

EEO PUBLIC FILE REPORT 2023 - AMENDED

This Report covers full-time vacancy recruitment data for the period: December 1, 2022 – November 30, 2023

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) Digital Director	Industry Referral
(b) Business Manager	Zip Recruiter

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

5)

a. **Digital Director**

Recruitment Source: Industry Referral

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
Pivot Fund	Rodney Mahone	Atlanta, GA	Rodney@thepivotfund.org	1	Yes
Davis Broadcasting Radio Recruitment Ad	Angela Verdejo	2203 Wynnton Rd. Columbus, Ga	706-507-7276	1	No
Industry Referral	N/A	N/A	N/A	1	No

b. **Business Manager**

Recruitment Source: Zip Recruiter

Recruitment Source Notified of Job Vacancy	Source Contract Person	Source Address	Source Phone Number	Number Referred by Source
The Reserve Network	Cathy Shaw	22021 Brookpark Rd. Fair Park, OH	706-608-3841	2
People Ready	Robert Curan	Columbus, GA	706 323-4832	2
Ga. Dept of Labor	Breonca Revels	Atlanta, GA	855-436-7365	22
Robert Half	Ciara Graham	Atlanta, Ga	404-768-2584	2
Zip Recruiter	Madeline Pleas	40 E. Rio Salado Pkwy. Tempe, AZ	480-401-3816	27

6) **Total # of Interviewees Referred:** For the period from **December 1, 2022 – November 30, 2023**, this Employment Unit interviewed 16 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

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

1. **Media Sales Institute: June 13-14, 2023**

The General Manager and Sales Manager attended the presentation and in person interviews at Morehouse College for two days. Candidates had participated in a week-long program preparing them for potential jobs in Media Sales. We presented information about our company and spent time meeting and engaging with potential sales candidates.

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2. Dimon Elementary Career Day

Dimon Elementary students were exposed to different careers by over 20 local businesses. Davis Broadcasting's On-air personalities Gaven Henry and Michael Soul spoke to kids about jobs in radio.

3. Fountain City Classic Job Fair: Nov. 1, 2023

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

4. SHAW HIGH SCHOOL CAREER DAY- Feb. 15, 2023

K92.7'S EJENE AND FOXIE 105'S JAI MONEE SOUL ATTENDED THE SHAW HIGH SCHOOL CAREER DAY TO SPEAK WITH STUDENTS REGARDING CAREERS IN RADIO.

5. RUSSELL COUNTY MIDDLE SCHOOL CAREER DAY- Feb. 16, 2023

FOXIE 105'S GAVO SPOKE WITH THE STUDENTS REGARDING CAREERS IN RADIO.

6. BLACKMON ROAD MIDDLE SCHOOL CAREER DAY – Feb. 16, 2023

PRAISE 100.7'S PAM DIXON AND PROMOTIONS DIRECTOR KAREN ROBINSON SPOKE WITH STUDENTS REGARDING CAREERS IN RADIO.

7. KENDRICK HIGH SCHOOL CAREER DAY- Feb. 16, 2023

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 4, 2023

FOXIE 105'S LADY POP TALKED TO STUDENTS, EXPLAINING THE RESPONSIBILITIES OF HER CAREER TO THE STUDENTS AND DISCUSSING HER ROUTE TO SUCCESS

(b) Initiative: Internship Program

2023 Summer Youth Workforce Development Internship with Lower Chattahoochee Workforce Development Area 14: June 14-26, 2023

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.

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