

EEO PUBLIC FILE REPORT

THIS REPORT COVERS FULL-TIME VACANCY RECRUITMENT DATA FOR THE PERIOD:

MAY 23, 2023 – MAY 22, 2024

1) EMPLOYMENT UNIT: BEASLEY MEDIA GROUP - DETROIT

2) UNIT MEMBERS (STATIONS AND COMMUNITIES OF LICENSE):

**WCSX (FM), Birmingham, MI
WMGC-FM, Detroit, MI
WRIF (FM), Detroit, MI
WDMK (FM), Detroit, MI**

3) EEO CONTACT INFORMATION FOR EMPLOYMENT UNIT:

Mailing Address: One Radio Plaza Detroit, MI 48220	Telephone Number: 248-591-6800
	Contact Person/Title: Kim O'Brien, Admin Assistant/HR Coordinator
	E-mail Address: kim.obrien@bbgi.com

4) FULL-TIME JOB VACANCIES FILLED BY EACH STATION IN THE EMPLOYMENT UNIT:

Job Title

Referral Source

- | | |
|------------------------------------|--|
| (a) GENERAL SALES MANAGER | MANAGEMENT REFERRAL |
| (b) ADMIN ASSISTANT/HR COORDINATOR | INDEED.COM |
| (c) DIGITAL PROGRAM DIRECTOR | MANAGEMENT REFERRAL |
| (d) BMG ACCOUNT EXECUTIVE (2) | INDUSTRY REFERRAL, MANAGEMENT REFERRAL (2) |

5) RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

a.) Job Title: General Sales Manager Referral Source(s) of Hire: Management Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Beasley Media Group Stations and Websites	Executive Assistant/HR Coordinator per Station	See Appendix B		0	No
Beasley Media Group Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No
EEO Distribution List	N/A	See Appendix A		0	See Appendix A
Employee Referral	Director of Sales	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No
Management Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	7	No
Industry Referral	Client	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No

b.) Job Title: Admin Assistant/HR Coordinator Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Beasley Media Group Stations and Websites	Executive Assistant/HR Coordinator per Station	See Appendix B		0	No
Beasley Media Group Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No
EEO Distribution List	N/A	See Appendix A		3 (Indeed)	See Appendix A
Employee Referral	Market Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No
Industry Referral	Consultant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No

c.) Job Title: Digital Program Director Referral Source(s) of Hire: Management Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Beasley Media Group Stations and Websites	Executive Assistant/HR Coordinator per Station	See Appendix B		0	No
Beasley Media Group Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No
EEO Distribution List	N/A	See Appendix A		3 (Indeed)	See Appendix A
Management Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	4	No
Industry Referral	Client	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No
Employee Referral	Regional Promotions Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No
Walk-In	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No

c.) Job Title: BMG Account Executive (2) Referral Source(s) of Hire: Industry Referral, Management Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
Beasley Media Group Stations and Websites	Executive Assistant/HR Coordinator per Station	See Appendix B		0	No
Beasley Media Group Detroit In-House Posting	Executive Assistant	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No
EEO Distribution List	N/A	See Appendix A		0	See Appendix A
Management Referral	General Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	11	No
Industry Referral	Client	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	2	No
Employee Referral	Regional Promotions Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	1	No
Walk-In	Sales Manager	One Radio Plaza, Ferndale MI, 48220	(248) 591-6800	0	No

Stations WCSX(FM), WDMK(FM), WMGC-FM, and WRIF(FM) are Equal Opportunity Employers.

6) **TOTAL # OF INTERVIEWEES REFERRED:** For the period from May 23, 2023 through May 22, 2024, this Employment Unit interviewed 34 interviewees for full-time job vacancies.

