

**EEO PUBLIC FILE REPORT 2019**

This Report covers full-time vacancy recruitment data for the period: December 1, 2019 – December 1, 2020

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 Hiree
(a) Sales Account Manager	Indeed.com
(b) Sales Account Manager	<del>Indeed.com</del> <a href="#">Davis Broadcasting Radio Recruitment Add</a>
(c) <del>Sales Account Manager</del> <a href="#">On-Air Personality</a>	Internal <del>Referral</del> <a href="#">Promotion</a>

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:  
Indeed.com

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	<del>Sharon Dupriest</del> Gail Long	700 Veterans Partway Columbus, GA 31901	706 649-7423	<del>10</del>	<del>No</del> Yes
Columbus Urban League	<del>Rhonda Gaines</del> Susan Cooper	802 1 <sup>st</sup> Avenue Columbus, GA 31901	<del>614-257-6300</del> 706-322-6840	0	<del>no</del> Yes
Indeed.com		Employers.indeed.com		<del>185</del>	<del>No</del> No
<u>Media Sales Institute (Partner with the National association of Black Owned Broadcasters)</u>	<u>Jeffrey Myers</u>	<u>www.themsi.net</u>	<u>301-595-1871</u>	<u>0</u>	<u>No</u>
<u>Davis Broadcasting Internal Posting</u>	<u>Angela Verdejo</u>	<u>2203 Wynnton Road Columbus, GA 31906</u>	<u>706 576-3565</u>	<u>0</u>	<u>No</u>

Job Title: Sales Account Executive

Referral Source(s) of Hire:  
~~DBI recruitment Ad:~~  
Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
<del>GA Department of Labor</del> <u>On Air radio Recruitment Ad</u>	<del>Gail Long</del> Angela Verdejo	<del>700 Veterans Partway Columbus, GA 31901</del> <u>2203 Wynnton Road, Columbus Ga 31906</u>	<del>706 649-7423</del> <u>576-3565</u>	<del>70</del>	<del>No</del> Yes
<del>GA College &amp; State University</del> <u>Kendrick High school Career Fair</u>	<del>Daniella Thomas</del> Alonzo James	<del>Milledgeville, Ga 6015</del> <u>Georgetown Drive Columbus, Ga 31907</u>	<del>478-445-5384</del> <u>706-565-2960</u>	<del>00</del>	No
Davis Broadcasting Internal Posting	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706 576-3565	<del>10</del>	No
<del>Columbus State University</del>	<del>Lynn Rigsby Gonzales</del>	<del>Columbus, GA</del>	<del>706-507-8760</del>	<del>1</del>	<del>No</del>
<del>Troy University</del>	<del>Lauren Cole</del>	<del>Columbus, GA</del>	<del>3346703217</del>	<del>1</del>	<del>No</del>
<del>University of West Georgia</del>	<del>Johnathon James</del>	<del>Carrollton, GA</del>	<del>678-839-6431</del>	<del>0</del>	<del>NO</del>

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
<del>Albany Tech</del>	<del>Judy Jimmerson</del>	<del>Albany, GA</del>	<del>229-430-3514</del>	<del>0</del>	<del>NO</del>
<del>Indeed.com</del>	<del>N/A</del>	<del>N/A</del>		<del>7</del>	<del>yes</del>

**Job Title:** ~~Sales Account Executive On-Air Personality~~ **Referral Source(s) of Hire:** DBI Internal Posting/~~Referral/Promotion~~

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
<del>Davis Broadcasting Internal Posting</del>	<del>Michael Muhammad</del>	<del>2203 Wynnton Road Columbus, GA 31906</del>	<del>706-576-3565</del>	<del>1</del>	<del>No</del>
<del>On Air radio Recruitment Ad</del>	<del>Angela Verdejo</del>	<del>2203 Wynnton Road, Columbus Ga 31906</del>	<del>706 576-3565</del>	<del>7</del>	<del>No</del>
<del>Kendrick High school Career Fair</del>	<del>Alonzo James</del>	<del>6015 Georgetown Drive Columbus, Ga 31907</del>	<del>706-565-2960</del>	<del>0</del>	<del>No</del>
<del>Davis Broadcasting Internal Posting</del>	<del>Angela Verdejo</del>	<del>2203 Wynnton Road Columbus, GA 31906</del>	<del>706 576-3565</del>	<del>1</del>	<del>No</del>

