

## **EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period: July 23, 2016 - July 22, 2017**

- 1) Employment Unit: Beasley Broadcast Media Group – Charlotte, NC**
- 2) Unit Members (Stations and Communities of License): WBAV-FM, Gastonia, NC; WBCN-AM, Charlotte, NC; WFNZ-AM, Charlotte, NC; WKQC-FM, Charlotte, NC; WNKS-FM, Charlotte, NC; WPEG-FM, Concord, NC; WSOC-FM, Charlotte, NC**

**3) EEO Contact Information for Employment Unit:**

|  |  |
|--|--|
| Mailing Address:<br><br>1520 South Boulevard, Suite 300<br>Charlotte, NC 28203 | Telephone Number:<br>704.522.1103          |
|  | Contact Person/Title:<br>Bill Schoening    |
|  | E-mail Address:<br>Bill.schoening@bbgi.com |

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

| <b>Job Title</b>                | <b>Recruitment Source Referring Hiree</b>   |
|---------------------------------|---|
| (a) Account Executive           | Employee Referral                           |
| (b) Account Executive           | Walk-In                                     |
| (c) Sales Assistant             | Industry Referral                           |
| (d) Graphic Designer            | Employee Referral                           |
| (e) Production Director         | Employee Referral                           |
| (f) Account Executive           | Beasley Media Group Website (www.bbgi.com)* |
| (g) Account Executive           | Beasley Media Group Website (www.bbgi.com)* |
| (h) On-Air Announcer/Talent     | Beasley Media Group Website (www.bbgi.com)  |
| (i) On-Air Announcer/Talent     | Employee Referral                           |
| (j) On-Air Announcer/Talent     | Employee Referral                           |
| (k) IT Director                 | LinkedIn                                    |
| (l) Morning Show Producer       | Beasley Media Group Website (www.bbgi.com)  |
| (m) Assist/Transmitter Engineer | Beasley Media Group Website (www.bbgi.com)  |
| (n) Account Executive           | Beasley Media Group Website (www.bbgi.com)  |

|     | <b>Job Title</b>        | <b>Recruitment Source Referring Hiree</b> |
|-----|-------------------------|---|
| (o) | On-Air Announcer        | Employee Referral                         |
| (p) | Director of Sales       | Internal Candidate                        |
| (q) | Local Sales Manager     | Internal Candidate                        |
| (r) | Local Sales Manager     | Internal Candidate                        |
| (s) | Administrative Position | Internal Candidate                        |
| (t) | Continuity Director     | Internal Candidate                        |

\* Two positions were filled from one flight of recruitment announcements.

**Stations WBAV-FM, WBCN-AM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, and WSOC-FM are  
Equal Opportunity Employer(s).**

**5) Job Title: 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) |
|--|--|---|---------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300      | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870      | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115      | 2                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272      | 0                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252      | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722      | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401      | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186      | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261      | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011      | 0                          | No   |
| Employee Referral                            | Rob Whitehead/John Reynolds/Krista Stout                             | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8718/8646 | 2                          | No   |

**5) Job Title: Account Executive**

**Referral Source(s) of Hire: 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) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 0                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011   | 0                          | No   |

**Stations WBAV-FM, WBCN-AM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, and WSOC-FM are Equal Opportunity Employer(s).**

| Name of Organization Notified of Job Vacancy | Contact Person                    | Address                                      | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-----------------------------------|--|------------------|----------------------------|--|
| Walk-In                                      | Robin Colfax-Herrschaft           | 1520 South Blvd, Ste 300, Charlotte NC 28203 | (704) 227-8818   | 1                          | No   |
| Employee Referral                            | Elizabeth Nifong/Robin Herrschaft | 1520 South Blvd, Ste 300, Charlotte NC 28203 | (704) 227-8810   | 2                          | No   |
| Linked-In                                    | Robin Colfax-Herrschaft           | 1520 South Blvd, Ste 300, Charlotte NC 28203 | (704) 227-8818   | 1                          | No   |

## 5) Job Title: Sales Assistant

## Referral Source(s) of Hiree: Industry Referral

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 3                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegecentral.com/queens  | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011   | 0                          | No   |
| Industry Referral                            | Derek Webber   | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 1                          | No   |
| Employee Referral                            | Alexis Zarycki   | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8649   | 1                          | No   |

