

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 23, 2016 – December 1, 2017

1) Employment Unit: Davis Broadcasting Inc. of Columbus

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

3) EEO Contact Information for Employment Unit:

Mailing Address: WKZJ(FM), WOKS(AM), WIOL(AM), WIOL(FM), WFXE(FM) & WEAM(FM) 2203 Wynnton Road, Columbus, GA 31906 Attn: Gerald Williams	Telephone Number: (706) 576-3565
	Contact Person/Title: Gerald Williams, CFO
	E-mail Address: gwilliams@dbicolumbus.com

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

Job Title	Recruitment Source Referring Hiree
(a) Sales Account Manager	DBI Radio Recruitment Ad
(b) Sales Account Manager	MSI Recruitment
(c) Business Manager	Temporary Agency
(d) On-Air Personality	Internal Posting
(e) On-Air Personality	All Access

Station(s) WKZJ(FM), WOKS(AM), WIOL(AM), WIOL(FM), WFXR(FM) and WEAM(FM) are an Equal Opportunity Employer(s).

5) Job Title: Sales Account Manager

**Referral Source(s) of Hire:
DBI Radio Recruitment Ad**

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	Sharon Dupriest	700 Veterans Partway Columbus, GA 31901	706 649-7423	1	No
Columbus Urban League	Rhonda Gaines	802 1 st Avenue Columbus, GA 31901	614 257-6300	1	No
Davis Broadcasting On Air Recruitment Ad	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706 576-3565	6	No
Davis Broadcasting Internal Posting	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706 576-3565	1	No
Strayer University		6003 Veterans Pkwy #100 Columbus, GA 31909	706-225-5300	0	YES
Troy University	Ann Clark	1510 Whitewater Ave Phenix City, AL 36867	334-448-5106	0	NO
Indeed.com		Employers.indeed.com		42	NO

Job Title: Sales Account Manager

**Referral Source(s) of Hire:
Media Sales Institute**

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	Sharon Dupriest	700 Veterans Partway Columbus, GA 31901	706 649-7423	2	No
Columbus Urban League	Rhonda Gaines	802 1 st Avenue Columbus, GA 31901	614 257-6300	4	No
Davis Broadcasting On Air Recruitment Ad	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706 576-3565	12	No
Davis Broadcasting Internal Posting	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706 576-3565	0	No
NABOB Digi Letter	Dana Meyers	Online newsletter	301-595-1870	0	YES
Troy University	Ann Clark	1510 Whitewater Ave Phenix City, AL 36867	334-448-5106	0	NO
Indeed.com		Employers.indeed.com	N/A	42	NO
Media Sales Institute	Jeffrey Myers	Atlanta University Center on Campus of Morehouse College	301-595-1870	14	YES

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Job Title: Business Manager

Referral Source(s) of Hire: Accounting Principals

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	Sharon Dupriest	700 Veterans Partway Columbus, GA 31901	706 649-7423	2	No
Newell &Newell, CPA	Lisa Newell	Columbus, Ga	706-653-6919	0	No
Davis Broadcasting Internal Posting	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706 576-3565	0	No
Columbus State University	Danielle		706-507-8760	0	No
Columbus Tech College	Mary	Columbus, GA	706-649-7512	0	No
Accounting Principal	Bonnie		706-568-4055	3	Yes
Zip Recruiter	Alex	www.ziprecruiter.com	877-252-1062	16	Yes

Job Title: On-Air Personality

Referral Source(s) of Hire: DBI Internal Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Sam Weaver	www.allaccess.com	310-457-6616	20	No
Urban Insite	Webmaster	www.urbaninsite.com	N/A	25	No
Davis Broadcasting Internal Posting	Michael Muhammad	2203 Wynnton Road Columbus, GA 31906	706 576-3565	0	No
Davis Broadcasting Websites	Michael Muhammad	2203 Wynnton Road Columbus, GA 31906	706 576-3565	0	No

Job Title: On-Air Personality

Referral Source (s) of Hire: Industry Referral

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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)
All Access	Sam Weaver	www.allaccess.com	310-457-6616	22	No
Urban Insite	Webmaster	www.urbaninsite.com	N/A	15	No
Davis Broadcasting Internal Posting	Michael Muhammad	2203 Wynnton Road Columbus, GA 31906	706 576-3565	2	No

6) **Total # of Interviewees Referred:** For the period from November 23, 2016 – December 1, 2017 this Employment Unit interviewed 41 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Internship Program:**

In conjunction with Central Michigan University’s internship requirements, the Employment Unit conducted an internship program for one student enrolled in the school’s Communication Programs. Opportunities were provided for this student to apply the classroom training through hands-on experience working at the Employment Unit, thus assisting the students in developing the skills needed for broadcast employment. The interns were supervised by the General Manager. This student did a full rotational internship through all broadcasting departments.

(b) **Job Fairs:**

In July 2017, the Employment Unit’s Sales Managers and General Manager traveled to Atlanta to participate in the Media Sales Institute Training and Recruitment. This instituted was held at Morehouse College School of Business in Atlanta, GA. The Employment Unit presented opportunities available in the Sales Departments and listened to presentations by potential Sales Account Manager.

On November 17, 2017, the Employment Unit’s Program Manager and Promotion Director participated in the “Let’s Grow Steam Expo” held at the Columbus Convention and Trade Center, 801 Front St., Columbus, GA. The Employment Unit presented information to school aged students about different types of jobs available at our Radio Station in all departments. These positions included Sales Account Manager and On Air Personalities/Board Operators and Remote Drivers.

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