s) of Hire: Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	D Mutchler	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	1	N
Beasley Clusters Posting	MS Office	Shared Drive Website	-	0	N
Indeed com	D Mutchler	Employment Website	239-495-2100	3	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	D Mutchler	Industry Forum	-	0	N
Employ FL Marketplace	D Mutchler	State Unemployment Website	-	0	N
College Central - Hodges Univ	D Mutchler	Website Post	-	0	N
Radio Ads – Beasley Estero Stations	A Star	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	
Other – Walk In	N/A	Estero Station Location	-	1	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	-	0	N

(i) Account Executive Referral Source(s) of Hire: BBGI Corporate 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)
Internal Posting	MS Office	Shared Drive Site	-	7	N

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

Indeed com	D Mutchler	Employment Website	-	2	N
BBGI Corporate Website (BBGI com)	C Hazelton	1520 South Blvd , Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	D Mutchler	Industry Forum	-	0	N
College Central - Hodges Univ	D Mutchler	Website Post	-	0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	-	0	N
Employ FL Marketplace	D Mutchler	State Unemployment Website	-	0	N
RadioInk com	A Hillman	Industry Forum	239-495-2100	2	N
Other – LinkedIn	A Hillman	20125 S Tamiami Trail	239-495-2100	1	N

(j) Promotions Coordinator 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)
Internal Posting	MS Office	Shared Drive Site	-	1	N
BBGI Corporate Website (BBGI com)	C Hazelton	1520 South Blvd , Ste 300 Charlotte, NC 28203	704-227-8036	1	N
Indeed com	D Mutchler	Employment Website	-	3	N
Ft Myers Cluster stations	S Kelley	3033 Riviera Dr , Naples, FL	239-263-5000	0	N
AllAccess com	D Mutchler	Industry Forum	-	0	N
FGCU Career/Internship Fair	A Parke	FGCU Campus- Reed Hall	239-590-7833	0	N
Hodges University College Central	D Mutchler	Website post	-	0	N

(k) Digital Content Manager 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)
Internal Posting	MS Office	Shared Drive Site	-	1	N
Indeed com	D Mutchler	Employment Website	-	3	N
BBGI Corporate Website (BBGI com)	C Hazelton	1520 South Blvd , Ste 300 Charlotte, NC 28203	704-227-8036	0	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	D Mutchler	Industry Forum Post	-	0	N
FGCU College Central	D Mutchler	https://fgcu-csm.symplicity.com/	-	0	N
NAACP Collier Co	-	Email address	-	0	N

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

(I) Account Executive**Referral Source of Hiree: Walk In**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	MS Office	Shared Drive Site	-	2	N
Indeed com	D Mutchler	Employment Website	-	4	N
BBGI Corporate Website (BBGI com)	C Hazelton	1520 South Blvd , Ste 300 Charlotte, NC 28203	704-227-8036	0	N
Ft Myers Cluster stations	J Rivet	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	0	N
AllAccess com	D Mutchler	Industry Forum Post	-	0	N
Employ FL Marketplace	D Mutchler	State Unemployment Website	-	0	N
Hodges University College Central	D Mutchler	Website post		0	N
Connecticut School of Broadcasting	S King	Tampa and Orlando Campuses	_	0	N
Walk In	A Hillman	20125 S Tamiami Trail, Estero, FL 33928	239-495-2100	1	N

6) **Total # of Interviewees Referred:** For the period from **September 22, 2017-September 21, 2018** this Employment Unit interviewed 66 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Career and Job Fairs**

On October 6, 2017, the Director of Sales and the Assistant Business Manager, who have substantial responsibility in the making of hiring decisions, participated in the Hodges University Business Information and Career Expo in Fort Myers, Florida. The station's profile was displayed at the event, and DOS and the ABM manned a table at the job fair offering information about the many positions available in the Radio industry and accepting resumes/applications from job seekers and potential interns.

On November 8, 2017, the Director of Sales, who has substantial responsibility in the making of hiring decisions, participated in the Florida Gulf Coast University 2017 PR and Marketing Internship and Job Fair in Fort Myers, Florida. The station's profile was displayed at the event, and DOS and the sales assistant manned a booth at the job fair, conducted screening interviews, and accepted resumes/applications from job seekers and potential interns.

On April 11, 2018, the Beasley Media Corporate Executive VP of Corporate Communications participated in the 2017 NAB Show, held Las Vegas, NV. The event attracted hundreds of individuals interested in careers in broadcasting.

(b) **Initiative: Participation in Events Sponsored by Educational Institutions**

On March 7, 2018, the APD for WXKB-FM and the executive producer of the station's morning show hosted a tour of the station for a Varsity Lakes Middle School TV production and yearbook class during which she discussed the variety of job opportunities in the broadcast/media industry.

(c) **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

**Stations WJBX (AM), WJPT (FM), WRXK-FM, WWCN (FM), and WXKB (FM)
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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 4 interns in various departments.

(d) 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:

The NTR Director was trained details of website maintenance (posting, editing, and updating the cluster websites) in the absence of our Digital Content Manager.

One of our On-air talent/APD was crossed trained in the some of the essential duties of the Production Director, in the event of an absence.

**Stations WJBX (AM), WJPT (FM), WRXK-FM, WWCN (FM), and WXKB (FM)
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ATTACHMENT B



a/b
posb/



Position Available

DATE: July 20, 2016

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market seeks a senior level sales representative, with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner, who will use the most effective sales tools and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: Open until the position is filled.

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Kim.Barber@bbgi.com

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(a) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
Naples Daily News	C. Rue	1100 Immokalee Rd, Naples, FL
Inside Radio	S. Dimond	3033 Riviera Dr, Naples, FL
Goodwill Jobs	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
Hodges University	M. Turner	4501 Colonial Blvd., Ft. Myers, FL

a
Post!



Position Available

DATE: July 20, 2016

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market seeks a senior level sales representative, with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner, who will use the most effective sales tools and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: Open until the position is filled.

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Kim.Barber@bbgi.com

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(b) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBG1.com	S. Dimond	3033 Riviera Dr, Naples, FL
Inside Radio	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
Goodwill Jobs	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
Radio Online	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
Naples Daily News	C. Rue	1100 Immokalee Rd, Naples, FL
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
Hodges University	M. Turner	4501 Colonial Blvd., Ft. Myers, FL
NAACP Collier Co	-	NAACPCollierCo.com
TVandRadioJobs.com	K. Barber	20125 S. Tamiami Trail



Position Available

Date: 12-13-16
Title: Full Time Digital Content Manager for Ft. Myers/Naples Market
Location: Estero, FL

Description: The Digital Content Manager is responsible for digital content management of local market station websites, apps and social media. This position will be heavily involved with programming, promotions and sales teams, but will report to PDs. Regular responsibilities will include, but are not limited to: ensuring the websites, apps and social media are updated and fresh daily; managing email newsletters and database; shooting and editing video; providing on-site event coverage; serving as digital extension of on air talent brand, & promotions; serving as liaison between Corporate content team and local staff ; training and evaluating local staff digital participation; creating and posting textual, audio, and video content for the websites on a daily basis; working well in a collaborative environment, with excellent communication and leadership skills. This is a full time position, in office only.

Qualifications:

- Shooting & editing video a MUST;
- Experience with Final Cut Pro X a plus
- Strong writing skills a must;
- At least two years of design experience and content creation/management;
- Proficient in PhotoShop; proven experience in logo design, advertising, print collateral, vehicle wraps and custom digital ad designs/web graphics;
- In-depth understanding of the creative process, concept development, color theory and typography;
- Ability to create a cohesive visual campaign that translates across multiple platforms (print, websites, apps, social media);
- Must be able to update multiple social networking sites, Facebook, Twitter, etc;
- Experience in Wordpress a plus;
- Ability to meet tight deadlines and schedules;
- Highly organized and able to multi-task;
- Strong presentation and communication skills;
- Strong work ethic... at times you may be on call to fix or manage an issue that falls in your department pending and emergency or deadline.
- Responsible for listening to station streams and reporting any problems to the appropriate person
- Candidate must be a self-starter, able to work independently, and eager to learn.
- Bilingual a plus

Des

References and online portfolio will need to be provided. PLEASE DO NOT RESPOND TO DISCUSS FREELANCING OR ALTERNATE ARRANGEMENTS.

**Please email resume and website portfolio (required) to Diana.Beasley@bbgi.com
Beasley Media Group is an Equal Opportunity Employer.**

(c) Digital Content Manager

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
NAACP Collier Co	-	NAACPCollierCo.com
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses

11A



Position Available

Date: 11/4/16

Title: Assistant AM/FM Engineer

Description:

Beasley Media Group is looking for an Assistant AM/FM Engineer to fill position in a Florida located station. Applicants are required to have completed at least a two-year electronics degree. The ideal candidate will demonstrate the desire and ability to earn job advancement to Chief Engineer. This position must maintain radio studios and transmitter sites. Job candidates must carry 50 pounds, climb a ladder and provide general building and grounds maintenance, as needed. A valid state-issued driver's license is required.

Qualifications for Assistant Engineers:

- AM/FM, Audiovault and IT experience preferred.
- Must be willing and available to provide after-hours on call support;
- Must be willing to assist with other duties as needed;
- Ability to take on projects till completion with minimum of direction;

Please reference "Asst Engineer Estero Market" when submitting resume to TechJobs@bbgi.com.

Website: <http://www.bbgi.com>

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(d) Assistant Engineer

Name of Organization Notified of Job Vacancy	Contact Person	Address
SBE.org	M. Cooney	-
Indeed.com	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL

Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
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Full Time On-Air Sports Talk Co-Host Position

Date: 1/19/2017

Title: On-Air Announcer/ WWCN

Location: Estero, FL

Description:

99.3 ESPN, a locally-owned and operated radio station located in the Naples-Fort Myers market, is searching for a full-time sports talk co-host who is willing to work in a team environment. We are looking for someone with three or more years of on-air experience and an extensive knowledge of all sports, who can relate to SW Florida's sports enthusiasts. A strong rolodex is a plus!

Qualifications:

- Strong work ethic;
- Work On-Air Monday- Friday and available to work weekends and holidays, if needed;
- Must be well organized, have the ability to research show topics, and participate in daily show planning;
- Adobe Audition and Audio Vault knowledge preferred;
- Must have an understanding of the use of social media;
- Maintain a personality page on social media/networking website;
- Participate in regular listening/air-check sessions for critique with the Program Director;
- Participate in station programming, promotions events, and meetings;
- Be an ambassador for the radio station when out in public;
- Maintain a positive and approachable attitude when around listeners and clients.