## 5) Job Title: Graphic Designer

## Referral Source(s) of Hiree: Employee Referral

| Name of Organization Notified of Job Vacancy | Contact Person | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|----------------|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a            | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a            | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |

**Stations WBAV-FM, WBCN-AM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, and WSOC-FM are Equal Opportunity Employer(s).**

| Name of Organization Notified of Job Vacancy | Contact Person   | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|--|------------------|----------------------------|--|
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214                            | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a>     | 1520 South Blvd, Ste 300, Charlotte NC 28203                         | (704) 227-8115   | 0                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                                   | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                               | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                                      | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360                | (336) 249-8186   | 0                          | No   |
| Queens College                               | <a href="http://collegecentral.com/queens">collegecentral.com/queens</a> | 1900 Selwyn Ave, Charlotte NC 28274                                  | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375                          | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804                       | (252) 443-4011   | 0                          | No   |
| Indeed Website                               | n/a  | <a href="http://www.indeed.com">www.indeed.com</a>                   | n/a              | 6                          | No   |
| Creativehotlist Website                      | n/a  | <a href="http://www.creativehotlist.com">www.creativehotlist.com</a> | n/a              | 1                          | No   |
| Employee Referral                            | Daylon Scott   | 1520 South Blvd, Ste 300, Charlotte NC 28203                         | (704) 227-8117   | 1                          | No   |

##### 5) Job Title: Production Director

##### 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) |
|--|--|--|--|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061           | (919) 821-7300   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214                  | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a>     | 1520 South Blvd, Ste 300, Charlotte NC 28203               | (704) 227-8115   | 3                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                     | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                            | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360      | (336) 249-8186   | 0                          | No   |
| Queens College                               | <a href="http://collegecentral.com/queens">collegecentral.com/queens</a> | 1900 Selwyn Ave, Charlotte NC 28274                        | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375                | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804             | (252) 443-4011   | 0                          | No   |
| RAMP (Radio & Music Pros)                    | Kevin Carter   | <a href="http://www.ramp247.com">www.ramp247.com</a>       | (661) 294-9408   | 1                          | No   |
| Radio Facts                                  | Kevin Ross   | <a href="http://www.radiofacts.com">www.radiofacts.com</a> | <a href="mailto:Kevin.ross@radiofacts.com">Kevin.ross@radiofacts.com</a> | 0                          | No   |

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| Name of Organization Notified of Job Vacancy | Contact Person | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|----------------|--|------------------|----------------------------|--|
| AllAccess.com                                | Sam Weaver     | <a href="http://www.allaccess.com">www.allaccess.com</a> | (972-672-4812    | 0                          | No   |
| Urban League                                 | Denise Moses   | 740 West 5 <sup>th</sup> St., Charlotte NC 28223         | (704) 373-2256   | 0                          | No   |
| Employee Referral                            | Jeff Anderson  | 1520 South Blvd, Ste 300 Charlotte NC 28203              | (704) 227-8653   | 1                          | No   |

**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: Beasley Media Group Website**

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a>     | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 11                         | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | <a href="http://collegecentral.com/queens">collegecentral.com/queens</a> | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011   | 0                          | No   |
| Appalachian State Univ Career Fair           | Deanne Smith   | 287 Rivers Street, Boone NC 28608                     | (828) 262-2180   | 1                          | No   |

**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: Beasley Media Group Website**

(this position and the A.E. position immediately above were filled from one flight of recruitment announcements)

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 11                         | No   |

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| Name of Organization Notified of Job Vacancy | Contact Person           | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--------------------------|---|------------------|----------------------------|--|
| Gaston Community College                     | Melissa Fox              | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC               | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC               | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC               | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC               | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC               | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011   | 0                          | No   |
| Appalachian State Univ Career Fair           | Deanne Smith             | 287 Rivers Street, Boone NC 28608                     | (828) 262-2180   | 1                          | No   |

