

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 9/22/10 to 9/21/11.

- 1) Employment Unit: Beasley Broadcast Group, Miami**
- 2) Unit Members (Stations and Communities of License):**

WPOW(FM), Miami, FL
WQAM(AM), Miami, FL
WKIS(FM), Boca Raton, FL

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

Mailing Address: Beasley Broadcast Group, Miami c/o Jennie Horta 194 NW 187 St Miami, FL 33169	Telephone Number: 305-654-1700
	Contact Person/Title: Jennie Horta/Assistant Regional Business Manager
	E-mail Address: jennie@wqam.com

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

Job Title	Recruitment Source Referring Hiree
1. Regional Business Manager	Blind Ad in Inside Radio
2. Traffic Assistant	Employee Referral
3. Sales Assistant	Employee Referral
4. Account Executive	Employee Referral
5. Account Executive	Employee Referral
6. Account Executive	Employee Referral
7. Account Executive	Employee Referral
8. Administrative Assistant	Craigslist
9. Asst. Business Manager	Monster.com
10. Program Director	Bill Tanner & Associates (Consulting Firm)
11. Webmaster	Craigslist
12. Assistant Regional Business Manager	Craigslist
13. Announcer	See note on page 10
14. Account Executive	See note on page 10
15. Account Executive	See note on page 10

Stations WPOW(FM), WQAM(AM) and WKIS(FM) are Equal Opportunity Employers.

5) Job Title: Regional Business Manager (1)**Referral Source(s) of Hiree: Blind Ad in Inside Radio**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Blind Ad in Inside Radio*	Gene McKay	PO Box 567925, Atlanta, GA 31156	800-640-8852	7	N

* Due to the need for confidentiality so as not to alert an existing employee that the station employment unit had decided to replace, and the need to have that existing employee's replacement identified for an immediate and seamless transition, a blind ad was posted in Inside Radio.

5) Job Title: Traffic Assistant (2)**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpow.com , www.wkls.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	0	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Florida Memorial College	Sheryl Bain	15800 NW 42 Ave Miami, FL 33054	305-626-3785	0	N
Women in Distress	Career Services	PO Box 676, Ft. Lauderdale, FL 33302	954-760-9800	0	N
St. Thomas University	Career Services	16400 NW 33 Ave Miami, FL 33054	305-623-6546	0	N
NAACP	Ethyl Duncan	PO Box 315 Opa Locka, FL 33054	305-685-7152	0	N
Seminole Tribe of Florida	Glen Altman	6300 Stirling Rd., Hollywood, FL 33024	800-640-8852	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-5451	0	N
Art Institute of Ft. Lauderdale	Jodi Birkshire	1055 N Federal Hwy	954-308-2605	0	N
Employee referral	HR	194 NW 187 St Miami, FL 33169	305-654-1700	2	N
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N

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5) Job Title: Sales Assistant (3)
Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpow.com , www.wkis.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	3	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Florida Memorial College	Sheryl Bain	15800 NW 42 Ave Miami, FL 33054	305-626-3785	0	N
Women in Distress	Career Services	PO Box 676, Ft. Lauderdale, FL 33302	954-760-9800	0	N
St. Thomas University	Career Services	16400 NW 33 Ave Miami, FL 33054	305-623-6546	0	N
NAACP	Ethyl Duncan	PO Box 315 Opa Locka, FL 33054	305-685-7152	0	N
Seminole Tribe of Florida	Glen Altman	6300 Stirling Rd., Hollywood, FL 33024	800-640-8852	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-5451	0	N
FL A&M University	Yanela Gordon	Tallahassee, FL 32307	850-599-3379	0	N
Employee referral	HR	194 NW 187 St Miami, FL 33169	305-654-1700	2	N
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N
SER Jobs for Progress	Yolanda Ruiz	42 NW 27 th Ave, Miami, FL 33125	305-649-7500	0	N
African Heritage Cultural	Marshall Davis	6161 NW 22 Ave, Miami, FL 33142	305-638-6771	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Connecticut School of Broadcasting	Mindy Acevedo	3538 South University Dr, Davie, FL 33328	305-403-3800	0	N
Black Archives Foundation	Kenyatta Wilson	5400 NW 22 Ave, Miami, FL 33142	305-636-2390	0	N
Miami Dade Chamber of Commerce	Debbie Pearson	9190 Biscayne Blvd, Miami, FL 33138	305-751-8648	0	N
Black Business Association	Roshann Dexter	6013 NW 7 Ave, 2 nd Floor, Miami, FL 33127	305-759-8466	0	N
University of North Carolina	Jamie Litty	1621 Purefoy Dr, Chapel Hill, NC 27516	919-962-2211	0	N