7) **SUPPLEMENTAL RECRUITMENT INITIATIVES**

a) **INITIATIVE: ESTABLISHMENT OF AN INTERNSHIP PROGRAM DESIGNED TO ASSIST MEMBERS OF THE COMMUNITY TO ACQUIRE SKILLS NEEDED FOR BROADCAST EMPLOYMENT.**

Date: Ongoing
Participant: Marketing Director

The Employment Unit has an ongoing internship program in the programming, promotion, sales and production departments. These are semester-long, for-credit internships that allow students to experience radio station operation firsthand. Students shadow station employees on projects and promotions. Time is provided for department head managers to answer questions in a formal setting in order to explain and provide context for students on the various procedures, techniques, and events they experience during the internship.

During the reporting period, the employment unit hosted 3 interns.

b) **INITIATIVE: PARTICIPATION IN OTHER ACTIVITIES DESIGNED BY THE STATION EMPLOYMENT UNIT REASONABLY CALCULATED TO FURTHER THE GOAL OF DISSEMINATING INFORMATION AS TO EMPLOYMENT OPPORTUNITIES**

i. **LOVEYOURNEWJOB.COM**
Date: ONGOING
Participant: Digital Sales Manager

Beasley Media Group has developed LOVEYOURNEWJOB.COM, a job board recruitment program to help employers connect with the current workforce to recruit for better opportunities. Business partners can target qualified workers for available positions. Listeners, job seekers and businesses can come to LOVEYOURNEWJOB.COM to find and post open positions. This job board is open to all businesses as a resource to help with their hiring needs.

c) **INITIATIVE: LISTING OF EACH UPPER-LEVEL CATEGORY OPENING IN A JOB BANK OR NEWSLETTER OF MEDIA TRADE GROUPS WHOSE MEMBERSHIP INCLUDES SUBSTANTIAL PARTICIPATION OF WOMEN AND MINORITIES**

i. **Date: Ongoing**
Participants: Executive Assistant/EEO Coordinator

The Employment Unit posts job openings and internships at the online job bank of the Michigan Association of Broadcasters (www.michmab.com) as well as regularly sending non-confidential upper-level postings (Management, Sales, Promotions) to organizations with membership including substantial participation by women and minorities such as Detroit Urban League, Wayne State University, The Association for Women in Communication Detroit Chapter, Detroit Branch of the NAACP, Detroit Workforce Development, and Arab Community Center for Economic & Social Services.

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d) INITIATIVE: PARTICIPATION IN EVENTS OR PROGRAMS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING

i. Michigan Great Lakes Virtual Academy

Date: July 18, 2023

Participant: On-Air Talent

Two High School students from the Michigan Great Lakes Virtual Academy were given a behind-the-scenes tour of the studio. They were able to ask the On-Air Talent questions about their careers and observe station operations.

ii. Faxon Academy Career Day

Date: May 3, 2024

Participant: WDMK On Air Talent

The WDMK On Air Talent attended the Faxon Academy Career Day. Speakers from various career paths spoke with kindergarten through eighth grade students. The On-Air Talent spoke about job functions, perks and requirements. The students completed surveys asking professionals questions about their careers, like how technology ties into the community and pros and cons of each profession.

e) INITIATIVE: MANAGEMENT LEVEL DEI TRAINING

Employment Unit managerial staff participated in Diversity, Equity, and Inclusion (DEI) training during this reporting period. The goal of the training was to promote a culture of social responsibility and belonging that advocates for hiring and developing employees of every ethnicity, race, social-economic origin, culture, age, religion, gender and sexual orientation as well as individuals with differing abilities. Examples of session topics included Best Practices in DEI, Leading Through Change, and Sensitivity Training.

Personnel involved included the Market Manager and Detroit Managers.