##### 5) Job Title: On-Air Announcer

##### Referral Source(s) of Hire: Beasley Media Group Website

| Name of Organization Notified of Job Vacancy | Contact Person   | Address  | Telephone Number   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|--|--|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061           | (919) 821-7300   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214                  | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203               | (704) 227-8115   | 3                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                     | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                            | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360      | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens   | 1900 Selwyn Ave, Charlotte NC 28274                        | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375                | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804             | (252) 443-4011   | 0                          | No   |
| RAMP (Radio & Music Pros)                    | Kevin Carter   | <a href="http://www.ramp247.com">www.ramp247.com</a>       | (661) 294-9408   | 0                          | No   |
| Radio Facts                                  | Kevin Ross   | <a href="http://www.radiofacts.com">www.radiofacts.com</a> | <a href="mailto:Kevin.ross@radiofacts.com">Kevin.ross@radiofacts.com</a> | 0                          | No   |
| AllAccess.com                                | Sam Weaver   | <a href="http://www.allaccess.com">www.allaccess.com</a>   | (972)-672-4812   | 1                          | No   |
| Urban League                                 | Denise Moses   | 740 West 5 <sup>th</sup> St., Charlotte NC 28223           | (704) 373-2256   | 0                          | No   |
| Employee Referral                            | Jeff Anderson  | 1520 South Blvd, Ste 300 Charlotte NC 28203                | (704) 227-8653   | 3                          | No   |
| Internal Candidate                           | Torienne Reed  | 1520 South Blvd, Ste 300, Charlotte NC 28203               | (704) 227-8115   | 2                          | No   |

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

### 5) Job Title: On-Air Announcer

### Referral Source(s) of Hiree: Employee Referral

| Name of Organization Notified of Job Vacancy | Contact Person   | Address  | Telephone Number   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|--|--|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061           | (919) 821-7300   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214                  | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a>     | 1520 South Blvd, Ste 300, Charlotte NC 28203               | (704) 227-8115   | 4                          | No   |
| Central Piedmont Community College           | Employment NC  | 1201 Elizabeth Ave, Charlotte NC 28235                     | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employment NC  | 1105 Kelly Dr, Sanford NC 27330                            | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employment NC  | 297 Davidson Comm. College Blvd, Thomasville NC 27360      | (336) 249-8186   | 0                          | No   |
| Queens College                               | <a href="http://collegecentral.com/queens">collegecentral.com/queens</a> | 1900 Selwyn Ave, Charlotte NC 28274                        | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employment NC  | 215 Wrenn Memorial Road, Wentworth NC 27375                | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employment NC  | 522 N. Old Carriage Road, Rocky Mount NC 27804             | (252) 443-4011   | 0                          | No   |
| RAMP (Radio & Music Pros)                    | Kevin Carter   | <a href="http://www.ramp247.com">www.ramp247.com</a>       | (661) 294-9408   | 0                          | No   |
| Radio Facts                                  | Kevin Ross   | <a href="http://www.radiofacts.com">www.radiofacts.com</a> | <a href="mailto:Kevin.ross@radiofacts.com">Kevin.ross@radiofacts.com</a> | 1                          | No   |
| AllAccess.com                                | Sam Weaver   | <a href="http://www.allaccess.com">www.allaccess.com</a>   | (972)-672-4812   | 0                          | No   |
| Urban League                                 | Denise Moses   | 740 West 5 <sup>th</sup> St., Charlotte NC 28223           | (704) 373-2256   | 0                          | No   |
| Employee Referral                            | Jeff Anderson  | 1520 South Blvd, Ste 300 Charlotte NC 28203                | (704) 227-8653   | 2                          | No   |
| Internal Candidate                           | Torienne Reed  | 1520 South Blvd. Ste 300, Charlotte NC 28203               | (704) 227-8653   | 4                          | No   |

### 5) Job Title: On-Air Announcer

### Referral Source(s) of Hiree: Employee Referral

| Name of Organization Notified of Job Vacancy | Contact Person   | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|--|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061 | (919) 821-7300   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214        | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203     | (704) 227-8115   | 3                          | No   |
| Central Piedmont Community College           | Employment NC  | 1201 Elizabeth Ave, Charlotte NC 28235           | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employment NC  | 1105 Kelly Dr, Sanford NC 27330                  | (919) 775-5401   | 0                          | No   |

