

EEO PUBLIC FILE REPORT 2024

This Report covers full-time vacancy recruitment data for the period: December 1, 2023 – November 30, 2024

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: Geniece R. Granville, CFO
	E-mail Address: ggranville@dbicolumbus.com

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

Job Title	Recruitment Source Referring Hire
(a) Account Executive	Fountain City Classic Job Fair
(b) Business Manager	In-House Promotion
(c) Promotion Director	Company Announcement

5)

a. Account Executive Recruitment Source: Fountain City Classic Job Fair

Recruitment Source Notified of Job Vacancy	Source Contact Person	Source Address	Source Phone Number	Number of Interviewees Referred by Source	Did Source Request Notification of Vacancies
Goodwill of The Southern Rivers & Fountain City Classic	Kelton Biggs Business Solution Manager	2601 CrossCountry Plaza Dr. Bld B	706-576-7016	23	NO
East Alabama COC Website	Edith Delagarza	1107 Broad Street, Phenix City, AL 36867	334-298-3639	1	No
LinkedIn	Linkedin.com	Free posting	N/A	3	No

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

b. Business Manager

Recruitment Source: In House Promotion (after job abandonment)

Recruitment Source Notified of Job Vacancy	Source Contract Person	Source Address	Source Phone Number	Number Referred by Source
Davis Broadcasting	Geniece Granville	2203 Wynnton Rd.	706-507-7271	1*

* Previous Business Manager holding position for less than six months abruptly abandoned position. Part-time office assistant and previous temporary business manager immediately placed in this key role.

c. Promotion Director

Recruitment Source: In-Office Announcement

Recruitment Source Notified of Job Vacancy	Source Contract Person	Source Address	Source Phone Number	Number Referred by Source
Job Case Recruitology	Rachel Scudder	Hiring.dbi.jobs.com	219-765-1789	0
In Company Job Board Posting	Robyn Stokes	Columbus, GA	706-507-7272	1
Ga. Dept of Labor – Worksource GA	Online	Columbus, GA	404-982-7985	4

6) **Total # of Interviewees Referred:** For the period from **December 1, 2023 – November 30, 2024**, this Employment Unit interviewed 7 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Job Fairs/Career Days**

1. Hiring Event and Community Resource Fair – Goodwill of Phenix City- October 29, 2024

The General Manager and Sales Manager attended the job fair receiving interest from those looking to interview for open positions to include: Account Executive, Sales Assistant, and Production Manager

2. Dimond Elementary Truck Day – September 19th, 2024

Dimond Elementary students were exposed to different careers that have Trucks or Vans including over 8 local businesses. Davis Broadcasting's On-air personality Gavin Henry spoke to kids about jobs in radio.

3. Fountain City Classic Job Fair: Nov. 7, 2024

Goodwill of the Southern Rivers helped to host a job fair at the Columbus Museum. The Sales Manager attended. More than 15 applied for positions and several interviews were a result of our attendance.

4. Goodwill Veterans Day Hiring Event- November 21, 2024

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The General Manager and Sales Manager attended the job fair receiving interest from those looking to interview for open positions to include: Account Executive, Sales Assistant, and Production Manager

5. Key Elementary Career Day – March 18, 2024

FOXIE 105's Dexter McCall, DJ Jolly, and K 92.7's Michael Soul SPOKE WITH THE STUDENTS REGARDING CAREERS IN RADIO AND PLAYED MUSIC.

6. HARDAWAY High School Marketing Club – May 15, 2024

FOXIE 105'S GAVINE HENRY SPOKE WITH STUDENTS REGARDING CAREERS IN RADIO.

7. KENDRICK HIGH SCHOOL CAREER DAY- November 1st, 2024

FOXIE 105'S GAVO WAS PART OF A CAREER DAY PANEL AT THE HIGH SCHOOL Discussing Careers in Radio.

8. RICHARDS MIDDLE SCHOOL CAREER DAY: May 9, 2024

K 92.7's G Smooth (George McDonald) TALKED TO STUDENTS, EXPLAINING THE RESPONSIBILITIES OF HER CAREER TO THE STUDENTS AND DISCUSSING HIS ROUTE TO SUCCESS

9. J. D. Davis Career Day: March 7th, 2024

FOXIE 105'S Dexter McCall and K 92.7's Michael Soul SPOKE WITH THE STUDENTS REGARDING CAREERS IN RADIO

10. Lonnie Jackson Academy Career Day: February 20th

FOXIE 105'S GAVINE HENRY SPOKE WITH STUDENTS REGARDING CAREERS IN RADIO.

(b) Initiative: Internship Program

2024 Mayors Summer Youth Program with Workforce Development Internship with Lower Chattahoochee Workforce Development Area 14: June 3-July 19, 2024

Davis Broadcasting Inc. of Columbus hosted a summer intern in conjunction with the City of Columbus. The intern worked 20 hours each week during the program, learning about all areas of broadcasting including programming, production, sales, traffic, promotions, and accounting. The structure of the internship was developed and managed by Davis Broadcasting employees during the 20 hours the intern was with us each week. This year's student was a recent graduate from Chattahoochee Valley Community College.

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