Appendix A- EEO Distribution List

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
ACCESS: Arab Community Center for Economic & Social Services	Mustapha Mounajed	6451 Schaefer Rd., Dearborn, MI 48126	313-945-8146	No
Adrian College	Kellie Berger	110 S Madison St, Adrian, MI 49221	517-265-5161	No
Adcraft	Michelle Rossow	2000 Brush St., Suite 601, Detroit MI, 48226	313-872-7850	No
Albion College	Jenny Risner-Wade	611 E. Porter, Albion, MI 49224	517-629-0332	No
AMFMJobs.com Broadcast Employment Services	Mark Holloway	PO Box 4116, Oceanside CA, 92502	800-374-0119	No
Aquinas College	Annmarie Post	1700 Fulton ST. E, Grand Rapids, MI 49506	616-632-8900	No
Arab American Chaldean Council	Kimberly	28551 Southfield Rd., Lathrup Village, MI 48076	248-559-1990	No
The Association for Women in Communications Detroit Chapter	Alison LaRose	2744 Ellwood, Berkley, MI 48072	248-582-8465	No
Baker College	Tony Vuckovich	1050 W. Bristol Rd., Flint, MI 48507	800-964-4299	No
Broadcast Compliance Services	Robin Cooper	1700 Rockville Pike, Suite 400, Rockville, MD 20852	301-998-6136	No
Calvin University	TaRita Johnson	3201 Burton St. SE, Grand Rapids MI, 49546	616-526-6485	No
Central Michigan University	Diane Prekert	1200 S. Franklin, Ronan Hall, RM240, Mt. Pleasant, MI 48859	(989) 774-3068	No
Columbia College Chicago	Angela Sheridan	623 S. Wabash, Suite 307, Chicago, IL 60605	312-369-7280	No
Davenport University	Eric Cross	6191 Kraft Ave, SE, Grand Rapids, MI 49512	616-698-7111	No
Detroit Urban League	Shelita Richmond	208 Mack Ave., Detroit, MI 48201	313-832-4600	No
Detroit Workforce Development	Pamela Moore	707 W. Milwaukee, Detroit, MI 48202	313-876-0674	No
Eastern Michigan University	Barb Gehring	200 McKenny Hall, Ypsilanti, MI 48197	734-487-0940	No
Ferris State University	Michele Albright	1201 S. State St., Big Rapids, MI 49307	231-591-2685	No
Grand Valley State University	Susan Proctor	1 Campus Dr., Allendale MI, 49401	616-331-3311	No
Indeed.com		Indeed.com		No
Jewish Vocational Services	Lauren Kepes	29699 Southfield Rd., Southfield, MI 48076	(313) 833-8100	No
Lawrence Technological University	Margaret Pierce	21000 W. 10 Mile Rd., Southfield, MI 48075	248-204-3140	No
LinkedIn.com	LinkedIn.com	Mountain View, CA	N/A	No
MAB Job Bank	Sarah Beeskow	819 N. Washington Ave., Lansing, MI 48906	800-968-7622	No
Macomb Community College	Andrea Rickert	14500 E. 12 Mile Rd., Warren MI, 480888	(586) 445-7999	No
Madonna University	Christine Brant	36600 Schoolcraft Rd., Livonia, MI 48150	734-432-5300	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Michigan State University	Theda Rudd	113 Student Services Bldg., East Lansing MI, 48824	(517) 355-9510	No
Michigan State University Alumni Association	Lisa Parker	535 Chestnut Road, Room 300, East Lansing, MI 48824	517-355-8314	No
Michigan Technological University	Shelley Farrey	1400 Townsend Dr., Houghton, MI 49931	906-487-2313	No
Michigan Works Oak Park/Ferndale Service Center	Heather Coleman-Voss	713 E. Nine Mile Rd., Ferndale, MI 48220	248-586-8924	No
Michigan Works' Oak Park Career Center	Patricia Edmonds	22180 Parklawn, Room 105, Oak Park, MI 48237		No
NAACP, Detroit Branch	Donnell White	8220 Second Ave., Detroit MI, 48202	(313) 871-2087, Ext. 2413	No
Oakland Community College-Auburn Hills	Director, Placement Services and Co-Op	2900 Featherstone Rd., Auburn Hills, MI 48326	248-232-4100	No
Oakland University	Denise McConkey	275 W. Vandenberg Hall, Rochester MI 48309	(248) 370-3250	No
Pure Michigan Talent Connect		https://jobs.mitalent.org/post-job/	888-522-0103	No
RAMP247.com	Kevin Carter	24307 Magic Mountain Pkwy, #65, Valencia, CA 91355	661-294-9408	No
Saginaw Valley State University	Sarah Binder	7400 Bay Rd., University Center, MI 48710	989-964-4954	No
Schoolcraft College	Kathy Cox	18600 Haggerty Rd., Livonia, MI 48152	734-462-4461	No
University of Detroit Mercy	Sheryl McGriff	4001 W. McNichols Rd., Detroit MI, 48221	(313) 993-1000	No
University of Michigan	Lynne Seville-White	3200 Student Activities Bldg., Ann Arbor MI, 48109	(734) 764-7460	No
University of Michigan Alumni Association	Louise Jackson	200 Fletcher St., Ann Arbor 48109	734-764-3153	No
University of Michigan Dearborn	Regina Storrs	4901 Evergreen, Rm 111CAB, Dearborn MI, 48128	(313) 593-5000	No
University of Michigan Flint	Handshake	303 East Kearsley St., Flint MI, 48502		No
Walsh College	Laurie Siebert	3838 Livernois Rd./P.O. Box 7006, Troy, MI 48009	248-689-8282	No
Wayne Co. Community College District	E. Martinus Whitfield	801 W. Fort St., Detroit MI, 48226	(313) 496-2500	No
Wayne State University	Eddie Dickinson	656 Reuther Mall, Room 1001, Detroit MI, 48202	313-577-3390	No
Western Michigan University	Brenda Case- Parris	1401 Ellsworth Hall, Kalamazoo MI 49008	269-387-2745	No