**Stations WBAV-FM, WBCN-AM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, and WSOC-FM are Equal Opportunity Employer(s).**



| Name of Organization Notified of Job Vacancy | Contact Person           | Address  | Telephone Number   | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--------------------------|--|--|----------------------------|--|
| Davidson Community College                   | Employe NC               | 297 Davidson Comm. College Blvd, Thomasville NC 27360      | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens | 1900 Selwyn Ave, Charlotte NC 28274                        | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC               | 215 Wrenn Memorial Road, Wentworth NC 27375                | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC               | 522 N. Old Carriage Road, Rocky Mount NC 27804             | (252) 443-4011   | 0                          | No   |
| RAMP (Radio & Music Pros)                    | Kevin Carter             | <a href="http://www.ramp247.com">www.ramp247.com</a>       | (661) 294-9408   | 0                          | No   |
| Radio Facts                                  | Kevin Ross               | <a href="http://www.radiofacts.com">www.radiofacts.com</a> | <a href="mailto:Kevin.ross@radiofacts.com">Kevin.ross@radiofacts.com</a> | 0                          | No   |
| AllAccess.com                                | Sam Weaver               | <a href="http://www.allaccess.com">www.allaccess.com</a>   | (972)-672-4812   | 1                          | No   |
| Urban League                                 | Denise Moses             | 740 West 5 <sup>th</sup> St., Charlotte NC 28223           | (704) 373-2256   | 0                          | No   |
| Employee Referral                            | Jeff Anderson            | 1520 South Blvd, Ste 300 Charlotte NC 28203                | (704) 227-8653   | 4                          | No   |

##### 5) Job Title: IT Director

##### Referral Source(s) of Hiree: LinkedIn

| Name of Organization Notified of Job Vacancy | Contact Person   | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|--|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061       | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212  | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214              | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203           | (704) 227-8115   | 1                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                 | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                        | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360  | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens   | 1900 Selwyn Ave, Charlotte NC 28274                    | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375            | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804         | (252) 443-4011   | 0                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                     | (704) 922-6252   | 0                          | No   |
| LinkedIn                                     | Nick Pinto   | <a href="http://www.linkedin.com">www.linkedin.com</a> | (704) 227-8821   | 3                          | No   |
| Indeed.com                                   | Nick Pinto   | <a href="http://www.indeed.com">www.indeed.com</a>     | (704) 227-8821   | 2                          | No   |
| Employee Referral                            | Nick Pinto   | 1520 South Blvd, Ste 300 Charlotte NC 28203            | (704) 227-8821   | 1                          | No   |

**Stations WBAV-FM, WBCN-AM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, and WSOC-FM are Equal Opportunity Employer(s).**

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

**5) Job Title: Morning Show Producer**

**Referral Source(s) of Hiree: Beasley Media Group Website**

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 2                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens   | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011   | 0                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Employee Referral                            | John Reynolds  | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8646   | 3                          | No   |

**5) Job Title: Assist/Transmitter Engineer**

**Referral Source(s) of Hiree: Beasley Media Group Website**

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 1                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |

**Stations WBAV-FM, WBCN-AM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, and WSOC-FM are Equal Opportunity Employer(s).**

| Name of Organization Notified of Job Vacancy | Contact Person            | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|---------------------------|--|------------------|----------------------------|--|
| Queens College                               | collegcentral.com/queens  | 1900 Selwyn Ave, Charlotte NC 28274            | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC                | 215 Wrenn Memorial Road, Wentworth NC 27375    | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC                | 522 N. Old Carriage Road, Rocky Mount NC 27804 | (252) 443-4011   | 0                          | No   |
| Gaston Community College                     | Melissa Fox               | 201 Highway 321 S. Dallas NC 28034             | (704) 922-6252   | 0                          | No   |
| Employee Referral                            | Brad Humphries            | 1520 South Blvd, Ste 300, Charlotte NC 28203   | (704) 227-8091   | 1                          | No   |
| Meredith College                             | Office of Career Planning | 3800 Hillsborough St, Raleigh NC 27607         | (919) 760-8600   | 0                          | No   |
| Society of Broadcast Engineers Website       | Lamar Smith               | www.sbe.org                                    | (317) 846-9000   | 2                          | No   |

##### 5) Job Title: Account Executive

##### Referral Source(s) of Hire: Beasley Media Group Website

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214             | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 3                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens   | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011   | 0                          | No   |
| Appalachian State Univ Career Fair           | Deanne Smith   | 287 Rivers Street, Boone NC 28608                     | (828) 262-2180   | 1                          | No   |

