



WASHINGTON, DC

MEMORANDUM

November 13, 2015

TO: Greg Davis

CC: Carl Connor

FROM: Dennis Corbett
Scott Pippin

RE: Upcoming EEO Public File Report Deadlines:

November 19, 2014: Send your draft EEO Public File Report to us for review

November 30, 2014: Place your finalized EEO Public File Report in station public inspection files and post on station websites

Stations

<i>WKZJ(FM)</i>	<i>Eufaula, Alabama</i>
<i>WOKS(AM)</i>	<i>Columbus, Georgia</i>
<i>WVOL(AM)</i>	<i>Columbus, Georgia</i>
<i>WFXE(FM)</i>	<i>Columbus, Georgia</i>
<i>WVOL(FM)</i>	<i>Waverly Hall, Georgia</i>
<i>WEAM-FM</i>	<i>Buena Vista, Georgia</i>

(Davis Columbus Employment Unit)

The deadline for completing and finalizing your Employment Unit's annual EEO Public File Report is Monday, December 1. Once you have finalized your EEO Report, your Employment Unit must place a copy of the report in each station's public inspection file and post a copy to each station's website, also by December 1. Your EEO Report should detail (1) the outreach and recruitment activities that your Employment Unit performed for all full-time vacancies filled during the reporting period and (2) the supplemental recruitment initiatives that your Employment Unit conducted during the reporting period. Your reporting period began on November 22, 2014, and runs through November 21, 2015.

If you would like us to review your EEO Report before the December 1 deadline, we recommend that you draft and send us your EEO Report by Wednesday, November 19.

If you have any questions about the preparation of your EEO Report or its placement in your public inspection files and on your websites, please let us know.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2014 – November 21, 2015.

1) Employment Unit: Davis Broadcasting Inc. - Columbus

2) Unit Members (Stations and Communities of License): WKZJ(FM) Eufaula, Alabama
 WOKS(AM) Columbus, Georgia
 WIOL(AM) Columbus, Georgia
 WFXE(FM) Columbus, Georgia
 WIOL(FM) Waverly Hall, Georgia
 WEAM-FM Buena Vista, Georgia

3) EEO Contact Information for Employment Unit:

Mailing Address: WKZJ(FM), WOKS(AM), WEAM(AM), WFXE(FM), WIOL(FM) and WEAM-FM 2203 Wynnton Road Columbus, Georgia 31906 Attn: Carl I. Conner, Jr.	Telephone Number: 706-576-3565
	Contact Person/Title: Carl I. Conner
	E-mail Address: cconner@dbicolumbus.com

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

Job Title	Recruitment Source Referring Hiree
(a) Promotions Manager	Industry Recommendation
(b) Account Executive	Industry Recommendation
(c) Account Executive	Industry Recommendation
(d) Announcer	Industry Recommendation
(e) Announcer	Industry Recommendation
(f) _____	_____
(g) _____	_____
(h) _____	_____
(i) _____	_____
(j) [Insert row(s) below for additional hire(s).]	_____

Stations WKZJ(FM), WOKS(AM), WEAM(AM), WFXE(FM), WIOL(FM), and WEAM-FM are Equal Opportunity Employers.

Referral Source(s) of Hire: DBI On Air Recruitment

**5) Job Title:
Account
Executive**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ga. Department of Labor	L Gibson	700 Veterans Parkway	7066497423	7	Yes
Columbus Urban League		802 1 st Avenue	7063233687	1	Yes
Columbus State University	A.	4225 University Drive	7065078800	10	Yes
On Air Recruitment	A.Verdejo	2203 Wynnton Rd.	7065763565	15	N/A
DBI Websites	G.Davis, Jr.	2203 Wynnton Rd.	7065763565	0	N/A
Internal Posting	A.Verdejo	2203 Wynnton Rd.	7065763565	0	N/A

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**5) Job Title:
Announcer**

Referral Source(s) of Hiree: DBI On Air Recruitment

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	Sam Weaver	24955 Pacific Coast Hwy. C-303 Malibu, California 90265	310 457 6616	3	Yes
Urban Insite		Urbaninsite.com		2	Yes
Columbus State University	Dr. Danna Gibson	4225 University Drive	7065078800	0	Yes
DBI Website	Michael Soul	2203 Wynnton Rd.	7065763565	5	N/A
DBI Internal Posting	Michael Soul	2203 Wynnton Rd.	7065763565	2	N/A

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Urban Insite		Urbaninsite.com		2	Yes
Columbus State University	Dr. Danna Gibson	4225 University Drive	7065078800	0	Yes
DBI Website	Michael Soul	2203 Wynnton Rd.	7065763565	5	N/A
DBI Internal Posting	Michael Soul	2203 Wynnton Rd.	7065763565	2	N/A
Industry Recommendations	Michael Soul	2203 Wynnton Rd.	706 576 3565	10	N/A

6) Total # of Interviewees Referred: For the period from November 22, 2014, through November 21, 2015, this Employment Unit interviewed 123 interviewees for full-time job vacancies.

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7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative: Spring Talent Showcase March 28, 2015**

Annually Davis Broadcasting conducts a talent show designed to encourage local participants in the Columbus metro of the opportunities available in the broadcast field. The program spotlights on air sales, and management opportunities. The units Program Director plays a major role in the hiring of announcers.

(b) **Initiative: DBI Internship Program/Columbus High School/Kendrick High School**

Working through local and regional schools, DBI has instituted a highly structured internship program that allows participating students to train in all departments of the radio station and they are supervised by participating department heads, operations, sales, business office, program director and promotions director. Students' progress is recorded by each department head, summarized and sent to the learning institution if required for addition credit in their selected major.

(c) **Initiative: Job Fair Blanchard School 3rd Annual Career Day**

Job Fair on March 10, 2015 the employment units Program Director and Promotions Manager each of who have substantial responsibility in employment decisions, participated in the Career Day Job Fair at Blanchard School. The station showcased opportunities available in the broadcast field. The employment unit displayed information about Davis Broadcasting from 9am to 1pm.

(d) **Initiative: Job Fair Fort Benning, August 6, 2015**

The units Program Director, Business Manager, Promotions Manager and Digital Sales Manager present the benefits of broadcasting to an estimated 400 people.

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