Last date for consideration: February 17, 2017

If this sounds like you, mail or email your resume and air-check (required) to the contact below. Please reference where you saw this posting.

Chris Beasley
WWCN-FM/ 99.3 ESPN
20125 S. Tamiami Trail
Estero, FL 33928
Jobs@993espn.com

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(e) On Air Co-Host

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
NAACP Collier Co	-	NAACPCollierCo.com
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses



11/7
10/16
Post!
Unchanged
on
BBG!

Position Available

DATE: July 20, 2016

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market seeks a senior level sales representative, with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner, who will use the most effective sales tools and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: Open until the position is filled.

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Kim.Barber@bbgi.com

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(f) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
NAACP Collier Co	-	NAACPCollierCo.com
TVandRadioJobs.com	K. Barber	20125 S. Tamiami Trail
Inside Radio	S. Dimond	3033 Riviera Dr, Naples, FL
Radio Online	K. Barber	20125 S. Tamiami Trail, Estero, FL
Goodwill Jobs	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
Hodges University	M. Turner	4501 Colonial Blvd., Ft. Myers, FL
Naples Daily News	C. Rue	1100 Immokalee Rd, Naples, FL



Full Time On-Air Sports Talk Co-Host Position

Date: 1/19/2017

Title: On-Air Announcer/ WWCN

Location: Estero, FL

Description:

99.3 ESPN, a locally-owned and operated radio station located in the Naples-Fort Myers market, is searching for a full-time sports talk co-host who is willing to work in a team environment. We are looking for someone with three or more years of on-air experience and an extensive knowledge of all sports, who can relate to SW Florida's sports enthusiasts. A strong rolodex is a plus!

Qualifications:

- Strong work ethic;
- Work On-Air Monday- Friday and available to work weekends and holidays, if needed;
- Must be well organized, have the ability to research show topics, and participate in daily show planning;
- Adobe Audition and Audio Vault knowledge preferred;
- Must have an understanding of the use of social media;
- Maintain a personality page on social media/networking website;
- Participate in regular listening/air-check sessions for critique with the Program Director;
- Participate in station programming, promotions events, and meetings;
- Be an ambassador for the radio station when out in public;
- Maintain a positive and approachable attitude when around listeners and clients.

Last date for consideration: February 17, 2017

If this sounds like you, mail or email your resume and air-check (required) to the contact below. Please reference where you saw this posting.

Chris Beasley

WWCN-FM/ 99.3 ESPN

20125 S. Tamiami Trail

Estero, FL 33928

Jobs@993espn.com

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(g) On Air/Promotions Asst

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Naples Daily News	C. Rue	1100 Immokalee Rd, Naples, FL
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL



Position Available

DATE: April 19, 2017

TITLE: Sales Administrative Assistant – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group in Fort Myers, Florida, is seeking a full time Sales Administrative Assistant. Qualified candidate must be a dependable, organized, creative, computer savvy individual. You will be responsible for supporting the sales team in all daily functions, correspondence, proposals, research, inputting sales orders, and providing other office support. This position will involve a tremendous amount of follow up and the ability to change directions quickly. If you can think "outside the box" then this job is for you.

Qualifications:

- Professional, dependable, and detailed oriented with a strong work ethic;
- Proficient in Microsoft Office with strong Word, Excel and PowerPoint skills;
- Must be able to multi-task in a fast and growing, creative, competitive work environment;
- Must have ability to prioritize and complete projects on time;
- Maintain sales collateral materials, media kits, sell sheets, etc;
- Excellent written and verbal communication skills;
- Possess a team player attitude with the ability to work with a variety of personalities.

Last Date for consideration: 04/28/17

Interested applicants should indicate where they found the posting when submitting their resume to: Allyson.Hillman@bbgi.com

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(h) Sales Assistant

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Naples Daily News	C. Rue	1100 Immokalee Rd, Naples, FL



Position Available

DATE: April 19, 2017

TITLE: Sales Administrative Assistant – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group in Fort Myers, Florida, is seeking a full time Sales Administrative Assistant. Qualified candidate must be a dependable, organized, creative, computer savvy individual. You will be responsible for supporting the sales team in all daily functions, correspondence, proposals, research, inputting sales orders, and providing other office support. This position will involve a tremendous amount of follow up and the ability to change directions quickly. If you can think "outside the box" then this job is for you.

Qualifications:

- Professional, dependable, and detailed oriented with a strong work ethic;
- Proficient in Microsoft Office with strong Word, Excel and PowerPoint skills;
- Must be able to multi-task in a fast and growing, creative, competitive work environment;
- Must have ability to prioritize and complete projects on time;
- Maintain sales collateral materials, media kits, sell sheets, etc;
- Excellent written and verbal communication skills;
- Possess a team player attitude with the ability to work with a variety of personalities.

Last Date for consideration: 04/28/17

Interested applicants should indicate where they found the posting when submitting their resume to: Allyson.Hillman@bbgi.com

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(i) Sales Assistant

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Naples Daily News	C. Rue	1100 Immokalee Rd, Naples, FL



Position Available

Date: 5/12/17

Title: Program Director/ On-Air Talent, WRXK-HD2, Fort Myers/ SWFL

Location: Estero, FL

Description: WRXK-HD2 FM, Playa 98.1 "Salsa Y Mas" has a rare opening and is searching for its next superstar Program Director/On-Air talent. Playa 98.1 is a personality-oriented Adult Tropical station, requiring a PD who lives the lifestyle of the format and who can deliver a winning Midday show. WRXK-HD2's new Program Director will oversee all on-air elements, while focusing on increasing digital sales and revenue growth. You will be expected to assist Account Executives in the creation of programs to benefit clients, and occasionally attend sales and client meetings. This candidate must be organized and analytical, but also must possess creativity and the instinct to win!

Qualifications:

- Must be 100% bilingual in Spanish and English with excellent written and verbal communication skills;
- Must have at least three years of proven success as PD, APD, or MD;
- Must be proficient with RCS Selector, Adobe Audition, Nielsen software, and all social media platforms;
- Must work closely with the Market Manager, Operations Manager, other on-air talent, other Program Directors, Sales Managers, AEs, Promotions team and the Corporate Management team.

Last Date for consideration: June 12, 2017

Contact: FortMyersProgrammingJobs@bbgi.com

Adam Star, Operations Manager
SWFL, Beasley Media Group, Inc,
20125 S. Tamiami Trail
Estero, FL 33928

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(j) On Air/Program Director

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Hodges University College Central	D. Mutchler	Website post
FL Marketplace – Unemployment site	D. Mutchler	Website post



Position Available

DATE: JULY 6, 2017

TITLE: DIGITAL SALES MANAGER

Description:

Beasley Media Group, Inc. seeks a motivated leader to join our Fort Myers team, who will partner with our digital sales team. The Digital Sales Manager will work closely with the BMG Fort Myers digital team to achieve and exceed digital budgets for the Fort Myers market.

Primary duties include:

- Coordinate online sales efforts of the BMG Fort Myers sales staff including:
- Educate and train BMG Fort Myers sales staff about all online /digital sales opportunities.
- Develop compelling sales proposals for local sales staff around BMG digital opportunities.
- Review local stations RFP's and make strategic recommendations to maximize online revenue. As well as developing digital agency relationships and pursuing digital RFPs personally through various partnerships to bring a solid Florida digital solution to market.
- Grow online ad sales revenue and exceed revenue goals by prospecting for new clients.
- Set sales agenda including, prioritizing and organizing sales calls based on maximum potential return.
- Maximize revenue by effectively and efficiently managing advertising inventory & pricing.
- Ability to coordinate online ad sales campaigns with local trafficking team.
- Prepare and review local market sales reports and periodic forecasts.
- Review all online orders and coordinate all ad sales campaigns with National Sales.
- Monitor and evaluate the local station's online inventory and current pricing.
- Submit monthly, quarterly and annual inventory and sales reports.
- Analyze competitive (local) online media marketplace
- Coach local sales staffs on the most effective ways to use their local website to develop opportunistic revenue-generating programs and always include an online component with all radio deals.

Qualifications:

- Minimum 5 years of online advertising sales. Traditional media sales experience (especially radio) is a plus.
- Knowledge of the online media business and underlying technology and research record of success and established relationships.
- BS / BA degree required
- Dedicated and driven work ethic, excellent writing skills, comfortable making presentations to all size groups (5-50), outstanding computer skills
- Proficiency with DART, Photoshop, Solbright, Scarborough, and/or Google Analytics a plus.
- Valid driver's license and vehicle insurance.

Last date for consideration: ~~7/31/17~~ 9/23/17

Employees interested in discussing this position should contact the following party no later than the date noted above.

Interested applicants should indicate where they found the posting when sending cover letter and resume to: Allyson Hillman at Allyson.hillman@bbqi.com

(k) Digital Sales Manager

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	S. Pergamo	3033 Riviera Dr, Naples, FL
Indeed.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
BBGI.com	S. Dimond	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	D. Lurie	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	K. Barber	20125 S. Tamiami Trail, Estero, FL 33928
FGCU College Central	D. Mutchler	20125 S. Tamiami Trail, Estero, FL
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Job News USA- Job Fair	T. Price	13051 Bell Tower Drive, Ft. Myers



Position Available

Date: September 28, 2017

Position: Traffic/Continuity Manager - Beasley Media Group SWFL

Location: Estero, Florida

Description:

The Traffic/Continuity Manager is responsible for daily log preparation; maintaining the sales order processes in Marketron (traffic system); managing commercial inventory while maximizing revenue (including frontloading in oversell situations); reconciling the daily log; running inventory and revenue reports for the sales staff and sales management. The ideal candidate will work with the Sales Dept and production to coordinate commercial copy arrival and scheduling. Additional responsibilities include applying same-day changes to actual aired logs, completing verification of logs to ensure accurate billing, scheduling weekly barter network orders, and resolving any log discrepancies.

Qualifications:

- 2-3 years of broadcast traffic experience;
- Meticulous with details;
- The ability to work calmly and effectively under pressure;
- Diplomatic, with solid people skills;
- Initiate problem solving and decision making skills to achieve station goals;
- Knowledge of broadcast traffic and automation software is a plus.

Interested candidates should send credentials to:

Mr. Shane Reilly at SHANE.REILLY@BBGI.COM

Last Date for consideration: Open until position is filled.

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(a) Traffic/Continuity Mgr.