##### 5) Job Title: On-Air Announcer

##### 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) |
|--|----------------|--|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a            | 150 Fayetteville St., Ste 1270, Raleigh NC 27061 | (919) 821-7300   | 0                          | No   |

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| Name of Organization Notified of Job Vacancy | Contact Person   | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|--|------------------|----------------------------|--|
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212    | (704) 556-2870   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Road, Charlotte NC 28214                | (704) 395-9272   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a>     | 1520 South Blvd, Ste 300, Charlotte NC 28203             | (704) 227-8115   | 6                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                   | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                          | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360    | (336) 249-8186   | 0                          | No   |
| Queens College                               | <a href="http://collegecentral.com/queens">collegecentral.com/queens</a> | 1900 Selwyn Ave, Charlotte NC 28274                      | (704) 337-2200   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375              | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC   | 522 N. Old Carriage Road, Rocky Mount NC 27804           | (252) 443-4011   | 0                          | No   |
| RAMP (Radio & Music Pros)                    | Kevin Carter   | <a href="http://www.ramp247.com">www.ramp247.com</a>     | (661) 294-9408   | 1                          | No   |
| AllAccess.com                                | Sam Weaver   | <a href="http://www.allaccess.com">www.allaccess.com</a> | (972)-672-4812   | 1                          | No   |
| Internal Candidate                           | Torienne Reed  | 1520 South Blvd, Ste 300, Charlotte NC 28203             | (704) 227-8115   | 1                          | No   |
| Employee Referral                            | Jeff Anderson  | 1520 South Blvd, Ste 300, Charlotte NC 28203             | (704) 227-8653   | 1                          | No   |

##### 5) Job Title: Director of Sales

##### Referral Source(s) of Hiree: Internal Candidate

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 0                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| University of North Carolina at Charlotte    | Jenny Armour   | 9201 University City Blvd, Charlotte NC 28223         | (704) 330-6286   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Rd, Charlotte NC 28214               | (704) 395-9272   | 0                          | No   |
| Urban League of Carolinas                    | Shannon McKnight   | 740 West 5 <sup>th</sup> St, Charlotte NC 28223       | (704) 373-2256   | 0                          | No   |
| Internal Referral                            | Chris Meinhardt/Neilson Audio  | 1520 South Blvd, Ste 300 Charlotte, NC 28203          | (704) 227-8115   | 1                          | No   |

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| Name of Organization Notified of Job Vacancy | Contact Person                          | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|---|--|------------------|----------------------------|--|
| Inside Radio                                 | Heather Monahan                         | <a href="http://www.insideradio.com">www.insideradio.com</a> | n/a              | 5                          | No   |
| Internal Candidate                           | Torienne Reed                           | 1520 South Blvd, Ste 300 Charlotte, NC 28203                 | (704) 227-8115   | 1                          | No   |
| Industry Referral                            | Matt Sunshine/Center for Sales Strategy | 1520 South Blvd, Ste 300 Charlotte, NC 28203                 | (704) 227-8115   | 1                          | No   |

#### 5) Job Title: Local Sales Manager

#### Referral Source(s) of Hiree: Internal Candidate

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a>   | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 0                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | <a href="http://collegcentral.com/queens">collegcentral.com/queens</a> | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Rd, Charlotte NC 28214               | (704) 395-9272   | 0                          | No   |
| Urban League of Carolinas                    | Shannon McKnight   | 740 West 5 <sup>th</sup> St, Charlotte NC 28223       | (704) 373-2256   | 0                          | No   |
| Internal Candidate                           | Torienne Reed  | 1520 South Blvd, Ste 300 Charlotte, NC 28203          | (704) 227-8115   | 5                          | No   |

#### 5) Job Title: Local Sales Manager

#### Referral Source(s) of Hiree: Internal Candidate

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 1                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 1                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                    | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |

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| Name of Organization Notified of Job Vacancy | Contact Person            | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|---------------------------|---|------------------|----------------------------|--|
| Davidson Community College                   | Employe NC                | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens  | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox               | 3435 Performance Rd, Charlotte NC 28214               | (704) 395-9272   | 0                          | No   |
| Urban League of Carolinas                    | Shannon McKnight          | 740 West 5 <sup>th</sup> St, Charlotte NC 28223       | (704) 373-2256   | 0                          | No   |
| Rockingham Community College                 | Employe NC                | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Nash Community College                       | Employe NC                | 522 N. Old Carriage Road, Rocky Mount NC 27804        | (252) 443-4011   | 0                          | No   |
| Meredith College                             | Office of Career Planning | 3800 Hillsborough St, Raleigh NC 27607                | (919) 760-8600   | 0                          | No   |
| Internal Candidate                           | Torienne Reed             | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 1                          | No   |

