

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period of **December 1, 2017 through December 1, 2018**.

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

3) EEO Contact Information for Employment Unit:

Mailing Address:

WLKQ (FM), WNSY (FM), WCHK (AM), WJZA (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>Director of Corporate Partnerships in December 2017</u>	Industry Referral
(b) <u>Administrative Assistant in January 2018</u>	Facebook Posting– La Raza/La Mega
(c) <u>Administrative Assistant in February 2018</u>	Indeed
(d) <u>Morning Co-Host in February 2018</u>	Industry Referral
(e) <u>Account Executive in February 2018</u>	On Air
(f) <u>Account Executive in March 2018</u>	Industry Referral
(g) <u>Account Executive in July 2018</u>	On Air
(h) <u>Account Executive in August 2018</u>	Indeed
(i) <u>Account Executive in September 2018</u>	On Air
(j) <u>Account Executive in September 2018</u>	Industry Referral

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

(A) Director of Corporate Partnerships

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 from past personal relationship				1	no

(B) Administrative Assistant

Referral Source(s) of Hire: Facebook Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
Indeed		Employers.indeed.com		12	No
Facebook/ La Raza Website/La Mega	Aurelio Arizmendi	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	2	No
Internal Posting	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	0	No
On Air	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	1	No

(C) Administrative Assistant

Referral Source(s) of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
Indeed		Employers.indeed.com		6	No

(D) Morning Show Host

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)
Facebook – La Raza/La Mega Atlanta	Aurelio Arizmendi	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	3	No
Industry Referral	Miami Market Contact			1	No

(E) Account Executive

Referral Source(s) of Hire: On Air

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
Indeed		Employers.indeed.com,		4	No
All Access		AllAccess.com	310-457-6616	0	no
On Air	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	1	no

(F) 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)
Indeed		Employers.indeed.com,		4	No
Davis Broadcasting Internal Posting	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	0	no
All Access		AllAccess.com	310-457-6616	0	no
Industry Referral	Atlanta Hawks Management			1	No

(G) Account Executive

Referral Source(s) of Hire: On Air Posting

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
La Raza Website/Facebook	Aurelio Arizmendi	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	0	No
On Air – La Raza and La Mega	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	2	NO
Davis Broadcasting Internal Posting	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	0	NO

(H) Account Executive

Referral Source(s) of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
Indeed		Employers.indeed.com		3	No
All Access	Sam Weaver	AllAccess.com	310-457-6616	0	NO
NABOB Digi Letter	Dana Meyers	Online Newsletter	301-595-1870	0	Yes
Media Sales Institute	Jeffery Meyers	Atlanta University Center on Campus of Morehouse College	301-595-1870	14	YES

(I) Account Executive

Referral Source(s) of Hire: On Air

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Number of Interviews referred	Did Recruitment Source request notification? (yes or no)
La Raza Website/Facebook	Aurelio Arizmendi	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	0	No
On Air – La Raza and La Mega	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	2	NO
Davis Broadcasting Internal Posting	Saritza Padilla	1176 Satellite Blvd – Suwanee, GA 30024	770-623-8772	0	NO
Industry Referral				2	NO

(J) 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)
Industry Referral	Advertising Agency Miami			1	No

Indeed		Employers.indeed.com		3	NO
All Access		AllAccess.com	310-457-6616	0	NO
NABOB Digi Letter	Dana Meyers	Online Newsletter	301-595-1870	0	Yes
Media Sales Institute	Jeffrey Meyers	Atlanta University Center on Campus of Morehouse College	301-595-1870	14	YES

6) Total # of Interviewees Referred: For the period from December 1, 2017 – December 1, 2018 this Employment Unit interviewed 53 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.

(a) Initiative: Goodwill Career Fair on January 10th. 2018

Davis Broadcasting Stations' Employment Unit, to include promotion staff, participated as one of 15 employers highlighting open positions. Over 70 people looking for employment participated.

(b) Initiative: Latin American Association Career Day on June 20th. 2018

La Raza was a sponsor of the Career Fair with more than 30 employers participating highlighting open positions. Over 300 people looking for employment participated

(c) Initiative: Duluth Middle School Career Day on November 8th. 2018.

La Raza showcased to participating students the different types of careers available in radio broadcasting. WLKQ staff discussed opportunities in radio.

(d) Goodwill Career Fair on November 14th. 2018

Davis Broadcasting Stations' Employment Unit, to include promotion staff, participated as one of 10 employers highlighting open positions. Over 50 people looking for employment participated.

8) Intern Information

(a)- Intern from Oglethorpe University on April 27th. 2018

(b)- Intern from Lindsey Wilson College on May 11th. 2018

Curriculum:

- Learned how to update Social Media posts, promotions and prizes
- Internet Journalist and blogging by updating our "Que pasa con La Raza" section on our website

- Gained experience in development of producing on-air segments
- Learned on-air delivery, how to structure information to be shared
- Interacted with listeners, first hand remotes and other stations functions
- Gained experience in “traffic” department by spot placement and updating logs.