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Website
Indeed.com	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203
AllAccess.com	D. Mutchler	Industry Forum
Estero/Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
NAACP Collier Co	-	Email address
FGCU College Central	D. Mutchler	https://fgcu-csm.symplicity.com/



BEASLEY MEDIA GROUP, INC.
SOUTHWEST FLORIDA



Position Available

DATE: August 4, 2017

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market seeks a senior level sales representative, with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner, who will use the most effective sales tools and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: Open until the position is filled.

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Allyson.Hillman@BBGI.com

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(b) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Website
Indeed.com	D. Mutchler	Employment Website Post
BBGI Corporate Website (BBGI.com)	H. Raphael	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
AllAccess.com	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928
Job News USA- Crowne Plaza	T. Price	13051 Bell Tower Dr., Ft. Myers, FL 33907



Position Available

Date: 9/29/2017

Title: All Format Program Director search

Description: Beasley Media Group, one of America's fastest growing radio companies, is searching for great programmers (PDs/OMs) in all music and talk formats/genres for current and future openings. Beasley's PDs oversee all on-air elements on their station(s) with a strong focus on digital reach and content. The Program Director will be expected to be accessible and sales-friendly, attend sales meetings, assist Account Executives in the creation of programs to benefit clients, and occasionally attend client meetings. All candidates must be strategic and analytical but also must possess creativity and the instinct to win. Beasley only hires programmers who know how to be a leader and get the buy-in of the team around them. Depending on the situation, an on-air shift may be required.

Current PD openings:

- KCYE Las Vegas (Country), airshift required
- WGAC Augusta (News/Talk), airshift/talk show required

Qualifications:

- Candidates must possess strong leadership skills, the ability to build creative promotions that generate Cume, TSL, Revenue, Ratings and who are community minded and digital savvy;
- At least three (3) years of proven success as a PD or APD/MD;
- Proficiency with RCS Selector, Adobe Audition, Nielsen software, and all Social Media platforms;
- Team player, working closely with the General Manager, the other Program Directors in the cluster, Sales Managers, AEs, Promotions, Engineering, Consultants, and the Corporate Management team.

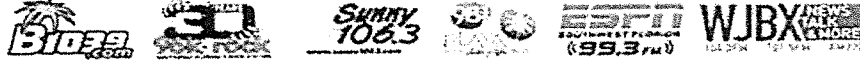
Last Date for consideration: Open until Filled

Send resume/demo to: Gloria.wrenn@bbgi.com

Beasley Media Group, Inc. is an Equal Opportunity Employer

(c) Program Director/On-Air

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	G. Wrenn	Industry Forum
Inside Radio	G. Wrenn	3033 Riviera Dr, Naples, FL
Radio Online	G. Wrenn	3033 Riviera Dr, Naples, FL
FGCU College Central	D. Mutchler	https://fgcu-csm.symplicity.com/
Naples Daily News	M. Williams	Gannett New York Media Group
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses



Position Available

DATE: August 4, 2017

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market seeks a senior level sales representative, with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner, who will use the most effective sales tools and our full array of digital products to identify and build upon revenue opportunities

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Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: Open until the position is filled.

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Allyson.Hillman@BBGI.com

Beasley Media Group, Inc. is an Equal Opportunity Employer.

(d) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Website
Indeed.com	D. Mutchler	Employment Website
AllAccess.com	D. Mutchler	Industry Forum
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
BBGI Corporate Website (BBGI.com)	H. Raphael	3033 Riviera Dr, Naples, FL
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
FGCU Career Fair	K. Marengo	10501 FGCU Blvd. Ft. Myers, FL



Position Available

Date: 9/29/2017

Title: All Format Program Director search

Description: Beasley Media Group, one of America's fastest growing radio companies, is searching for great programmers (PDs/OMs) in all music and talk formats/genres for current and future openings. Beasley's PDs oversee all on-air elements on their station(s) with a strong focus on digital reach and content. The Program Director will be expected to be accessible and sales-friendly, attend sales meetings, assist Account Executives in the creation of programs to benefit clients, and occasionally attend client meetings. All candidates must be strategic and analytical but also must possess creativity and the instinct to win. Beasley only hires programmers who know how to be a leader and get the buy-in of the team around them. Depending on the situation, an on-air shift may be required.

Current PD openings:

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- Candidates must possess strong leadership skills, the ability to build creative promotions that generate Cume, TSL, Revenue, Ratings and who are community minded and digital savvy;
- At least three (3) years of proven success as a PD or APD/MD;
- Proficiency with RCS Selector, Adobe Audition, Nielsen software, and all Social Media platforms;
- Team player, working closely with the General Manager, the other Program Directors in the cluster, Sales Managers, AEs, Promotions, Engineering, Consultants, and the Corporate Management team.

Last Date for consideration: Open until Filled

Send resume/demo to: Gloria.wrenn@bbgi.com

Beasley Media Group, Inc. is an Equal Opportunity Employer

(e) Asst Program Dir

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	G. Wrenn	Industry Forum
FGCU College Central	D. Mutchler	https://fgcu-csm.symphlicity.com/
Inside Radio	G. Wrenn	3033 Riviera Dr, Naples, FL
Radio Online	G. Wrenn	3033 Riviera Dr, Naples, FL
Naples Daily News	M. Williams	Gannett New York Media Group
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses



Position Available

DATE: February 7, 2018

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market is seeking a sales representative with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner who will use the most effective sales tools, and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: *Open until the position is filled.*

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Allyson.Hillman@BBGI.com

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(f) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Website
Indeed.com	D. Mutchler	Employment Website
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	D. Mutchler	Industry Forum
RadioInk.com	A. Hillman	Industry Forum
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Hodges University	M. Turner	4501 Colonial Blvd., Ft. Myers, FL
Employ FL Marketplace	D. Mutchler	State Unemployment Website
Employee Referral	N/A	N/A



Position Available

DATE: February 7, 2018

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market is seeking a sales representative with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner who will use the most effective sales tools, and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

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- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: *Open until the position is filled.*

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Allyson.Hillman@BBGI.com

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(g) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Website
Indeed.com	D. Mutchler	Employment Website
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	D. Mutchler	Industry Forum
RadioInk.com	A. Hillman	Industry Forum
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Hodges University	M. Turner	4501 Colonial Blvd., Ft. Myers, FL
Employ FL Marketplace	D. Mutchler	State Unemployment Website
Employee Referral	N/A	N/A

W Post



TITLE: Promotions Coordinator (Full Time)

Job Description: Beasley Media Group SWFL is looking for an energetic Promotions Coordinator to assist Promotions Director

Job Duties & Responsibilities:

- Assist Promotions/NTR Director with the execution of all on-site events and on-air promotions for radio station cluster
- On-site promotions and event marketing – execute/manage station appearance at station remotes and events
- Manage station vehicles weekly (maintenance, etc.)
- Assist in creating weekly promotions for all stations – help organize meetings and events
- Set up remotes/ live broadcasts, drive the station vehicles to events
- Manage Promotions team/ Create weekly promotions schedule and remote calendar. Must work well with sales and programing staff.
- Assist with administrative functions of radio station promotions, including but not limited to: returning listener's phone calls, updating station websites, assisting Program Directors.
- Supervise on-site events when necessary
- Handle listener Prize fulfillment and maintain winner records
- Maintain organization of promotions office
- Maintain radio station integrity at all times

Qualifications:

Candidate must be professional, detailed oriented, and proficient in Microsoft Office (Word, Excel and PowerPoint) as well as possess excellent written and verbal communication skills. Must be capable of multi-tasking for a variety of personalities and have the ability to handle change easily. Applicants must be at least 21 years of age with a valid Florida Driver's license and clean driving record. Must be able to have a flexible schedule including evenings, weekends and holidays. Successful applicants are professional, outgoing, comfortable interacting with listeners and large groups of people, organized, dependable self-starter who is able to set up station equipment (some lifting up to 50 pounds). *Radio station or event planning experience preferred, but not required.*

Those who meet the above requirements should e-mail their resume to:

Rachael Beasley | Promotions & NTR Director

Beasley Media Group of SWFL

Email: Rachael.Beasley@bbgi.com

Last Date for Consideration: Open until the position is filled.

Beasley Media Group, Inc is an Equal Opportunity Employer.

(h) Promotions Coordinator

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	D. Mutchler	20125 S. Tamiami Trail, Estero, FL 33928
Beasley Clusters Posting	MS Office	Shared Drive Website
Indeed.com	D. Mutchler	Employment Website
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	D. Mutchler	Industry Forum
Employ FL Marketplace	D. Mutchler	State Unemployment Website
College Central - Hodges Univ	D. Mutchler	Website Post
Radio Ads – Beasley Estero Stations	A. Star	20125 S. Tamiami Trail, Estero, FL 33928
Other – Walk In	N/A	Estero Station Location
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses



Position Available

DATE: February 7, 2018

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market is seeking a sales representative with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner who will use the most effective sales tools, and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: *Open until the position is filled.*

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Allyson.Hillman@BBGI.com

Beasley Media Group, LLC. is an Equal Opportunity Employer.

(i) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Site
Indeed.com	D. Mutchler	Employment Website
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	D. Mutchler	Industry Forum
College Central - Hodges Univ	D. Mutchler	Website Post
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Employ FL Marketplace	D. Mutchler	State Unemployment Website
RadioInk.com	A. Hillman	Industry Forum
Other - LinkedIn	A. Hillman	20125 S. Tamiami Trail



TITLE: FULL TIME Promotions Coordinator

Job Description: Beasley Media Group Fort Myers (Cluster) is looking for an *energetic* Promotions Coordinator to assist Promotions & NTR Director

Job Duties & Responsibilities:

- Assist Promotions/NTR Director with the execution of all on-site events and on-air promotions for radio station cluster
- On-site promotions and event marketing – execute/manage station appearance at station remotes and events
- Manage station vehicles weekly (maintenance, etc.) – manage budget for vehicles, cleaned and ready for all station events/fill in for street teamers on schedule if needed
- Assist in creating weekly promotions for all stations – help organize meetings and events
- Set up remotes/ live broadcasts, drive the station vehicles to events
- Manage Promotions team/ Create weekly promotions schedule and remote calendar. Must work well with sales and programing staff.
- Assist with administrative functions of radio station promotions, including but not limited to: returning listener's phone calls, updating station websites, assisting Program Directors.
- Supervise on-site events when necessary
- Handle listener Prize fulfillment and maintain winner records
- Manage and organize Promotions Items/Office – work closely with Promotions Director on ordering products

Qualifications:

- Candidate must be professional, detailed oriented, and proficient in Microsoft Office (Word, Excel and PowerPoint) as well as possess excellent written and verbal communication skills.
- Must be capable of multi-tasking for a variety of personalities and have the ability to handle change easily. Radio station or event planning experience preferred, but not required.
- Applicants must be at least 21 years of age with a valid Florida Driver's license and clean driving record.
- Must be able to work up to 40 hours a week and have a flexible schedule, including evenings, weekends and holidays for station events throughout the year.
- Successful applicants are professional, outgoing, comfortable interacting with listeners and large groups of people, organized, dependable self-starters who are able to set up station equipment (some lifting up to 50 pounds).
- Bilingual is a plus, but not required.

