

EEO PUBLIC FILE REPORT 2023

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

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

a. **Digital Director- January 3, 2023**

Recruitment Source Notified of Job Vacancy	Source Contact Person	Source Address	Source Phone Number	Number Referred by Source	Did Source Request Notification of Vacancies
Pivot Fund	Rodney Mahone	Atlanta, GA	Rodney@the pivotfund.org	1	Yes
Davis Broadcasting Radio Recruitment Ad	Angela Verdejo	2203 Wynnton Rd. Columbus, Ga	706-507-7276	1	no

b. **Business Manager : June 7, 2023**

Recruitment Source Notified of Job Vacancy	Source Contract Person	Source Address	Source Phone Number	Number Referred by Source
The Reserve Network	Cathy Shaw	22021 Brookppark 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

5) **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.

Supplemental Recruitment Initiatives.

(a) **Job Fairs:**

1. June 13th and June 14th – Media Sales Institute (WFEX, WKZJ, WEAM, WOKS, WIOL,)

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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.

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. Job Fair: Fountain City Classic Job Fair Nov. 1st, 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.