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5) Job Title: Account Executive (4)
Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpow.com , www.wkis.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	0	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
MediaRecruiter.com	Art Scott	9457 S University Blvd, Highlands Ranch,, Co 80126	303-400-5150	0	N
Monster.com	N/A	www.monster.com	800-666-7837	0	N
Radio Ink	N/A	1901 South Congress Ave Ste 118, Boyton Beach, FL 33426	561-655-8778	0	N
Craigslist	N/A	www.craigslist.com	N/A	0	N
Employee referral	HR	194 NW 187 St Miami, FL 33169	305-654-1700	1	N

5) Job Title: Account Executive (5)
Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpow.com , www.wkis.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	0	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Miami Dade Chamber of Commerce	Debbie Pearson	9190 Biscayne Blvd, Miami, FL 33138	305-751-8648	0	N
University of North Carolina	Jamie Litty	1621 Purefoy Dr, Chapel Hill, NC 27516	919-962-2211	0	N
Black Business Association	Roshann Dexter	6013 NW 7 Ave, 2 nd Fl, Miami, FL 33127	305-759-8466	0	N
Connecticut School of Broadcasting	Mindy Acevedo	3538 South University Dr, Davie, FL 33328	305-403-3800	0	N
Black Archives Foundation	Kenyatta Wison	5400 NW 22 Ave, Miami, FL 33142	305-636-2390	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-4451	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Employee referral	HR	194 NW 187 St Miami, FL 33169	305-654-1700	4	N
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N
On-Air spot	Chris Jones	194 NW 187 St, Miami, FL 33169	305-654-1700	2	N

5) Job Title: Account Executive (6)*

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpxw.com , www.wkls.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	3	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Miami Dade Chamber of Commerce	Debbie Pearson	9190 Biscayne Blvd, Miami, FL 33138	305-751-8648	0	N
University of North Carolina	Jamie Litty	1621 Purefoy Dr, Chapel Hill, NC 27516	919-962-2211	0	N
Black Business Association	Roshann Dexter	6013 NW 7 Ave, 2nd Fl, Miami, FL 33127	305-759-8466	0	N
Connecticut School of Broadcasting	Mindy Acevedo	3538 South University Dr, Davie, FL 33328	305-403-3800	0	N
Black Archives Foundation	Kenyatta Wilson	5400 NW 22 Ave, Miami, FL 33142	305-636-2390	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-4451	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Employee referral	HR	194 NW 187 St Miami, FL 33169	305-654-1700	4	N
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N

* Vacancies (6) and (7) were filled using the same pool of job vacancy notices.

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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)
On-Air spot	Chris Jones	194 NW 187 St, Miami, FL 33169	305-654-1700	4	N
Craigslist	N/A	www.craigslist.com	n/a	1	N
Radio Ink	N/A	1901 South Congress Ave Ste 118, Boyton Beach, FL 33426	561-655-8778	4	N

5) Job Title: Account Executive (7)*

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpow.com , www.wkis.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	3	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Miami Dade Chamber of Commerce	Debbie Pearson	9190 Biscayne Blvd, Miami, FL 33138	305-751-8648	0	N
University of North Carolina	Janie Litty	1621 Purefoy Dr, Chapel Hill, NC 27516	919-962-2211	0	N
Black Business Association	Roshann Dexter	6013 NW 7 Ave, 2nd Fl, Miami, FL 33127	305-759-8466	0	N
Connecticut School of Broadcasting	Mindy Acevedo	3538 South University Dr, Davie, FL 33328	305-403-3800	0	N
Black Archives Foundation	Kenyatta Wison	5400 NW 22 Ave, Miami, FL 33142	305-636-2390	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-5451	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Employee referral	HR	194 NW 187 St Miami, FL 33169	305-654-1700	9	N
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N
On-Air spot	Chris Jones	194 NW 187 St, Miami, FL 33169	305-654-1700	4	N
Craigslist	N/A	www.craigslist.com	n/a	1	N

* Vacancies (6) and (7) were filled using the same pool of job vacancy notices.