Those who meet the above requirements should e-mail resume to:

Rachael Beasley | Promotions & NTR Director
Beasley Media Group of SWFL
Email: Rachael.Beasley@bbgi.com

Last Date for Consideration: Open until the position is filled.

Beasley Media Group, LLC, is an Equal Opportunity Employer.

(j) Promotions Coordinator

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Site
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203
Indeed.com	D. Mutchler	Employment Website
Ft Myers Cluster stations	S. Kelley	3033 Riviera Dr., Naples, FL
AllAccess.com	D. Mutchler	Industry Forum
FGCU Career/Internship Fair	A. Parke	FGCU Campus- Reed Hall
Hodges University College Central	D. Mutchler	Website post



Position Available

March 6, 2018

Full Time Digital Content Manager for SWFL Market

Description: Beasley Media Group SWFL stations (WRXK, WXKB, WWCN, WJPT, WJBX & WRXK-HD2) are looking for a digital content manager for Fort Myers/Naples market.

Responsibilities:

- High quality web/graphic design for cluster station websites and management of apps.
- Collaborative work with programming, promotions and sales depts.
- Manage weekly email newsletters, shooting and editing video, on site event coverage, digital extension of on air talent brand, and promotions.
- Develop and post textual, audio, audience engagement and video content for the websites on a daily basis.

Qualifications

- At least 3 years of design experience
- Proficient in Adobe CS Suite, including PhotoShop, Illustrator
- Shooting & editing video a MUST
- Must be experienced in all social networking sites, Facebook, Twitter, etc.
- Experience in Wordpress a plus
- Ability to meet tight deadlines and schedules
- Highly organized and able to multi-task
- Strong presentation and communication skills
- Strong work ethic... this is not a 9-5
- Candidate must be a self-starter, able to work independently, and eager to learn
- Familiarity in *advertising guidelines* for Social Media a plus.

References and online portfolio are required to show writing samples and demonstrate social media knowledge.

PLEASE DO NOT RESPOND TO DISCUSS FREELANCING OR ALTERNATE ARRANGEMENTS.

Beasley Media Group is an Equal Opportunity Employer.

(k) Digital Content Manager

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Site
Indeed.com	D. Mutchler	Employment Website
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	D. Mutchler	Industry Forum Post
FGCU College Central	D. Mutchler	https://fgcu-csm.symplicity.com/
NAACP Collier Co	-	Email address



Position Available

DATE: February 7, 2018

TITLE: Account Executive – Beasley Media Group

LOCATION: Estero, Florida

Description: Beasley Media Group's Southwest Florida's Market is seeking a sales representative with a passion for the dynamic world of radio and digital media. Beasley is looking for a sales winner who will use the most effective sales tools, and our full array of digital products to identify and build upon revenue opportunities

Beasley expects Account Executives to outperform consistently in a fast paced, competitive, rapidly growing radio sales environment. Our sales teams thrive on building trust and credibility with our clients, from cold call introductions to long-term client relationships.

Qualifications:

- Radio sales or outside sales experience is a must;
- Self-starter with proven ability to initiate and develop new business and sponsorships;
- Multi-task in a fast and growing, creative, competitive work environment;
- Experience soliciting sponsors for broadcast/non-broadcast projects and special events;
- Solid relationships with advertising and business communities;
- Excellent writing and creative presentation skills;
- Organized sales approach;
- Valid driver's license, dependable vehicle and vehicle insurance.

Last Date for consideration: *Open until the position is filled.*

Interested applicants should indicate where they found the posting when submitting a cover letter and resume to: Allyson.Hillman@BEGI.com

Beasley Media Group, LLC. is an Equal Opportunity Employer.

(I) Account Executive

Name of Organization Notified of Job Vacancy	Contact Person	Address
Internal Posting	MS Office	Shared Drive Site
Indeed.com	D. Mutchler	Employment Website
BBGI Corporate Website (BBGI.com)	C. Hazelton	1520 South Blvd., Ste 300 Charlotte, NC 28203
Ft Myers Cluster stations	J. Rivet	20125 S. Tamiami Trail, Estero, FL 33928
AllAccess.com	D. Mutchler	Industry Forum Post
Employ FL Marketplace	D. Mutchler	State Unemployment Website
Hodges University College Central	D. Mutchler	Website post
Connecticut School of Broadcasting	S. King	Tampa and Orlando Campuses
Walk In	A. Hillman	20125 S. Tamiami Trail, Estero, FL 33928

ATTACHMENT C

Initiative a - 1



September 29, 2016

Soni
VP Corporate Communications
Beasley Media Group
soni.j@bbgi.com

Dear Soni,

Thank you for supporting the National Association of Broadcasters Education Foundation (NABEF) and Broadcast Education Association (BEA) Radio Career Fair on Tuesday, September 20, 2016 at the 2015 NAB Radio Show in Nashville, TN. This was a very successful event thanks to your participation.

Your attendance at the 2016 Career Fair counts toward the Federal Communications Commission (FCC) Equal Employment Opportunity credit that your company is required to earn under the FCC rules. This letter verifies your participation at the Career Fair.

If you have any questions regarding NABEF's career services, please contact Christina [redacted] or nab.org.

Sincerely,

A handwritten signature in cursive script that reads "Michelle".

Michelle
Vice President
National Association of Broadcasters, Education Foundation

Deborah

From:
Sent: Thursday, December 08, 2016 2:16 PM
To: Deborah
Subject: Registration Confirmation: FGCU Career & Internship Fair
Attachments: invoice.pdf

Dec 08, 2016, 2:15 PM

Dear Deborah :

This is to confirm your registration for the FGCU Career & Internship Fair. Your invoice is attached.

The Career & Internship Fair will be held in the FGCU Cohen Center Ballroom on Wednesday, February 8th.

Employer setup will be from 9:00-10:30 a.m. Students will be attending the fair from 11 a.m. - 3 p.m. Setup will need to be completed by 10:30 a.m. Career Services requests that recruiters stay until the end of the fair at 3 p.m., as some students will not be able to attend until later. Morning coffee service will be provided during setup.

Tables will be first come, first serve. There are limited tables with electricity. Please consider this when planning your arrival. Booths will be a standard 6' table with two chairs. Please be aware that you are limited to the length of the table. Large backdrops, banners, or additional displays that extend past your table space cannot be accommodated.

Registration includes two recruiters and two lunches. Due to limitations on space, we request that there be no more than two recruiters at one time at your booth. You may alternate shifts. Additional recruiters may enjoy our recruiter lounge with refreshments.

To help students prepare for the fair, please post your open positions on Eagle Career Link. You can do this by clicking on the "Jobs" tab at the top of your homepage, and then clicking "Add New". Please contact me with any questions regarding the job postings.

Additional information regarding directions and parking will be sent via email in the weeks prior to the fair.

Please call Career Services with any questions or concerns, We look forward to seeing you at the Career & Internship Fair on February 8th. Thank you for your interest in recruiting our students!

Thank you,

Emily
Career Events & Marketing Coordinator

!

***** Confidentiality Notice *****

Florida has a very broad public records law. As a result, any written communication created or received by Florida Gulf Coast University employees is subject to disclosure to the public and the media, upon request, unless otherwise exempt. Under Florida law, e-mail addresses are public records. If you do not want your email address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.

Deborah

From:
Sent: Thursday, January 26, 2017 11:47 AM
To:
Subject: FGCU Career & Internship Fair Reminders
Attachments: FGCU Business App- Career Fair.pdf

Good afternoon employers,

✳ Thank you for your participation in the FGCU Career & Internship Fair on Wednesday, February 8th.

Please read the entirety of the email, as there is important information below:

The Career & Internship fair will be in FGCU Cohen Center Ballroom (second floor)

- Recruiters may begin arriving at 9 a.m. **Please arrive no later than 10 a.m.** to allow ample time for parking and set-up. *(Students will begin arriving promptly at 11 a.m.!)*
- The fair is open to students from 11 a.m. – 3 p.m.
- Tables are on a first come, first serve basis.
- Morning coffee service will be available from 9-10:30 a.m.

Directions to FGCU:

<http://www.fgcu.edu/Admissions/Prospective/maincampusdirections.html>

Directions to PG1 from the main entrance of FGCU (FGCU Blvd.):

1. After turning into campus, proceed straight to the three way stop. Lutgert Hall is straight ahead.
2. Turn left at the stop sign.
3. Stay on this "loop" road (you will pass the Broadcast Building, and Parking Garage #3) until reaching an intersection with a stoplight.
4. Proceed through the stoplight.
If you need to drop off materials at the Cohen Center prior to parking, take the first right after the stop light. Event staff will transport your materials to the ballroom.
5. If not dropping off materials, continue past the Cohen Center and the Sugden Resort and Hospitality Building
6. After passing the Sugden Resort and Hospitality Building, take the second entrance to Parking Garage #1
7. An attendant will greet you at the entrance to the garage.
8. You will be directed to park on the FIRST floor of the garage.
9. After parking, follow signs that state "Career Services Event – Cohen Center."

Directions to PG1 from the north entrance of campus (just south of the Miromar Lakes community; FGCU Lake Parkway West).

1. After turning into campus, proceed through the first stop sign and move into the left lane.
2. Take a left at the light.
If you need to drop off materials at the Cohen Center prior to parking, take the first right after turning left at the light. Event staff will transport your materials to the ballroom.
3. If not dropping off materials, continue past the Cohen Center and the Sugden Resort and Hospitality Building
4. After passing the Sugden Resort and Hospitality Building, take the second entrance to Parking Garage #1
5. An attendant will greet you at the entrance to the garage.
6. You will be directed to park on the FIRST floor of the garage.

7. After parking, follow signs that state "Career Services Event – Cohen Center."

Parking:

Event staff will be at the front of the Cohen Center to help unload materials. You will then be directed to Parking Garage #1.

- For your reference, here is a link to a **Campus Map**:
<http://www.fgcu.edu/Admissions/images/PictorialCampusMap2012.pdf>.
- The Cohen Center is building #17. Parking Garage #1 is "PG1".
- We have reserved the first floor of the parking garage for the duration of the event. You will NOT need a parking permit, as long as you park on the first floor of PG1. Therefore, you DO NOT need to stop at the parking Information Booth at the entrance to the University.
- Recruiters that park elsewhere, and do not have a parking permit, are likely to receive a ticket from FGCU Campus Police.