~~Unexpected termination allowed for current overnight personnel to be promoted to Evenings as a full time employee.~~

6) **Total # of Interviewees Referred:** For the period from ~~December 1, 2019~~ – ~~December 1, 2020~~ this Employment Unit interviewed 1345 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

~~**Internship Program:**~~

~~In conjunction with the University of Alabama internship requirements, the Employment Unit conducted an internship program for 1 student enrolled in the school's Communication Programs. Opportunities were provided for students 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 intern were supervised by the Program Director. During this reporting period the employment unit hosted 1 internship and 1 mentees.~~

~~(b)(a)~~ **Job Fairs:**

1. JAN 31 2020 (WFXE, WKZJ, WEAM)

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

KENDRICK HIGH SCHOOL CAREER FAIR-KENDRICK HS

OVER 20 COMPANIES PARTICIPATED IN EVENT. SHORTY MACK (WFXE), BIG LES (WKZJ), PAM DIXON (WEAM) AND KAREN ROBINSON- PROMOTIONS DIRECTOR SPOKE TO THE HIGH SCHOOL STUDENTS ABOUT CAREERS IN RADIO.

2. FEB 28 2020 (WFXE, WKZJ)

OLIVER ELEMENTARY SCHOOL -SEALE, ALABAMA/ CAREER DAY

BIG LES (WKZJ) AND KAREN ROBINSON- PROMOTIONS DIRECTOR SPOKE TO STUDENTS ABOUT CAREERS IN RADIO. VISITED CLASSROOMS FROM KINDERGARTEN TO 5<sup>TH</sup> GRADE.

3. MARCH 3 2020 (WFXE, WKZJ)

WYNNTON ARTS ACADEMY- COLUMBUS, GA/CAREER DAY

MICHAEL SOUL (WKZJ) AND GAVO (WFXE) SPOKE TO STUDENTS ABOUT CAREERS IN RADIO.

MARCH 5 2020 (ALL STATIONS)

PARKS AND REC JOB FAIR- AMERIGROUP, GOODWILL @ FRANK CHESTER REC CENTER:

OVER 40 COMPANIES PARTICIPATED IN EVENT. BIG LES (WKZJ) AND KAREN ROBINSON- PROMOTIONS DIRECTOR, SPOKE WITH PARTICIPANTS ABOUT JOBS AVAILABLE AT DAVIS BROADCASTING.

~~JULY 24, 2019 (WFXE, WKZJ, WEAM, WOKS, WIOL)~~

~~JOB READINESS FAIR- COLUMBUS CONVENTION AND TRADE CENTER~~

~~FREE EVENT OPEN TO PUBLIC. APPRX. 50 COLUMBUS BASED COMPANIES SPOKE WITH INDIVIDUALS ABOUT JOB OPPORTUNITIES AT THEIR COMPANIES. KAREN ROBINSON- PROMOTIONS DIRECTOR AND SALES MANAGER ANGELA VERDEJO WERE IN ATTENDANCE TO TALK ABOUT THE JOBS AVAILABLE AT DAVIS BROADCASTING.~~

~~OCT 17, 2018 (WFXE, WKZJ, WOKS, WEAM, WIOL)~~

~~COLUMBUS TECH CAREER FAIR- COLUMBUS TECH:~~

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

~~DESCRIPTION: THE STATION'S PARTICIPATED IN THE COLUMBUS TECH CAREER FAIR BY PROVIDING INFORMATION ON JOBS AVAILABLE AT THE RADIO STATION AND CAREERS IN RADIO. PROMOTION DIRECTOR KAREN ROBINSON AND SALES REP BRE'TANGE HINES SERVED AS REPRESENTATIVES FROM DAVIS BROADCASTING.~~

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