Appendix B- Beasley Media Group Stations/Websites

Stations WCSX(FM), WDMK(FM), WMGC-FM, and WRIF(FM) are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification?
Beasley Media Group Atlanta, GA	Business Manager	1465 Northside Dr. #218, Atlanta, GA 30318	404-355-8600	No
Beasley Media Group Augusta, GA	Business Manager	4051 Jimmie Dyess Parkway, Augusta GA 30909	706-396-7000	No
Beasley Media Group Boca Raton, FL	Business Manager	1650 S. Dixie Highway, 5 th Floor, Boca Raton FL, 33432	561-997-0074	No
Beasley Media Group, Boston, MA	Business Manager	55 Morrissey Blvd., Boston MA, 02125	617-822-9600	No
Beasley Media Group Charlotte, NC	Business Manager	1520 South Blvd, Ste 300, Charlotte NC 28203	704-522-1103	No
Beasley Media Group Detroit	Business Manager/ Executive Assistant	One Radio Plaza, Ferndale, MI 48220	248-591-6804	No
Beasley Media Group Fayetteville, SC	Business Manager	508 Person Street, Fayetteville, NC 28301	910-486-2000	No
Beasley Media Group Fort Myers, FL	Business Manager	20125 S. Tamiami Trail, Estero FL 33928	239-495-2100	No
Beasley Media Group Las Vegas, NV	Business Manager	2920 S Durango Drive, Las Vegas, NV 89117	702-730-0300	No
Beasley Media Group New Jersey	Business Manager	1731 Main St. Lake Como, NJ 07719	732-681-9591	No
Beasley Media Group Philadelphia, PA	Business Manager/ Executive Assistant	1 Bala Plaza, Suite 424, Bala Cynwyd, PA 19004	610-667-8500	No
Beasley Media Group Tampa, FL	Business Manager	9721 Executive Center Drive, Suite 200, St. Petersburg, FL 33702	727-563-8990	No
Beasley Media Group Wilmington, DE	Business Manager	812 Philadelphia Pike, Suite C, Wilmington, DE 19809	302-765-1160	No
Beasley Broadcast Group Inc. Careers (www.bbgi.com)	Director, Information Technology	3033 Riviera Drive, Suite 200, Naples FL 34103	239-263-5000	No

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