To Do:

- Complete the attached Business Information Application. This is a requirement for any outside business that will be interacting with our students.
 - You can scan and email the form back to me, at _____, or fax it to Campus Reservations at _____
 - **Companies that have not submitted this form, will not be permitted to enter the ballroom on the day of the event until the form is completed.**

Booth Set-up Information:

- It is recommended that you bring some sort of table covering. Most companies will also bring a free-standing backdrop or table topper for visual appeal, handouts, hard-copy applications, freebies, company info pamphlets, etc. Employers may also bring signs such as, "Hiring for Internships" or "Looking for business major students!" to help direct students to their table.
- Your table will be a standard 6' table with two chairs.
- Please be aware that you are limited to the length of the table. **Large backdrops, banners, or additional displays that extend beyond the length of your table space will not be accommodated.**
- Please do not bring any latex balloons or anything that requires being attached to the wall for display, as these items are not permitted.
- Please be aware that tables with electrical access are *EXTREMELY LIMITED*. They are available on a first-come, first served basis to ALL participating employers. We suggested arriving promptly at 9 a.m. to reserve your desired table.
- There will be tables and chairs available for students to fill out applications in another room. Please direct students to utilize this room if you are having them complete applications. This will help with space issues.

Additional Information:

- Registration includes two recruiters and two lunches. **Due to space limitations, we request that there be no more than two recruiters at one time at your booth.** You may alternate shifts. Additional recruiters may enjoy our recruiter lounge with refreshments.
- Career Services requests that recruiters stay until the end of the fair at 3 p.m., as some students will not be able to attend until later.
- To help students prepare for the fair, please post your open positions on Eagle Career Link. You can do this by clicking on the "Jobs" tab at the top of your homepage, and then clicking "Add New". Please contact me with any questions regarding the job postings.

Lost the morning of? Call our front desk at _____ 10:30 a.m. that morning.

_____ we will have someone at the desk/checking messages until _____

Iniative a-3



May 1, 2017

Soni
3033 Riviera Drive, Suite 200
Naples, FL 34103

Dear Soni,

Thank you for supporting the National Association of Broadcasters Education Foundation (NABEF) Career Day on Tuesday, April 25 at the 2017 NAB Show in Las Vegas. This was a very successful event thanks to your participation!

Your attendance at the Career Fair counts toward the Federal Communications Commission (FCC) Equal Employment Opportunity credit that your company is required to earn under the FCC rules. This letter verifies your participation.

If you have any questions regarding NABEF's career services, please contact Michelle
at or @nab.org.

Sincerely,

A handwritten signature in cursive script that reads "Michelle".

Michelle
Vice President
NAB Education Foundation

GET HIRED! OVER 500 JOBS AVAILABLE!

Tuesday, August 8th 10am-2pm

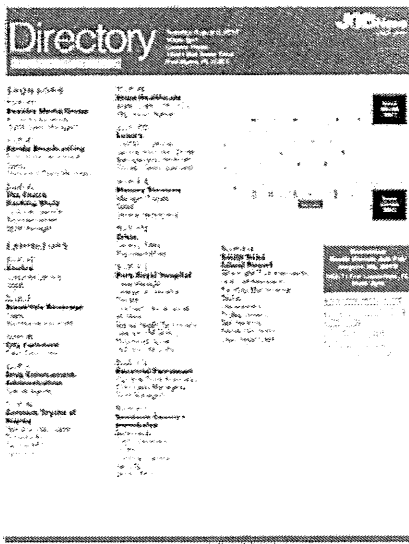
Crowne Plaza 13051 Bell Tower Drive Fort Myers, FL 33907

Meet Face to Face with TOP Employers in Fort Myers!

REGISTER ONLINE AT JOBNEWSUSA.COM/SOUTHFLORIDA OR AT THE DOOR! FREE EVENT!

The Event is Sponsored by The Check Cashing Store, and Beasley Broadcasting- B1039, Sunny 106.3, Playa 98.1, 96K Rock, ESPN 99.3 and WJBX!

Event Directory:



[080817 FTM-Directory.pdf](#)

Beasley Media Group which represents B1039, Sunny 106.3, Playa 98.1, 96K Rock, ESPN 99.3 and **WJBX** will be interviewing Account Executives and a Digital Sales Manager!

The Check Cashing Store will be interviewing for Customer Service Representatives and Store Managers to work in Ft Myers, Cape Coral, Estero, North Fort Myers and all areas on the West Coast! They offer full time positions with competitive pay, a dynamic work environment and opportunities to learn and grow within the company!

Alorica will be at the event hiring for Customer Service Representatives, Sales and Customer Service Representatives!

Breakthru Beverage is hiring for Tractor Trailer Drivers, Sales Development Representatives and Sales Representatives in Ft Myers, Naples, Venice, Englewood, Port Charlotte, Marco Island, Cape Coral and Sarasota!

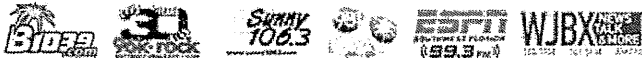
From: Deborah
Sent: Tuesday, August 8, 2017 9:10 AM
To: Allyson <[redacted].com>
Subject: FW: PLEASE SHARE! Help Lee County get HIRED tomorrow!

Good Morning,

I assume you are going to be doing this. Would you like me to come up at any point or bring any applications, etc.? Let me know. Thanks.

deborah

Asst. Business Manager
Beasley Media of SWFL
20125 S. Tamiami Trail
Estero, FL 33928



***please consider the environment before printing this email.*

From: Shane
Sent: Monday, August 07, 2017 4:34 PM
To: Deborah
Subject: Fwd: PLEASE SHARE! Help Lee County get HIRED tomorrow!

Get [Outlook for Android](#)

From: Tiffany <ftlauderdale@jobnewsusa.com>
Sent: Monday, August 7, 2017 8:20:39 AM
To: Shane
Subject: PLEASE SHARE! Help Lee County get HIRED tomorrow!

Companies will be interviewing on the spot and some making offers at the Career Fair tomorrow! Please share!

MEGA FORT MYERS JOB FAIR!

Initiative (C) -1

Deborah

From: Joe
Sent: Tuesday, October 18, 2016 9:45 AM
To: Shane Deborah
Subject: FW: Girl Scouts troop 220

October 17, 2016 @ 6:00pm Joe and Shandra gave a tour to Girl Scout Troop 220 from Cape Coral.

From: Liz [om]
Sent: Monday, October 17, 2016 8:18 PM
To: Joe
Subject: Girl Scouts troop 220

Joe & Babs-

Thank you once again for the B103.9 radio station tour. The Girl Scouts had a really great time & experience.

Initiative (d) - 1

John

September 26, 2017

Dear James

Welcome to the Beasley Broadcast Group. As an intern for the Beasley Broadcast Group, you will have many opportunities available to you. In addition to your primary responsibilities to the Promotions / Programming Department, you will be expected to assist other departments as needed. We will try to give you the opportunity to assist in several departments during your internship in an effort to acquaint you with all facets of operating a radio station. A copy of our Internship Policy and Internship Agreement are attached to this letter.

I hope that you will gain valuable information on what it takes to run a radio station, and that your internship will help you to decide what area of concentration you would like to focus on for your future career in broadcasting.

Sincerely,

Adam
Program Director
Beasley Broadcast group

person's name and telephone number and have someone get back to them in a timely manner.

- F. When attending Station events you must wear clean clothing that is not ripped or torn, including footwear. When called for, station merchandise may be worn. You may not wear tank tops or other revealing garments. Also, you may not wear clothing with logos/sayings of other companies when attending a Station event.
- G. Before training in or assisting other departments (including voice-over work, board operations, morning show, or other programming, business or sales functions), interns must get advance approval from their supervisor.
- H. Interns may never use drugs, alcohol, or cigarettes when engaged in a Beasley Broadcast activity and should use their best judgment when interacting with other employees and/or clients, even when not engaged in scheduled duties for the Beasley Broadcast Group.
- I. Interns should arrive on time for scheduled duties. If it is necessary for you to be late, call your supervisor to inform him/her of the delay.

Supervision

Adam will directly supervise your internship. When scheduled to work in other departments, however, after your direct supervisor approves such assignment, you will follow the direction of the supervisor of the department for which you are scheduled.

Intern Responsibilities

You will be asked to perform a variety of tasks during your internship in the Promotions department. A partial list follows:

(List should be updated for department that applies. The following is an example for the Promotions Department).

- staffing appearances
- assisting in inventory counts of promotional items
- mailing and fulfilling contest prizes
- managing supplies for events
- handling telephone calls

Some basic rules and responsibilities of your internship in the Promotions Department are:

- always be on time for your scheduled event or work schedule (if you are going to be late, make sure to call to inform your supervisor)
- check your intern folder for updates and crucial information
- take initiative and ask if there is anything you can help with...there is always more to do!
- keep cool, calm and collected at all times
- never answer questions posed by a client or listener on behalf of the Station unless authorized by your direct supervisor to do so.

Departmental Interviews

During your internship, you will need to arrange meetings with staff members from a variety of departments and speak with them about their roles at the radio station. By speaking with individuals from all departments—Programming, Production, Sales, On-Air, Engineering, Business, Promotions and Traffic-- your understanding of all the aspects involved in running a radio station will be greatly enhanced. At the conclusion of your internship, you will be expected to present a brief summary of your impression of each interview to your supervisor.

Internship Evaluation

Upon completion of your internship, you will be asked to complete an evaluation of the program, adding suggestions and feedback to help us improve the program for future interns.

Similarly, The Beasley Broadcast Group will give you a written evaluation of your performance during your internship. If your school has special evaluation forms to complete, please provide them as early in your internship as possible.

Internship Program Acknowledgement/Agreement

I, James hereby request that the Beasley Broadcast Group allow me to participate in its internship program for course credit. I acknowledge that, if accepted, I will not be an employee or an agent of Beasley Broadcast Group but will act solely as an unpaid volunteer gaining experience exclusively for my own benefit. I am not entitled to compensation or any other benefits. I further understand that I am responsible for my own liability insurance.

In consideration of the opportunity to acquire such experience, I do hereby release and forever discharge Beasley Broadcast Group, its owners, successors, agents and employees from any and all liability for any personal injury or property damage which I may sustain in the course of, as a result of, or as a consequence of, directly or indirectly, my internship.

