

EEO PUBLIC FILE REPORT 2022019

This Report covers full-time vacancy recruitment data for the period: December 1, 2021018 – November 1830thDecember 1, 202212019

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 HireeHire
(a) Sales Account Manager	Radio AdvertisingIndeed.com
(b) Sales Account Manager Department Account Assistant Manager	Indeed.com Radio AdvertisingIndeed.com
(c) Sales Account Manager On-Air Personality	Internal Referral Promotion

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 Hiree:
Indeed.com

<u>Recruitment Source Notified of Job Vacancy</u>	<u>Source Contact Person</u>	<u>Source Address</u>	<u>Source Phone Number</u>	<u>Number Referred by Source</u>	<u>Did Source Request Notification of Vacancies</u>
Ga. Association of Broadcasters East Alabama Chamber of Commerce	Dennis Beson WEB PAGE	1107 Broad St. Phenix City, AL 36867	334-298-3639	0	no
Davis Broadcasting Radio Recruitment AdIndeed.com	Angela Verdejo WEB PAGE	2203 Wynnton Rd. Columbus, Ga Client Service	1706-507-7276-800 430-6955	1511	no
Columbus Urban League	Susan Cooper	802 1st Ave. Columbus, GA 31901	(706) 322-6840	01	no
Ga Department of Labor Media Sales Institute	Shannon Jackson Jeffrey Meyers	700 Veterans Pkwy, Columbus, GA 31904 Morehouse College	(706) 649-7423	112	no
DBI Internal	Angela Verdejo	2203 Wynnton Rd. Columbus, GA 31906	(706) 576-3565	1	N/A
Albany Tech College	Judy Jimmerson	1704 S Slappey Blvd, Albany, GA 31701	(229) 430-3514	0	no
University of West Georgia	Kevin Robinson e/o Michele Lover	1601 Maple St. Carrollton, GA 30118	(678) 839-5000	0	no
Savannah State University	Christopher Hagan	3219 College St. Savannah, GA 31404	(912) 358-4336	0	no

<u>Recruitment Source Notified of Job Vacancy</u>	<u>Source Contact Person</u>	<u>Source Address</u>	<u>Source Phone Number</u>	<u>Number Referred by Source</u>	<u>Did Source Request Notification of Vacancies</u>	<u>Is Proof of Source Attached</u>
Albany Tech College	Judy Jimmerson	1704 S Slappey Blvd, Albany, GA 31701	(229) 430-3514	0	no	yes
University of West Georgia	Kevin Robinson e/o Michele Lover	1601 Maple St. Carrollton, GA 30118	(678) 839-5000	0	no	yes
Columbus Tech	Jamal Wimblee	928 Manchester Expy. Columbus, GA 31904	(706) 649-1800	0	no	yes
Indeed.com	WEB PAGE	Client Service	1-800-430-6955	18	no	yes
Columbus Urban League	Susan Cooper	802 1st Ave. Columbus, GA 31901	(706) 322-6840	0	no	yes
Savannah State University	Christopher Hagan	3219 College St. Savannah, GA 31404	(912) 358-4336	0	no	yes

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)
GA Department of Labor	Sharon Dupriest	700 Veterans Partway Columbus, GA 31901	706-649-7423	0	Yes
Columbus Urban League	Rhonda Gaines	802 1 st Avenue Columbus, GA 31901	614-257-6300	0	Yes
Indeed.com		Employers.indeed.com		5	NO

— **Job Title:** Sales Account Executive **Referral Source(s) of Hiree:**
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	Gail Long	700 Veterans Partway Columbus, GA 31901	706-649-7423	0	Yes
GA College & State University	Daniella Thomas	Milledgeville, Ga	478-445-5384	0	No
Davis Broadcasting Internal Posting	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706-576-3565	0	No
Columbus State University	Lynn Rigsby Gonzales	Columbus, GA	706-507-8760	1	No
Troy University	Lauren Cole	Columbus, GA	3346703217	1	No
University of West Georgia	Johnathon James	Carrollton, GA	678-839-6431	0	NO
Albany Tech	Judy Jimmerson	Albany, GA	229-430-3514	0	NO
Indeed.com	N/A	N/A		7	yes

— **Job Title:** On-Air Personality **Referral Source(s) of Hiree:** DBI Internal Posting/Promotion

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Davis Broadcasting Internal Posting	Michael Muhammad	2203 Wynnton Road Columbus, GA 31906	706-576-3565	1	No

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~~6) Job Title: Sales Department Assistant ————— Referral Source(s) of Hiree: Indeed.com Unexpected termination allowed for current overnight personnel to be promoted to Evenings as a full-time employee.~~

~~7) Job Title: Sales Account Manager ————— Referral Source(s) of Hiree: Internal Referral (re-hire)~~

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

6) Total # of Interviewees Referred: For the period from **December 1, 2018 – December 1, 2019** this Employment Unit interviewed 15 interviewees for full-time job vacancies.