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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)
Radio Ink	N/A	1901 South Congress Ave Ste 118, Boyton Beach, FL 33426	561-655-8778	4	N

5) Job Title: Administrative Assistant (8)*

Referral Source(s) of Hiree: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpow.com , www.wkis.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	1	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
Miami Dade Chamber of Commerce	Debbie Pearson	9190 Biscayne Blvd, Miami, FL 33138	305-751-8648	0	N
Black Business Association	Roshann Dexter	6013 NW 7 Ave, 2nd Fl, Miami, FL 33127	305-759-8466	0	N
Black Archives Foundation	Kenyatta Wilson	5400 NW 22 Ave, Miami, FL 33142	305-636-2390	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-5451	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Monster.com	N/A	www.monster.com	800-666-7837	3	N
Craigslist	N/A	www.craigslist.com	N/A	9	N
Florida Memorial College	Sheryl Bain	15800 NW 42 Ave Miami, FL 33054	305-626-3785	0	N
FL A&M University	Yanela Gordon	Tallahassee, FL 32307	850-599-3379	0	N
SER Jobs for Progress	Yolanda Ruiz	42 NW 27th Ave, Miami, FL 33125	305-649-7500	0	N
African Heritage Cultural	Marshall Davis	6161 NW 22 Ave, Miami, FL 33142	305-638-6771	0	N
Seminole Tribe of Florida	Glen Altman	6300 Stirling Rd., Hollywood, FL 33024	800-640-8852	0	N
NAACP	Ethyl Duncan	PO Box 315 Opa Locka, FL 33054	305-685-7152	0	N
St. Thomas University	Career Services	16400 NW 33 Ave Miami, FL 33054	305-623-6546	0	N

* Vacancies (8) and (9) were filled using the same pool of job vacancy notices.

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5) Job Title: Assistant Business Manager (9)*

Referral Source(s) of Hire: Monster.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpxw.com , www.wkis.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	1	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
Miami Dade Chamber of Commerce	Debbie Pearson	9190 Biscayne Blvd, Miami, FL 33138	305-751-8648	0	N
Black Business Association	Roshann Dexter	6013 NW 7 Ave, 2 nd Fl, Miami, FL 33127	305-759-8466	0	N
Black Archives Foundation	Kenyatta Wison	5400 NW 22 Ave, Miami, FL 33142	305-636-2390	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-5451	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Monster.com	N/A	www.monster.com	800-666-7837	3	N
Craigslist	N/A	www.craigslist.com	N/A	9	N
Florida Memorial College	Sheryl Bain	15800 NW 42 Ave Miami, FL 33054	305-626-3785	0	N
FL A&M University	Yanela Gordon	Tallahassee, FL 32307	850-599-3379	0	N
SER Jobs for Progress	Yolanda Ruiz	42 NW 27th Ave, Miami, FL 33125	305-649-7500	0	N
African Heritage Cultural	Marshall Davis	6161 NW 22 Ave, Miami, FL 33142	305-638-6771	0	N
Seminole Tribe of Florida	Glen Altman	6300 Stirling Rd., Hollywood, FL 33024	800-640-8852	0	N
NAACP	Ethyl Duncan	PO Box 315 Opa Locka, FL 33054	305-685-7152	0	N
St. Thomas University	Career Services	16400 NW 33 Ave Miami, FL 33054	305-623-6546	0	N

* Vacancies (8) and (9) were filled using the same pool of job vacancy notices.