I have read and agree to abide by the Rules of Intern Conduct and all other terms of this Intern Program Policy/Agreement. Further, I understand that if I do not abide by these rules and terms, my internship may be terminated immediately.

By signing below, I agree that I have read and understand the terms of this Internship Program/Policy and Agreement.

9/26/17
Date



Signed and sealed in the presence of: /

Notary Public

Signature

date

Initiative (d) 2

September 26, 2017

Dear James

Welcome to the Beasley Broadcast Group. As an intern for the Beasley Broadcast Group, you will have many opportunities available to you. In addition to your primary responsibilities to the Promotions / Programming Department, you will be expected to assist other departments as needed. We will try to give you the opportunity to assist in several departments during your internship in an effort to acquaint you with all facets of operating a radio station. A copy of our Internship Policy and Internship Agreement are attached to this letter.

I hope that you will gain valuable information on what it takes to run a radio station, and that your internship will help you to decide what area of concentration you would like to focus on for your future career in broadcasting.

Sincerely,

Adam
Program Director
Beasley Broadcast group

INTERNSHIP POLICY/PROGRAM

This document contains the rules and guidelines you must follow to participate in our Internship Program. If you have any questions regarding the program, please ask the Business Manager of the Station or the person who will be your direct supervisor.

1. Rules of Conduct

You will be asked to perform a variety of tasks while in this internship. The following is a general code of conduct for Beasley Broadcast Group interns, which includes but is not limited to the rules listed:

- A. Interns report to the Promotions Director with ultimate reporting to the General Manager. Any change to an intern's schedule, job description or regular duties must be approved in advance by the Promotions Director.
- B. During business hours while working at the station or at a station event, interns are expected to conduct themselves in a professional and appropriate manner with all other employees, clients and listeners. Interns should not be on the station premises outside of their weekly scheduled hours without prior approval from their supervisor.
- C. Interns are expected to conduct themselves with the utmost professionalism and maturity when attending station events, sales appearances, and other social situations involving clients or other member of the radio industry. When dealing with clients and listeners, always be courteous and respectful. Improper or questionable behavior will result in immediate termination of the internship.
- D. If you will be driving your own vehicle to go on any errands for the station, you must provide a copy of your auto policy declarations page to the Business Manager of the Station.
- E. Interns are not to attend industry events, sales calls, or other social or business engagements or meetings in a capacity that suggests the intern is "representing" the Beasley Broadcast Group in a manner that allows them to make any decisions or commitments on behalf of the Station. Interns may attend any of the above in an observational/educational capacity and only and only with prior approval from their supervisor. If you are asked a question that you do not know the answer to, request help from a station employee. If no one is immediately available to assist you, get the

person's name and telephone number and have someone get back to them in a timely manner.

- F. When attending Station events you must wear clean clothing that is not ripped or torn, including footwear. When called for, station merchandise may be worn. You may not wear tank tops or other revealing garments. Also, you may not wear clothing with logos/sayings of other companies when attending a Station event.
- G. Before training in or assisting other departments (including voice-over work, board operations, morning show, or other programming, business or sales functions), interns must get advance approval from their supervisor.
- H. Interns may never use drugs, alcohol, or cigarettes when engaged in a Beasley Broadcast activity and should use their best judgment when interacting with other employees and/or clients, even when not engaged in scheduled duties for the Beasley Broadcast Group.
- I. Interns should arrive on time for scheduled duties. If it is necessary for you to be late, call your supervisor to inform him/her of the delay.

Supervision

Adam Star will directly supervise your internship. When scheduled to work in other departments, however, after your direct supervisor approves such assignment, you will follow the direction of the supervisor of the department for which you are scheduled.

Intern Responsibilities

You will be asked to perform a variety of tasks during your internship in the Promotions department. A partial list follows:

(List should be updated for department that applies. The following is an example for the Promotions Department).

- staffing appearances
- assisting in inventory counts of promotional items
- mailing and fulfilling contest prizes
- managing supplies for events
- handling telephone calls

Some basic rules and responsibilities of your internship in the Promotions Department are:

- always be on time for your scheduled event or work schedule (if you are going to be late, make sure to call to inform your supervisor)
- check your intern folder for updates and crucial information
- take initiative and ask if there is anything you can help with...there is always more to do!
- keep cool, calm and collected at all times
- never answer questions posed by a client or listener on behalf of the Station unless authorized by your direct supervisor to do so.

Departmental Interviews

During your internship, you will need to arrange meetings with staff members from a variety of departments and speak with them about their roles at the radio station. By speaking with individuals from all departments—Programming, Production, Sales, On-Air, Engineering, Business, Promotions and Traffic-- your understanding of all the aspects involved in running a radio station will be greatly enhanced. At the conclusion of your internship, you will be expected to present a brief summary of your impression of each interview to your supervisor.

Internship Evaluation

Upon completion of your internship, you will be asked to complete an evaluation of the program, adding suggestions and feedback to help us improve the program for future interns.

Similarly, The Beasley Broadcast Group will give you a written evaluation of your performance during your internship. If your school has special evaluation forms to complete, please provide them as early in your internship as possible.

Internship Program Acknowledgement/Agreement

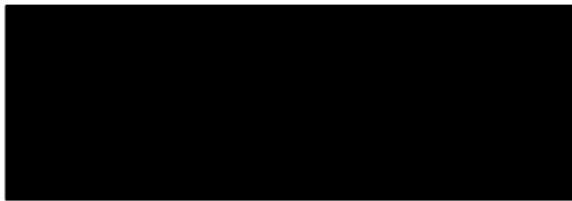
I, James hereby request that the Beasley Broadcast Group allow me to participate in its internship program for course credit. I acknowledge that, if accepted, I will not be an employee or an agent of Beasley Broadcast Group but will act solely as an unpaid volunteer gaining experience exclusively for my own benefit. I am not entitled to compensation or any other benefits. I further understand that I am responsible for my own liability insurance.

In consideration of the opportunity to acquire such experience, I do hereby release and forever discharge Beasley Broadcast Group, its owners, successors, agents and employees from any and all liability for any personal injury or property damage which I may sustain in the course of, as a result of, or as a consequence of, directly or indirectly, my internship.

I have read and agree to abide by the Rules of Intern Conduct and all other terms of this Intern Program Policy/Agreement. Further, I understand that if I do not abide by these rules and terms, my internship may be terminated immediately.

By signing below, I agree that I have read and understand the terms of this Internship Program/Policy and Agreement.

9/26/17
Date



Signed and sealed in the presence of:

Notary Public

Signature

date

EXHIBIT A

(Each intern should be required to develop and execute a project for the department they are working in. This is an example of guidelines for an intern project in the Promotions Department.)

Promotion Project:

Because the department you will be working most closely with-the Promotion Department- is responsible for all aspects of promotional and marketing endeavors, you will be asked to create, and in some cases, execute, a promotional project. Depending on your area of preference, the project can include any areas of radio of particular interest to you. Projects can run the gamut from setting up an event at your college to organizing an event for charity. After reviewing your proposal, your supervisor will give you feedback and determine if the project can actually be carried out. The promotion project outline is to be handed in by the conclusion of your internship.

Promotion Project Outline:

- I. Determine your area of interest
 1. Promotion/sales
 2. Promotion/programming
 3. Promotion/community-public relations
 4. Promotion/marketing

- II. Determine your target demographic audience
 1. Men
 2. Women
 3. Sports Fans
 4. Families

- III. Brainstorm ideas based on answers to 1 & 2

- IV. Discuss feasibility with supervisors
 1. Prepare a brief outline

- V. Fine tune idea
 1. Costs, if any
 2. Benefit to station
 3. Benefit to client
 4. Benefit to listeners
 5. Benefit to community
 6. Date, time place

September 25, 2017

Dear Zaria

Welcome to the Beasley Broadcast Group. As an intern for the Beasley Broadcast Group, you will have many opportunities available to you. In addition to your primary responsibilities to the Promotions / Programming Department, you will be expected to assist other departments as needed. We will try to give you the opportunity to assist in several departments during your internship in an effort to acquaint you with all facets of operating a radio station. A copy of our Internship Policy and Internship Agreement are attached to this letter.

I hope that you will gain valuable information on what it takes to run a radio station, and that your internship will help you to decide what area of concentration you would like to focus on for your future career in broadcasting.

Sincerely,

Adam
Program Director
Beasley Broadcast group

A circular stamp with a double-line border. Inside the circle is a stylized, handwritten-style number '3'.

INTERNSHIP POLICY/PROGRAM

This document contains the rules and guidelines you must follow to participate in our Internship Program. If you have any questions regarding the program, please ask the Business Manager of the Station or the person who will be your direct supervisor.

1. Rules of Conduct

You will be asked to perform a variety of tasks while in this internship. The following is a general code of conduct for Beasley Broadcast Group interns, which includes but is not limited to the rules listed:

- A. Interns report to the Promotions Director with ultimate reporting to the General Manager. Any change to an intern's schedule, job description or regular duties must be approved in advance by the Promotions Director.
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- C. Interns are expected to conduct themselves with the utmost professionalism and maturity when attending station events, sales appearances, and other social situations involving clients or other member of the radio industry. When dealing with clients and listeners, always be courteous and respectful. Improper or questionable behavior will result in immediate termination of the internship.
- D. If you will be driving your own vehicle to go on any errands for the station, you must provide a copy of your auto policy declarations page to the Business Manager of the Station.
- E. Interns are not to attend industry events, sales calls, or other social or business engagements or meetings in a capacity that suggests the intern is "representing" the Beasley Broadcast Group in a manner that allows them to make any decisions or commitments on behalf of the Station. Interns may attend any of the above in an observational/educational capacity and only and only with prior approval from their supervisor. If you are asked a question that you do not know the answer to, request help from a station employee. If no one is immediately available to assist you, get the

person's name and telephone number and have someone get back to them in a timely manner.

- F. When attending Station events you must wear clean clothing that is not ripped or torn, including footwear. When called for, station merchandise may be worn. You may not wear tank tops or other revealing garments. Also, you may not wear clothing with logos/sayings of other companies when attending a Station event.
- G. Before training in or assisting other departments (including voice-over work, board operations, morning show, or other programming, business or sales functions), interns must get advance approval from their supervisor.
- H. Interns may never use drugs, alcohol, or cigarettes when engaged in a Beasley Broadcast activity and should use their best judgment when interacting with other employees and/or clients, even when not engaged in scheduled duties for the Beasley Broadcast Group.
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(List should be updated for department that applies. The following is an example for the Promotions Department).

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Internship Evaluation

Upon completion of your internship, you will be asked to complete an evaluation of the program, adding suggestions and feedback to help us improve the program for future interns.