<u>Recruitment Source Notified of Job Vacaney</u>	<u>Source Contact Person</u>	<u>Source Address</u>	<u>Source Phone Number</u>	<u>Number Referred by Source</u>	<u>Did Source Request Notification of Vacancies</u>	<u>Is Proof of Source Attached</u>
<u>Ga. Association of Broadcasters</u>	<u>WEB PAGE</u>				<u>no</u>	<u>yes</u>
<u>Indeed.com</u>	<u>WEB PAGE</u>	<u>Client Service</u>	<u>1-800-430-6955</u>	<u>11</u>	<u>no</u>	<u>yes</u>
<u>Columbus Urban League</u>	<u>Susan Cooper</u>	<u>802 1st Ave, Columbus, GA 31901</u>	<u>(706)-322-6840</u>	<u>1</u>	<u>no</u>	<u>yes</u>
<u>Ga Department of Labor</u>	<u>Shannon Jackson</u>	<u>700 Veterans Pkwy, Columbus, GA 31901</u>	<u>(706)-649-7423</u>	<u>2</u>	<u>no</u>	<u>yes</u>
<u>DBI Internal</u>	<u>Angela Verdejo</u>	<u>2203 Wynnton Rd, Columbus, GA, 31906</u>	<u>(706)-576-3565</u>	<u>1</u>	<u>N/A</u>	<u>yes</u>
<u>Albany Tech College</u>	<u>Judy Jimmerson</u>	<u>1704 S Slappey Blvd, Albany, GA 31701</u>	<u>(229)-430-3514</u>	<u>0</u>	<u>no</u>	<u>yes</u>
<u>University of West Georgia</u>	<u>Kevin Robinson</u> <u>c/o Michele Lover</u>	<u>1601 Maple St, Carrollton, GA 30118</u>	<u>(678)-839-5000</u>	<u>0</u>	<u>no</u>	<u>yes</u>
<u>Columbus Tech</u>	<u>Jamal Wimblee</u>	<u>928 Manchester Expy, Columbus, GA 31904</u>	<u>(706)-649-1800</u>	<u>0</u>	<u>no</u>	<u>yes</u>
<u>Savannah State University</u>	<u>Christopher Hagan</u>	<u>3219 College St, Savannah, GA 31404</u>	<u>(912)-358-4336</u>	<u>0</u>	<u>no</u>	<u>yes</u>

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8) Total # of Interviewees Referred: For the period from ~~December 1, 2021~~ – November 18, 2021 this Employment Unit interviewed 108 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Job Fairs:

1. ~~July 11th-15th 2022~~– Media Sales Institute ~~August 18, 2021~~ (WFEX, WKZJ, WEAM, WOKS, WIOL,)

Columbus Tech Job Fair

~~OVER 20 COMPANIES PARTICIPATED IN EVENT. MET WITH POTENTIAL CANDIDATES FOR OUR OPEN JOB POSITIONS FULL-TIME ON-AIR PERSONALITY, REMOTE VAN DRIVER AND SALES ACCOUNT EXECUTIVE. STAFF IN ATTENDANCE: PROMOTIONS DIRECTOR KAREN ROBINSON, K92.7'S MICHAEL SOUL AND SALES MANAGER ANGELA VERDEJO.~~ The General Manager and Sales Manager attended presentation and in person interviews at Morehouse College for two days. These candidates had participated in a week long program preparing them for a potential job in Media Sales. We presented information about our company and spend time meeting and engaging with potential sales candidates.

~~September 29, 2021 (WFEX, WKZJ, WEAM, WIOL, WOKS)~~

2. Dimon Elementary Career Day: Oct 18, 2022

Dimon Elementary students were exposed to different careers by over 20 local businesses. Davis Broadcasting's On-air personalities Nick da Kid and Jolli spoke to kids about jobs in radio.

3. Hardaway HS Career Fair: Nov 16, 2022

Over 25 local businesses including Davis Broadcasting were in attendance. On-air personality Jolli and Promotions Director Karen Robinson were on hand to talk to students about jobs in radio.

4. Kendrick College and Career Fair: Nov 18, 2022

Over 30 colleges and businesses were in attendance- including Davis Broadcasting. On-air personality Jolli and Promotions Director Karen Robinson were on hand to talk to students about jobs in the radio industry.

~~DIMON ELEMENTARY SCHOOL CAREER DAY—Growing further Davis Broadcasting Employees from a young age and on behalf of all stations. STUDENTS ASKED~~

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QUESTIONS ABOUT RADIO CAREERS, STAFF IN ATTENDANCE: PROMO ASST.
ROD ALEXANDER, FOXIE 105'S GAVIN HENRY.

7) ~~Supplemental Recruitment Initiatives.~~

~~(a) 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) Job Fairs:~~

~~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 AVAIALBE AT DAVIS
BROADCASTING.~~

~~OCT 17, 2018 (WFXE, WKZJ, WOKS, WEAM, WIOL)
COLUMBUS TECH CAREER FAIR- COLUMBUS TECH:
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.~~