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5) Job Title: Program Director (10) Referral Source(s) of Hiree: Bill Tanner & Associates (Consulting Firm)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com	615-252-6400	5	N
Station website	Jennie Horta	www.wpow.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	0	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N
Connecticut School of Broadcasting	Mindy Acevedo	3538 South University Dr, Davie, FL 33328	305-403-3800	0	N
University of North Carolina	Jamie Litty	1621 Purefoy Dr, Chapel Hill, NC 27516	919-962-2211	0	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Bill Tanner & Associates (Consulting Firm)	Bill Tanner	2299 Gloaming Way, Beverly Hills, Ca 90210	310-205-0322	7	N
Radio info.com	Tom Taylor	65 East Wacker Place, Chicago, IL 60601	N/A	0	N

5) Job Title: Webmaster (11)

Referral Source(s) of Hiree: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craigslist	N/A	www.craigslist.com	N/A	1	N
Station websites	Kimberly Sonneborn	www.wpow.com , www.wqam.com , www.wkis.com	305-654-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	0	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-5451	0	N
Women in Distress	Career Services	PO Box 676, Ft. Lauderdale, FL 33302	954-760-9800	0	N
Seminole Tribe of Florida	Glen Altman	6300 Stirling Rd., Hollywood, FL 33024	800-640-8852	0	N
NAACP	Ethyl Duncan	PO Box 315 Opa Locka, FL 33054	305-685-7152	0	N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N
Connecticut School of Broadcasting	Mindy Acevedo	3538 South University Dr, Davie, FL 33328	305-403-3800	0	N
University of North Carolina	Jamie Litty	1621 Purefoy Dr, Chapel Hill, NC 27516	919-962-2211	0	N
Online Streaming of On Air Radio Advertisements	Kimberly Sonneborn	194 NW 187 St, Miami, FL 33169	305-654-1700	1	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Employee referral	HR	194 NW 187 St Miami, FL 33169	305-654-1700	1	N

5) Job Title: Assistant Regional Business Manager (12)

Referral Source(s) of Hiree: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Jim Asker	www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	615-252-6400	0	N
Station website	Jennie Horta	www.wqam.com , www.wpow.com , www.wkis.com	305-657-1700	0	N
Internal Employment Unit Posting	Jennie Horta	194 NW 187 St, Miami, FL 33169	305-654-1700	0	N
Notice Company-Wide to All Beasley Stations	Margaret	3033 Riviera Dr, Naples, FL 34103	239-263-5000	0	N
Miami Dade Chamber of Commerce	Debbie Pearson	9190 Biscayne Blvd, Miami, FL 33138	305-751-8648	0	N
Florida International University	Career Services	Florida International University Miami, FL 33199	305-348-6754	0	N
Barry University	Career Center	11300 NE 2 Ave Miami Shores, FL 33161	305-899-4010	0	N
University of Miami	Marcus Ulmer	PO Box 249179 Coral Gables, FL 33124	305-284-5451	0	N
Employflorida.com	Employflorida.com	Employflorida.com	866-FLA-2345	0	N
Florida Memorial College	Sheryl Bain	15800 NW 42 Ave Miami, FL 33054	305-626-3785	0	N
FL A&M University	Yanela Gordon	Tallahassee, FL 32307	850-599-3379	0	N
SER Jobs for Progress	Yolanda Ruiz	42 NW 27th Ave, Miami, FL 33125	305-649-7500	0	N
African Heritage Cultural	Marshall Davis	6161 NW 22 Ave, Miami, FL 33142	305-638-6771	0	N
Seminole Tribe of Florida	Glen Altman	6300 Stirling Rd., Hollywood, FL 33024	800-640-8852	0	N
NAACP	Ethyl Duncan	PO Box 315 Opa Locka, FL 33054	305-685-7152	0	N
St. Thomas University	Career Services	16400 NW 33 Ave Miami, FL 33054	305-623-6546	0	N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
University of North Carolina	Jamie Litty	1621 Purefoy Dr, Chapel Hill, NC 27516	919-962-2211	0	N
Funjobsonair.com	Gary James	www.funjobsonair.com	630-916-1700	0	N
Greater Miami Jewish Federation	Sydney Carpel	4200 Biscayne Blvd, Miami, FL 33137	786-866-8488	0	N
East Carolina University	Linda Goldbold	102 Joyner East, Greenville, NC 27858	252-328-1511	0	Y
Women in Distress	Career Services	PO Box 676, Ft. Lauderdale, FL 33302	954-760-9800	0	N
Craigslist	N/A	www.craigslist.com	N/A	10	N

5) Job Title: Announcer (13) Referral Source(s) of Hiree: Bill Tanner & Associates (Consulting Firm)

Due to the need for confidentiality so as not to alert an existing employee that the Employment Unit sought to replace as well as the competitive business concerns and the need to maintain confidentiality in anticipation of a line-up change, the Employment Unit did not engage in recruitment for this position.