##### 5) Job Title: Administrative Position

##### Referral Source(s) of Hire: Internal Candidate

| Name of Organization Notified of Job Vacancy | Contact Person   | Address  | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|--|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061         | (919) 821-7300   | 0                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212    | (704) 556-2870   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203             | (704) 227-8115   | 3                          | No   |
| Gaston Community College                     | Melissa Fox  | 201 Highway 321 S. Dallas NC 28034                       | (704) 922-6252   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                   | (704) 330-2722   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360    | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens   | 1900 Selwyn Ave, Charlotte NC 28274                      | (704) 337-2200   | 1                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Rd, Charlotte NC 28214                  | (704) 395-9272   | 0                          | No   |
| University of North Carolina at Charlotte    | Jenny Armour   | 9201 University City Blvd, Charlotte NC 28223            | (704) 330-6286   | 1                          | No   |
| AllAccess.com                                | Sam Weaver   | <a href="http://www.allaccess.com">www.allaccess.com</a> | (972)-672-4812   | 0                          | No   |
| Internal Candidate                           | Torienne Reed  | 1520 South Blvd, Ste 300, Charlotte NC 28203             | (704) 227-8115   | 1                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                          | (919) 775-5401   | 0                          | No   |

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

**5) Job Title: Continuity Director**

**Referral Source(s) of Hiree: Internal Candidate**

| Name of Organization Notified of Job Vacancy | Contact Person   | Address   | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|--|---|------------------|----------------------------|--|
| North Carolina Broadcasters Assoc.           | n/a  | 150 Fayetteville St., Ste 1270, Raleigh NC 27061      | (919) 821-7300   | 1                          | No   |
| NC Security Employment NC Works              | n/a  | 5601 Executive Center Dr, Ste 300, Charlotte NC 28212 | (704) 556-2870   | 0                          | No   |
| Beasley Media Group Website                  | <a href="mailto:Charlotte.jobs@bbgi.com">Charlotte.jobs@bbgi.com</a> | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 1                          | No   |
| Central Carolina Community College           | Employe NC   | 1105 Kelly Dr, Sanford NC 27330                       | (919) 775-5401   | 0                          | No   |
| Central Piedmont Community College           | Employe NC   | 1201 Elizabeth Ave, Charlotte NC 28235                | (704) 330-2722   | 0                          | No   |
| Davidson Community College                   | Employe NC   | 297 Davidson Comm. College Blvd, Thomasville NC 27360 | (336) 249-8186   | 0                          | No   |
| Queens College                               | collegcentral.com/queens   | 1900 Selwyn Ave, Charlotte NC 28274                   | (704) 337-2200   | 0                          | No   |
| Carolina School of Broadcasting              | Melissa Fox  | 3435 Performance Rd, Charlotte NC 28214               | (704) 395-9272   | 0                          | No   |
| Urban League of Carolinas                    | Shannon McKnight   | 740 West 5 <sup>th</sup> St, Charlotte NC 28223       | (704) 373-2256   | 0                          | No   |
| Rockingham Community College                 | Employe NC   | 215 Wrenn Memorial Road, Wentworth NC 27375           | (336) 342-4261   | 0                          | No   |
| Meredith College                             | Office of Career Planning  | 3800 Hillsborough St, Raleigh NC 27607                | (919) 760-8600   | 0                          | No   |
| Appalachian State Univ Career Fair           | Deanne Smith   | 287 Rivers Street, Boone NC 28608                     | (828) 262-2180   | 0                          | No   |
| Internal Candidate                           | Brenda Yelton/Torienne Reed  | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 3                          | No   |
| Employee Referral                            | Torienne Reed  | 1520 South Blvd, Ste 300, Charlotte NC 28203          | (704) 227-8115   | 4                          | No   |

**Stations WBAV-FM, WBCN-AM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, and WSOC-FM are Equal Opportunity Employer(s).**