Similarly, The Beasley Broadcast Group will give you a written evaluation of your performance during your internship. If your school has special evaluation forms to complete, please provide them as early in your internship as possible.

Internship Program Acknowledgement/Agreement

I, Zaria ; hereby request that the Beasley Broadcast Group allow me to participate in its internship program for course credit. I acknowledge that, if accepted, I will not be an employee or an agent of Beasley Broadcast Group but will act solely as an unpaid volunteer gaining experience exclusively for my own benefit. I am not entitled to compensation or any other benefits. I further understand that I am responsible for my own liability insurance.

In consideration of the opportunity to acquire such experience, I do hereby release and forever discharge Beasley Broadcast Group, its owners, successors, agents and employees from any and all liability for any personal injury or property damage which I may sustain in the course of, as a result of, or as a consequence of, directly or indirectly, my internship.

I have read and agree to abide by the Rules of Intern Conduct and all other terms of this Intern Program Policy/Agreement. Further, I understand that if I do not abide by these rules and terms, my internship may be terminated immediately.

By signing below, I agree that I have read and understand the terms of this Internship Program/Policy and Agreement.

9/25/17
Date



Signed and sealed in the presence of:

Notary Public

Signature

date

EXHIBIT A

(Each intern should be required to develop and execute a project for the department they are working in. This is an example of guidelines for an intern project in the Promotions Department.)

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 3. Promotion/community-public relations
 4. Promotion/marketing

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- IV. Discuss feasibility with supervisors
 1. Prepare a brief outline

- V. Fine tune idea
 1. Costs, if any
 2. Benefit to station
 3. Benefit to client
 4. Benefit to listeners
 5. Benefit to community
 6. Date, time place

- VI. Create final outline including:
 - 1. People to contact
 - 2. Resources to use
 - 3. Procedures to go through

VII. Do Event

- VIII. Evaluation and follow up
 - 1. Thank you letters
 - 2. Improvements

EXHIBIT C

Market Manager: Our fearless leader! The GM is ultimately responsible for all areas of the radio station and its personnel.

General Sales Manager: The GSM oversees the daily activities of all sales efforts with the goal being to successfully make all budgets.

Sales Assistant: The Sales Assistant works with sales managers and account executives on all aspects of the sales department.

Account Executives: The sales department sells commercial airtime and creates marketing concepts designed to bring revenue to the station.

Program Director and Assistant Program Director: The PD and the APD determine the overall direction of the radio station, decide on the music played, conceptualize all major station promotions and oversee the air staff.

Music Director: The MD is a major link between the record companies/artists and the radio station.

Promotion and Assistant Promotion Director: This department is responsible for working with programming and sales to create and execute all of-air and on-air promotions, events and contests. The promotion department is the “face” of the station, attending community events and staffing appearances.

Business Department: This department oversees all financial and operational aspects of the radio station including payroll, purchases, personnel and billing.

Production Director: The production director produces the commercials used for clients and the promotional announcements used for station events.

Engineering: This department maintains the station’s broadcast facilities and insures compliance with all technical regulations.

Initiative (a) - 1

Deborah

From: mail@collegecentral.com
Sent: Monday, October 09, 2017 7:31 PM
To: Deborah
Cc: @hodges.edu
Subject: Hodges University Business Information and Career Expo - Fort Myers Registration Receipt

LIVE EVENT REGISTRATION RECEIPT

Event: Hodges University Business Information and Career Expo - Fort Myers

Event Date: 10/16/2017

Invoice Number: LEC-92518

Invoice Date: 10/09/2017

Customer Contact:
Deborah
Beasley Media Group, Inc.
20125
S. Tamiami Trail
Estero, FL 33928

Order

Qty	Description
1	Live Event Registration (4 Attendees per Registration)
1	Career Information Table

Thank you! We look forward to your participation in the Hodges University Business Information and Career Expo - Fort Myers.

Questions? Call 239-938-7815 or email info@hodges.edu. For more information and directions to the event, please visit the [event website](#).

MONDAY.

You are invited to participate in Hodges University's Business Information and Career Expo.

Date: October 16, 2017

Time: 5:00 p.m. - 7:00 p.m.

Location: Hodges University, Fort Myers Campus, 4501 Colonial Boulevard, Fort Myers, FL 33966, Building U, Cafeteria.

This event is open to Hodges University students, alumni, and the general public. We are inviting local employers to bring community information/resources and career opportunities.

There is no cost to participate in this event. You can bring 2-4 representatives, and have 2 tables.

Please register soon, as space is limited. Click on the link below and register to attend in the blue Employer Section.

<http://bit.ly/2ikDfen>

For questions, or more information, please contact Jama

Career Services Manager at

jama1@hodges.edu

Jama M.A., LMHC, MH11424

Licensed Mental Health Counselor

Career Services Manager and Counselor

Hodges University

4501 Colonial Boulevard, Fort Myers, FL 33966

(239) 938-7815 | (800) 466-0019 | f. (239) 938-7876

Text me at (239) 308-9083

[@hodges.edu](mailto:jama1@hodges.edu) | www.hodges.edu

Office Hours: Monday – Thursday, by appointment only. Building U, Room 170F. Office is closed on Fridays.

Employers and students, please visit our online job board at www.CollegeCentral.com/Hodges to search job listings or post jobs and internships for Hodges University students and alumni. Hodges University students and alumni, please join our LinkedIn group, HU Career Services.

EEO
FCC RECORDS

DEBORAH

+

August

Initiative (a) - 2

Deborah Mutchler

From: Allyson
Sent: Wednesday, November 08, 2017 5:26 PM
To: Shane ; Deborah I
Subject: FW: FGCU PR and Marketing Internship & Job Fair- Nov 8th

Here's our proof. She said they don't do receipts for free events.

This should work for the file.

From: Keashla [mailto:keashla@fgcu.edu]
Sent: Wednesday, November 8, 2017 5:22 PM
To: Allyson [mailto:Allyson@bbgi.com]; [mailto:keashla@fgcu.edu]
Subject: FGCU PR and Marketing Internship & Job Fair- Nov 8th

Hi Allyson,

Thank you so much again for participating in the FGCU PR and Marketing Internship & Job Fair on 11/8. It was a pleasure meeting you. Our students were very excited to find out you were participating in this fair! I hope you found some great candidates.

Again, this fair was free so I do not have an invoice. Hopefully, this email will work for you.

If you have any questions, please feel free to reach out to me.

Thank you,

Keashla

Keashla [mailto:keashla@fgcu.edu], M. Ed
Career Advisor

Career Development Services
Florida Gulf Coast University
10501 FGCU Boulevard, South
Fort Myers, FL 33965-6565
[mailto:keashla@fgcu.edu]
239-745-4219

Relator | Learner | Achiever | Responsibility | Intellection

"Florida has a very broad public records law. As a result, any written communication created or received by Florida Gulf Coast University employees is subject to disclosure to the public and the media, upon request, unless otherwise exempt. Under Florida law, e-mail addresses are public records. If you do not want your email address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing."



EP 1.015

**BUSINESS INFORMATION APPLICATION:
TO DISTRIBUTE INFORMATION, SOLICIT SALES, OR CATER**

Date of Application: 11/8/17 Requested Date(s): 11/08/2017
 Organization Name: Beastay Media Preferred Time(s): 10am-2:30pm
²Approval applications are only valid for one calendar month. If more information is needed, you will be notified for each calendar month.
 Organization Address: _____ Telephone Number: 239 390 3517
Estero, FL 33928 Fax Number: _____
 Type of Organization: Radio/Digital Company
 Desired Location: Indoors Outdoors First Available Specific Space: Cohen Center Ballroom

Description of Activities²: _____
 Is your request part of an event or vendor fair? If yes, please specify²: Public Relations & Marketing Internship & Job Fair
²Food or beverages produced by an organization other than Chartwell's remark cannot be sold or distributed at vendor tables without specific approval.
 Method of Information Distribution or Solicitation (posters, flyers, tables, etc.): _____

Will Sales be conducted? (Please check one) Yes³ No
³If yes, please provide each of the following (required):
 FL Dept. of Revenue Tax ID#: _____
 County Business Tax account #: _____

³Tables conducting sales will be subject to fees and limited to specific dates.
³All for-profit businesses, corporations, enterprises, etc. must be registered to do business in Florida.

Will Samples be distributed? (Please check one) Yes⁴ No
⁴If yes, please identify sample(s) to be distributed: _____
⁴If yes, are samples regulated by the FDA? Yes No
⁴Informational materials for ingestibles must be provided when distributing these items.

Will a licensed Caterer or food service provider be providing food for your event? (Please check one) Yes⁵ No
⁵If yes, please provide each of the following (required):
 Dept. of Business Regulation License #: _____
 FL Dept. of Revenue Tax ID#: _____

I hereby, acknowledge receipt of a copy of FGCU Policy 4.007 Postings and Solicitation on Campus and agree to abide by the provisions contained within the Regulation. I further acknowledge that my failure to abide by the applicable Regulation(s) or the failure of a representative of the business will result in the withdrawal of this permit at Florida Gulf Coast University.

Applicant's Name (Printed): Allyson Date: 11/8/17
 Applicant's Phone Number: _____ Applicant's Email: allyson.blgi.com
 Applicant's Signature: Allyson

Please fax completed form to (239) 590-1145 [Attn: Campus Reservations] or scan and email to rmsched@fgcu.edu.

UNIVERSITY USE ONLY

Approval has been granted to the above named organization to be present on campus for the purpose stated above pursuant to FGCU Policy 4.007 Postings and Solicitation on Campus during the period noted above.

University Representative's Name (Printed): _____
 University Representative's Signature: _____
 Approval Date: _____

Deborah

Initiative (a)-3

From: Shane
Sent: Thursday, September 06, 2018 10:07 AM
To: Deborah
Subject: FW: 08-31-18 FORT MYERS Shared Expenses.xlsx
Attachments: 08-31-18 FORT MYERS Shared Expenses.xlsx

See attached career fair for eeo fcc rpt

Shane
Regional Business Manager
20125 S. Tamiami Trail
Estero, Florida 33928

April 11

SHANE@BBGI.COM



See email for more info

From: Monika
Sent: Wednesday, September 05, 2018 4:48 PM
To: Gigi Shane
Subject: 08-31-18 FORT MYERS Shared Expenses.xlsx

Good afternoon,

Please find August 31st, 2018 Shared Expenses attached.