5) Job Title: Account Executive (14) Referral Source(s) of Hiree: Temporary Employee

A temporary employee who was initially hired as a temporary Account Executive, to cover for an Account Executive who was then on maternity leave, was moved into a vacant full-time Account Executive position when another Account Executive was terminated. The decision to hire the temporary Account Executive on a permanent, full-time basis was as based on her unique skill set and experience working for BBGI Miami.

5) Job Title: Account Executive (15) Referral Source(s) of Hiree: Corporate Referral

Station WPOW(FM) replaced a terminated Account Executive by rehiring a former Account Executive who had previously worked for the stations for approximately a decade and who had a significant understanding of the station and its clients.

6) Total # of Interviewees Referred: For the period from 9/22/10 to 9/21/11, this Employment Unit interviewed 83 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives

(a) Initiative: Participation in Job Fairs

On 4/13/11, the Beasley Broadcast Group ("BBGI") Corporate Executive VP of Corporate Communications, who 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 in Las Vegas, NV. The VP of Corporate Communications collected resumes on behalf of the Employment Unit, informed the applicants of positions available at the Employment Unit, and described the qualifications needed for each position.

(b) Initiative: Hosting a Job Fair

On 9/20/11, BBGI-Miami hosted its 3rd Annual Job Fair. The Employment Unit collected resumes, informed the applicants of positions available at its stations, and described the qualifications needed for each position. Employment Unit personnel involved with this job fair included the Regional Business Manager and the Assistant Regional Business Manager.

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(c) Initiative: Internship Program

BBGI Miami has an internship program in place. During this reporting period, BBGI Miami had a total of 24 interns participate in this program. These interns have come to the Employment Unit from Miami Dade College, University of Miami, Art Institute of Ft. Lauderdale, Johnson & Wales, Connecticut School of Broadcasting, City College, Florida Memorial University, Florida International University, University of Maryland, University of Temple, Palm Beach State College, Florida Atlantic University, Vanderbilt University, and Florida State University. The interns receive first hand experience in the various aspects of the broadcasting profession including sales, production and promotions, and receive course credit for their work at the Employment Unit. The internship program is designed to assist members of the community to acquire skills needed for broadcast employment.

(d) Training of Management-Level Personnel

On September 21, 2011, management-level personnel at the Employment Unit participated in a webinar led by the BBGI General Counsel that addressed methods of ensuring equal employment opportunity and preventing discrimination. Employment Unit personnel participating included the General Manager, Regional Business Manager, and Assistant Regional Business Manager.

(e) Initiative: Career Days

BBGI Miami visited Miami Dade College in Miami, FL, on 2/25/11 for its Career Day. Station employees educated the student body on careers and future job opportunities in the radio industry.

BBGI Miami visited American Senior High School in South Florida, for its Career Day on 3/23/11 for its Career Day. Station employees educated the student body on careers and future job opportunities in the radio industry.

BBGI Miami visited Hibiscus Elementary High School in South Florida, on 3/23/11 for its Career Day. Station employees educated the student body on careers and future job opportunities in the radio industry.

BBGI Miami visited Somerset Academy in South Florida, on 4/29/11 for its Career Day. Station employees educated the student body on careers and future job opportunities in the radio industry.

BBGI Miami visited Pines Middle School in South Florida, on 5/06/11 for its Career Day. Station employees educated the student body on careers and future job opportunities in the radio industry.

(f) 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 Promotions Assistant trained with the Receptionist to learn proper distribution of listener prizes, handling of the main telephone system, along with all other Receptionist responsibilities.

The Sales Assistant trained with the Receptionist to learn proper distribution of listener prizes, handling of the main telephone system, along with all other Receptionist responsibilities.

The Promotions Assistant trained with the Sales Assistant to learn how to create client proposals, maintain client list up to date along with all other Sales Assistant responsibilities.