

EEO PUBLIC FILE REPORT - AMENDED

This report covers full-time vacancy recruitment data for the period of **December 1, 2022 through November 30, 2023.**

1) Employment Unit: Davis Broadcasting of Atlanta, LLC

2) Unit Members (Stations and communities of license):

WLKQ (FM), Buford, Georgia

WNSY (FM), Talking Rock, Georgia

WCHK (AM), Canton, Georgia

WJZA (AM), Winder, Georgia

WTSH (FM), Kingston, Georgia

WWWE (AM), Atlanta, GA

3) EEO Contact Information for Employment Unit:

Mailing Address:

WLKQ (FM), WNSY (FM), WCHK (AM), WJZA (AM)
WWWE (AM)

1176 Satellite Blvd
Suwanee, GA 30024
Attn: Greg Davis Jr.

Telephone Number
770-623-8772

Contact Person/Title
Greg Davis Jr./ Vice President
Email address: gdavisjr@dbiatlanta.com

4) List all Full-Time Job Vacancies filled by each station in the employment unit:

Job Title	Recruitment Source Referring Hire
(a) <u>On Air Personality – Afternoon Drive</u>	Industry Referral
(b) <u>Account Executive</u>	LinkedIn
(c) <u>Account Executive</u>	Industry Referral
(d) <u>Account Executive</u>	Industry Referral
(e) <u>Administrative Assistant</u>	On-Air Recruitment Ads

Positions (b) and (c) were filled from one flight of recruitment announcements.

5) Prepare one (1) chart for every full-time job vacancy filled during the report period

(A) On Air Personality

Referral Source(s) of Hire: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
Industry Referral (Exigent Circumstances/Emergency Hire)	Brian Barber	N/A	770-623-8772	1	No

(B and C) Account Executive (2 positions) Referral Source(s) of Hire: Linked In, Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
LinkedIn	Greg Davis Jr.	N/A	770-623-8772	56	No
Industry Referral	Greg Davis Jr.	N/A	770-623-8772	1	No

(D) Account Executive

Referral Source(s) of Hire: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
On Air	Brian Barber	N/A	770-623-8772	0	No

Linked-In	Brian Barber	N/A	770-623-8772	63	No
Indeed. com	Brian Barber	N/A	770-623-8772	41	No
Industry Referral	Greg Davis Jr.	N/A	770-623-8772	1	No

(E) Administrative Assistant Referral Source(s) of Hire: On Air Recruitment Ads

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
On Air Recruitment Ads	Saritza Padilla	N/A	770-623-8772	15	No
Indeed.com	Saritza Padilla	N/A	770-623-8772	39	No

- 6) Total # of Interviewees Referred: For the period from December 1, 2022 – Nov 30, 2023, this Employment Unit interviewed 24 interviewees for full-time job vacancies.
- 7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

Job Fairs and Career Expos

- a. Job Fair at City of Sandy Springs – January 12, 2023: Davis Broadcasting of Atlanta attended and promoted the job fair. Managers with WLKQ and WCHK were present and recruited for all positions. This was in conjunction with the local Goodwill organization.
- b. Gwinnett County Job Fair – On March 17th, DBI Atlanta supported and attended the Gwinnett County Job Fair at the Gas South Arena in Duluth. Managers were on site to discuss and recruit for radio positions.

- c. Atlanta Symphony Hall Presents HBCU ACCESS FEST – On September 16th, WJZA was a media sponsor for the HBCU Access Fest that included a recruitment fair. Brandi Hoyos discussed with Art Terrell via on air interview about the HBCU Access Fest at the Woodruff Arts Center in Atlanta. Brandi explained that it's the first event of its kind in the city and outlines the four access zones: a college fair for 34 HBCUs, a family zone with scholarship opportunities, a career zone for job seekers, and a community zone supporting black-owned and HBCU alumni-owned businesses.
- d. Latin American Association Annual Career Expo – September 21st – We supported this event via social media and community on-air programming on September 12th.

Participation in Events Sponsored by Educational Institutions and Community Organizations

- a. Cary Reynolds Elementary School Career Day – October 28th – Promotions Manager spoke to students about careers in Broadcasting/Communications.
- b. Media Sales Institute – Morehouse College – June 13th and 14th. The Media Sales Institute (MSI) is an annual intense, 10-day sales training program for recent college graduates who are passionately interested in pursuing a career in media sales. DBI joined other industry recruiters over a 2-day period where we had the opportunity to observe the students' final sales presentations and meet with each candidate individually.
- c. Growth Accelerator for YouthPrenuers: On August 4, 2022 Davis Broadcasting, radio station WJZA, participated in a P.R. conference by hosting youth ages 11-17 in the studios. During the event Davis Broadcasting employees shared information about broadcasting and interviewing and recorded their own interviews.

Other Station Employment Unit Activities

- a. Davis Broadcasting's Media and Press Training: Davis Broadcasting of Atlanta, LLC hosted a Media and Press training Symposium on Wednesday, June 14th. This event was help to provide an opportunity for the community to learn how to elevate their brand and amplify the story of their business.
- b. MSI Connect Newsletter: Davis Broadcasting was featured in the MSI Connect Newsletter that is sent out to hundreds of industry professionals and businesses outside of broadcasting. In this feature, Davis Broadcasting is listed as one of 2022's MSI recruiting companies. This newsletter and feature are distributed monthly.