6) **Total # of Interviewees Referred:** For the period from **July 23, 2016 - July 22, 2017** this Employment Unit interviewed 127 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Training Program/Mentoring Program**

Sales Associate Training/Mentoring Program (Ongoing)

The Employment Unit has implemented a sales training/mentoring program to assist with the growth, development, and support of junior account executives and other entry level personnel who have interest in career in sales. The Sales Associate Training Program is designed to enable Employment Unit personnel in sales in acquiring skills that could qualify them for higher level positions. Participants participate in a 10-12 month training program to establish a position within Radio that will provide real world industry training as well as a perspective on interdepartmental procedures. Additionally, one senior account executive at each station is a designated mentor, who works on a one-on-one daily basis with designated mentees. At the same time, the senior account executive mentors develop supervisory and instructional skills necessary for careers in sales management. During this reporting period, the Employment Unit had 10 participants in the training/mentoring program.

Personnel Involved: Director of Sales, Sales Departments, Digital Sales Manager

(b) **Initiative: Internship Program**

The Employment Unit has an ongoing internship program designed to assist members of the community in acquiring skills needed for broadcast employment and designed to promote and foster the professional development of participating students. Interns are assigned to work in all departments at the stations, including digital, promotions, programming, and sales. Interns come from various colleges and universities in the Greater Charlotte/surrounding areas. The program hosted 20 students during the reporting period.

Personnel Involved: WPEG-FM, WBAV-FM Program Director, WPEG-FM, WBAV-FM Promotions Manager, WPEG-FM Morning Show Producer, WKQC-FM, WNKS-FM Program Director, WKQC-FM, WNKS-FM Morning Show Producer, Charlotte Market Director of Sales, Charlotte Digital Department, Digital Content Director, Charlotte Market Public Affairs Director

(c) **Initiative: Kellar Radio Talent Institute, Appalachian State University (June 9-10, 2017)**

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

Personnel Involved: Charlotte Vice President/Market Manager, Director of Sales, WKQC/WNKS Operations Manager/Program Director, Charlotte Market Production Director, Charlotte Market Assistant Business Manager, WPEG/WBAV Operations Mgr/Program Director, WPEG/WBAV Promotions Director, Charlotte Market Digital Sales Manager

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**(d) Initiative: Appalachian State University Fall CareerFest (September 27, 2016)**

The Employment Unit participated in ASU's largest and most comprehensive fall career event, serving an average of 1,000 student and alumni attendees of all majors and skill sets. CareerFest provides companies, non-profits, healthcare and government agencies the opportunity to network and share valuable internship and job information with students and alumni.

Personnel Involved: Charlotte Market Director of Sales, Charlotte Market Assistant Business Manager

**(e) Initiative: Participation in General Outreach Efforts using Job Banks or Internet Programs**

Beasley Media Group Website (Ongoing)

The Employment Unit has made significant contributions to the Beasley Media Group career website ([www.bbgi.com/category/job-openings/](http://www.bbgi.com/category/job-openings/)), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit BBGI.com to view all available job opportunities with Beasley Media Group Charlotte. Recruitment spots run regularly on each station, stating that "Station WBAV-FM, WBCN-FM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, WSOC-FM, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local Community Organizations in referring qualified applicants to our station. Community organizations that wish to receive our vacancy information should contact Torienne Reed at WBAV-FM, WBCN-FM, WFNZ-AM, WKQC-FM, WNKS-FM, WPEG-FM, WSOC-FM by calling (704) 227-8115. In addition, all listeners are encouraged to visit [www.bbgi.com](http://www.bbgi.com) for an online listing of job openings at all Beasley Media Group stations."

Personnel Involved: Human Resources/Payroll Manager

**(f) Initiative: 2016 NAB Education Foundation and Broadcast Education Association Radio Career Fair (Nashville, TN – September 20, 2016)**

Beasley Media Group participated in a regional career fair hosted by the NAB Education Foundation and Broadcast Education Association in Nashville, TN. Employment Unit personnel in attendance discussed the available opportunities at the Employment Unit and careers in broadcasting generally. Job postings for all Beasley Media stations were available along with the most current sales kits for each market for attendees to flip through. Job fair attendees were able to ask Employment Unit personnel from sales departments about jobs within Beasley Media Group and about the hiring process at Beasley Media Group as well.

Personnel Involved: Vice President of Corporate Communications, Business Managers

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