Thank you,

Monika

Receptionist

Beasley Media Group, LLC.
3033 Riviera Drive, Suite 200
Naples, FL 34103

monika@bbgi.com



BMH SHARED EXPENSES / AUGUST 31 2018

VENDOR

PERIOD

TOTAL

Fort Myers - 5 V10874
WPKK-FM THE LINK WKXB-FM WWCN-FM WJEX-AM WJPT-FM BMSIFMY

NABEF
NAB Conventions
ALLOCATE TO STATIONS
ALLOCATE TO STATIONS
REGISTRATION FOR 2018 RADIO SHOW CAREER FAIR
2018 RADIO SHOW / NAB - MARCONI TABLE
AUGUST 2018
AUGUST 2018

14 Memphis Press 411C 2018

data check
variance

Deborah

Initiative (b)-1

From: Joe
Sent: Wednesday, March 07, 2018 9:57 AM
To: Deborah
Cc: Shane
Subject: FW: March 7th Field Trip

If there's any info you need, let me know what to ask the teacher.

From: Jessica [mailto:Jessica@LeeSchools.net]
Sent: Wednesday, February 07, 2018 3:24 PM
To: Joe
Subject: RE: March 7th Field Trip

How long should I plan for us to be there?

Ms. Jessica | TV Production & Yearbook Adviser | Middle School

From: Joe [Joe@bbgi.com]
Sent: Wednesday, February 07, 2018 3:19 PM
To: Jessica
Subject: RE: March 7th Field Trip

NOTICE: This message originated from outside the District's network.

The 12:30 is better, I can use Babs to help.

Joe
APD/Promotions
WXKB-B1039
20125 South Tamiami Trail
Esteros, FL 33928



From: Jessica [mailto:Jessica@LeeSchools.net]
Sent: Wednesday, February 07, 2018 10:03 AM
To: Joe
Subject: March 7th Field Trip

Hi Joe!

I was wondering if it would be possible for me to bring my students (20 middle schoolers) to visit and take a tour of the studio(s)? Like I said before, we have a tour at NBC from 10-11:30am, so we could come after that. Either at 12:30, or 1:30 - whichever works better for you.

Thank you so much and I look forward to hearing back from you!

Ms. Jessica

| TV Production & Yearbook Adviser

| Middle School

December 12, 2017

Dear Madison

Welcome to the Beasley Broadcast Group. As an intern for the Beasley Broadcast Group, you will have many opportunities available to you. In addition to your primary responsibilities to the Promotions / Programming Department, you will be expected to assist other departments as needed. We will try to give you the opportunity to assist in several departments during your internship in an effort to acquaint you with all facets of operating a radio station. A copy of our Internship Policy and Internship Agreement are attached to this letter.

I hope that you will gain valuable information on what it takes to run a radio station, and that your internship will help you to decide what area of concentration you would like to focus on for your future career in broadcasting.

Sincerely,

Adam
Program Director
Beasley Broadcast group

Internship Program Acknowledgement/Agreement

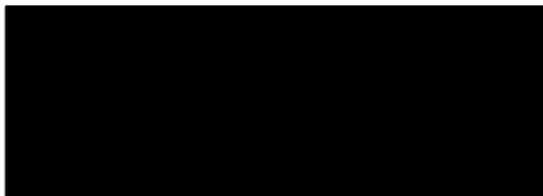
I, Madison hereby request that the Beasley Broadcast Group allow me to participate in its internship program for course credit. I acknowledge that, if accepted, I will not be an employee or an agent of Beasley Broadcast Group but will act solely as an unpaid volunteer gaining experience exclusively for my own benefit. I am not entitled to compensation or any other benefits. I further understand that I am responsible for my own liability insurance.

In consideration of the opportunity to acquire such experience, I do hereby release and forever discharge Beasley Broadcast Group, its owners, successors, agents and employees from any and all liability for any personal injury or property damage which I may sustain in the course of, as a result of, or as a consequence of, directly or indirectly, my internship.

I have read and agree to abide by the Rules of Intern Conduct and all other terms of this Intern Program Policy/Agreement. Further, I understand that if I do not abide by these rules and terms, my internship may be terminated immediately.

By signing below, I agree that I have read and understand the terms of this Internship Program/Policy and Agreement.

12/12/2017
Date



Signed and sealed in the presence of:

Notary Public

Signature

date

January 8, 2018

Dear Rebecca

Welcome to the Beasley Broadcast Group. As an intern for the Beasley Broadcast Group, you will have many opportunities available to you. In addition to your primary responsibilities to the Promotions / Programming Department, you will be expected to assist other departments as needed. We will try to give you the opportunity to assist in several departments during your internship in an effort to acquaint you with all facets of operating a radio station. A copy of our Internship Policy and Internship Agreement are attached to this letter.

I hope that you will gain valuable information on what it takes to run a radio station, and that your internship will help you to decide what area of concentration you would like to focus on for your future career in broadcasting.

Sincerely,

Allyson
Director of Sales
Beasley Broadcast group

Internship Program Acknowledgement/Agreement

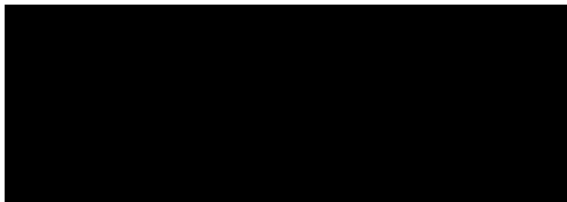
I, Rebecca _____ hereby request that the Beasley Broadcast Group allow me to participate in its internship program for course credit. I acknowledge that, if accepted, I will not be an employee or an agent of Beasley Broadcast Group but will act solely as an unpaid volunteer gaining experience exclusively for my own benefit. I am not entitled to compensation or any other benefits. I further understand that I am responsible for my own liability insurance.

In consideration of the opportunity to acquire such experience, I do hereby release and forever discharge Beasley Broadcast Group, its owners, successors, agents and employees from any and all liability for any personal injury or property damage which I may sustain in the course of, as a result of, or as a consequence of, directly or indirectly, my internship.

I have read and agree to abide by the Rules of Intern Conduct and all other terms of this Intern Program Policy/Agreement. Further, I understand that if I do not abide by these rules and terms, my internship may be terminated immediately.

By signing below, I agree that I have read and understand the terms of this Internship Program/Policy and Agreement.

01/08/2018
Date



Signed and sealed in the presence of:

Notary Public

Signature

date

June 14, 2018

Dear Isaac

Welcome to the Beasley Media Group. As an intern for the Beasley Media Group, you will have many opportunities available to you. In addition to your primary responsibilities to the Promotions / Programming Department, you will be expected to assist other departments as needed. We will try to give you the opportunity to assist in several departments during your internship in an effort to acquaint you with all facets of operating a radio station. A copy of our Internship Policy and Internship Agreement are attached to this letter.

I hope that you will gain valuable information on what it takes to run a radio station, and that your internship will help you to decide what area of concentration you would like to focus on for your future career in broadcasting.

Sincerely,

Adam

Program Director

Beasley Media group

Internship Program Acknowledgement/Agreement

* I, Isaac _____, hereby request that the Beasley Media Group allow me to participate in its internship program for course credit. I acknowledge that, if accepted, I will not be an employee or an agent of Beasley Media Group but will act solely as an unpaid volunteer gaining experience exclusively for my own benefit. I am not entitled to compensation or any other benefits. I further understand that I am responsible for my own liability insurance.

In consideration of the opportunity to acquire such experience, I do hereby release and forever discharge Beasley Media Group, its owners, successors, agents and employees from any and all liability for any personal injury or property damage which I may sustain in the course of, as a result of, or as a consequence of, directly or indirectly, my internship.

I have read and agree to abide by the Rules of Intern Conduct and all other terms of this Intern Program Policy/Agreement. Further, I understand that if I do not abide by these rules and terms, my internship may be terminated immediately.

By signing below, I agree that I have read and understand the terms of this Internship Program/Policy and Agreement.

05-22-2018
Date



Signed and sealed in the presence of:

Notary Public

Signature

date

August 17, 2018

Dear Jacquelin

Welcome to the Beasley Broadcast Group. As an intern for the Beasley Broadcast Group, you will have many opportunities available to you. In addition to your primary responsibilities to the Promotions / Programming Department, you will be expected to assist other departments as needed. We will try to give you the opportunity to assist in several departments during your internship in an effort to acquaint you with all facets of operating a radio station. A copy of our Internship Policy and Internship Agreement are attached to this letter.

I hope that you will gain valuable information on what it takes to run a radio station, and that your internship will help you to decide what area of concentration you would like to focus on for your future career in broadcasting.

Sincerely,

Rachael
Promotions Director / NTR Director
Beasley Media Group of SWFL

Internship Program Acknowledgement/Agreement

I, Jacquelin hereby request that the Beasley Broadcast Group allow me to participate in its internship program for course credit. I acknowledge that, if accepted, I will not be an employee or an agent of Beasley Broadcast Group but will act solely as an unpaid volunteer gaining experience exclusively for my own benefit. I am not entitled to compensation or any other benefits. I further understand that I am responsible for my own liability insurance.

In consideration of the opportunity to acquire such experience, I do hereby release and forever discharge Beasley Broadcast Group, its owners, successors, agents and employees from any and all liability for any personal injury or property damage which I may sustain in the course of, as a result of, or as a consequence of, directly or indirectly, my internship.

I have read and agree to abide by the Rules of Intern Conduct and all other terms of this Intern Program Policy/Agreement. Further, I understand that if I do not abide by these rules and terms, my internship may be terminated immediately.

By signing below, I agree that I have read and understand the terms of this Internship Program/Policy and Agreement.

8/17/18
Date

By: 

Signed and sealed in the presence of:

Notary Public

Signature

date

DECLARATION OF BRAD BEASLEY

I, Brad Beasley, under penalty of perjury, hereby declare that, to the best of my knowledge, the following is true and correct. I understand that this Declaration will be submitted to the Federal Communications Commission.

1. I am Market Manager of the Beasley Broadcasting – Estero, Florida station employment unit, which includes Beasley's stations in the Fort Myers, Florida market. I have held this position since January 1, 2006.

2. I am familiar with the EEO Public File Reports covering the recruitment and supplemental initiative efforts conducted by the Estero station employment unit during the 2016-17 and 2017-18 EEO reporting cycles.

3. Regarding the cross-training initiatives that are referenced in the EEO Public File Reports, our station employment unit has a continuous program whereby employees learn valuable skills necessary to qualify for other positions, including higher-level ones. While we have not maintained formal documentation for this program, numerous employment unit personnel participated in our cross-training program during the 2016-17 and 2017-18 reporting cycles.


Brad Beasley

April 15, 2019