

EEO PUBLIC FILE REPORT 2025

This Report covers full-time vacancy recruitment data for the period: December 1, 2024 – November 30, 2025

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:	Telephone Number: (706) 576-3565
WKZJ(FM), WOKS(AM), WIOL(AM), WIOL(FM), WFXE(FM) & WEAM(FM)	Contact Person/Title: Geniece R. Granville, CFO
2203 Wynnton Road, Columbus, GA 31906 Attn: Gerald Williams	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	Goodwill of the Southern Rivers Job Fair
(b) Account Executive	MSI Institute
(c) Account Executive	Over the Air Radio 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 Job Fair	Gilberto DeLaGarza	2601 Cross Country Dr. Bld. B Columbus, Ga 31906	706-576-7016	10	yes

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

Goodwill Career Center	Amy cook	2605 U S Hwy 431 N Phenix City, AL 36867	334-664-0716	6	yes
Goodwill Southern Rivers/ Veran Day hiring and Resource Event	Gilberto DeLaGarza	2601 Cross Country Dr. Bld. B Columbus, Ga 31906	706-576-7024	14	No

***Thirteen Candidates interviewed**

b. Account Executive

Recruitment Source: MSI Institute

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
Media Sales Institute	Jeffry and Dana Meyers	Morehouse College	301-595-1871	20	yes
Davis Broadcasting Over the Air Radio		2203 Wynnton Rd. Columbus, GA 31906	706-576-3565	14	N/A
Davi Broadcasting Website DBIRADIO.com		2203 Wynnton Rd. Columbus, GA 31906	706-576-3565	5	N/A

* Twenty Candidates Interviewed

c. Account Executive

Recruitment Source: Over the Air Announcements

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
Media Sales Institute	Jeffry and Dana Meyers	Morehouse College	301-595-1871	20	yes
Davis Broadcasting Over the Air Radio		2203 Wynnton Rd. Columbus, GA 31906	706-576-3565	14	N/A
Davi Broadcasting Website DBIRADIO.com		2203 Wynnton Rd. Columbus, GA 31906	706-576-3565	5	N/A

*Four Candidates Interviewed

- 6) **Total # of Interviewees Referred:** For the period from **December 1, 2024 – November 30, 2025**, this Employment Unit interviewed 37 interviewees for full-time job vacancies.

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7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fairs/Career Days

1. Brewer Elementary Innovation Academy Career Day – February 11th, 2025

AT THIS CAREER DAY WE SPOKE TO OVER 100 STUDENTS. THE STUDENTS LEARNED ABOUT THE PURPOSE RADIO SERVES TODAY. STUDENTS ALSO LEARNED ABOUT THE PURPOSE OF MULTIPLE STATIONS MEETING DIFFERENT DEMOGRAPHICS. DAVIS BROADCASTING'S ON-AIR PERSONALITY GAVIN HENRY SPOKE TO KIDS ABOUT JOBS IN RADIO.

2. Key Elementary Career Day – February 13th 2025

AT THIS CAREER DAY WE SPOKE TO OVER 200 HUNDRED STUDENTS. 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.

3. Hannan Magnet Academy Career Day – February 12th, 2025

AT THIS CAREER DAY WE SPOKE TO 100 STUDENTS. THE STUDENTS LEARNED ABOUT THE PURPOSE RADIO SERVES TODAY. FOXIE 105'S GAVINE HENRY SPOKE WITH STUDENTS REGARDING CAREERS IN RADIO.

4. Media Sales Institute (MSI)- June 10-11, 2025

MOREHOUSE COLLEGE IN ATLANTA, GA. DURING THIS ANNUAL PROGRAM, DAVIS BROADCASTING INC. HAD A CHANCE TO ENGAGE WITH 22 STUDENTS THAT COMPLETED A RIGOROUS 2-WEEK PROGRAM FOCUSED ON MEDIA SALES. DURING THIS TIME, OUR COMPANY HAD THE OPPORTUNITY TO INTERVIEW ALL 22 CANDIDATES. THE GENERAL SALES MANAGER AND GENERAL MANAGER CONDUCTED INTERVIEWS.

5. Arnold Magnet Academy Career Day: February 13th, 2025

THIS CAREER DAY WE SPOKE TO OVER 200 HUNDRED STUDENTS. THE STUDENTS LEARNED ABOUT THE PURPOSE RADIO SERVES TODAY. ON AIR PERSONALITIES, JOLLY, GAVIN, AND LADY POP- TALKED ABOUT RADIO'S PURPOSE AND DIFFERENT FORMATS OF OUR RADIO STATIONS. THE TEAM TOOK QUESTIONS FROM KIDS AND PLAYED MUSIC.

6. Jordan High School Career Fair: February 19th

FOXIE 105'S GAVINE HENRY SET UP A TABLE AND DISCUSSED WITH HIGH SCHOOL STUDENTS THE DIFFERENT JOBS AVAILABLE AT THE RADIO STATION TO INCLUDE JOBS OUTSIDE OF BEING "ON-AIR". SPOKE WITH OVER 250 STUDENTS.

(b) Initiative: Internship Program

1. 2025 Mayors Summer Youth Program with Workforce Development Internship with Lower Chattahoochee Workforce Development Area 14: June 9-June 25, 2025

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Davis Broadcasting Inc. of Columbus hosted TWO summer interns in conjunction with the City of Columbus. Both interns 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. Each student had to present before the staff at least twice discussing what they learned in their different broadcasting departments. This year's students were freshman at both Kennesaw University and Howard University.

2. Davis Broadcasting High School Program: June 1- August 1st 2025– Davis Broadcasting hired four High School students independently for 2 weeks each. These high school students worked during the summer in multiple areas of the Company from on-air to accounting to sales. They were encouraged to consider a career in broadcasting.

(b) Initiative: In station visitation days:

1. Usher's New Look – Entertainment Industry Club for Youth/College Students: June 26, 2025: Students visited the Radio Station where they first experienced a panel discussion about radio from two on-air personalities. They then visited all studio in the building, followed by a production session where the students created and produced commercials. They completed their morning visit with a question and answer session with our General manager.
2. Fort Benning middle school summer camp – June 26th. Middle to high school student's Boys and girls toured the stations and interacted with personalities. Learned about different radio formats.
3. Camp Warrior King – July 15th, 2025
Middle to high school Boys and girls toured the stations and interacted with multiple station personalities. This group had a question and answer session where they learned about different radio formats and ways radio gives back.

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