

EEO PUBLIC FILE REPORT 2017-2018

This Report covers full-time vacancy recruitment data for the period: December 1, 2017- December 1, 2018

1) Employment Unit: Davis Broadcasting Inc. of Columbus

2) Unit Members (Stations and Communities of License): WKZJ (FM) Eufaula, AL
WOKS (AM) Columbus, GA
WOL (AM) Columbus, GA
WOL (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), WOL(AM), WOL(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, GM
	E-mail Address: ggranville@dbicolumbs.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hire
(a) Sales Account Manager	Media Sales Institute (B.H)
(e) On-Air Personality	Industry Referral (F.

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

5) Job Title: Sales Account Manager

**Referral Source(s) of Hire:
Media Sales Institute**

(a)

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	1	yes
Columbus Urban League	Rhonda Gaines	802 1 st Avenue Columbus, GA 31901	614 257-6300	0	No
Davis Broadcasting On Air Recruitment Ad	Angela Verdejo	2203 Wynnton Road Columbus, GA 31906	706 576-3565	1	No
Virginia College (Career Fair)	Tiffany McBride	5601 Veterans Parkway Columbus, GA 31904	762-207-1657	0	NO
Media Sales Institute	Jeffery P. Myers	The ATL' University Center- Morehouse College Atlanta, GA 30314	301-595-1871	16	yes

Job Title: On-Air Personality

Referral Source(s) of Hire: Industry Referral

(b)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Sam Weaver	www.allaccess.com	310-457-6616	1	No
Urban Insight	Webmaster	www.urbaninsite.com	N/A	3	No
Davis Broadcasting Internal Posting	Michael Muhammad	2203 Wynnton Road Columbus, GA 31906	706 576-3565	1	No
Industry Referral		Atlanta, GA		1	NO

6) Total # of Interviewees Referred: For the period from **December 1, 2017- December 1, 2018** this Employment Unit interviewed 23 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Internship Program:

1. In conjunction with the Urban League of Columbus we conducted an internship program for one student for their 2018 Urban League Youth Employment program. The intern was

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supervised by the General Manager. This intern did a full rotation through all the radio stations departments (Promotions, Business, Programming, Sales).

2. In conjunction with Georgia State University we conducted an internship program for one student enrolled in the schools Journalism program. The intern was supervised by the General Manager. This intern did a full rotation through all the radio stations departments (Promotions, Business, Programming & Sales)

(b) Job Fairs:

1. On March 20, 2018 the Employment Unit attended the Virginia College Career Fair. At the event managers Spoke to students about careers in radio and two positions currently available (part-time Van Driver & Sales Account Executive)
2. On October 17, 2018 managers attended the Columbus Technical College Career Fair. Spoke to students about careers in radio and two positions available (part-time Remote Van Drivers & Sales Account Executive)
3. In June 2018, the Employment Unit's Sales Managers and General Manager traveled to Atlanta to participate in the Media Sales Institute Training and Recruitment. This instituted was held at Morehouse College School of Business in Atlanta, GA. The Employment Unit presented opportunities available in the Sales Departments and listened to presentations by potential Sales Account Manager. Sixteen individual applicants were interviewed at this two day institute.
4. On November 29, 2018, the Employment Unit's Program Manager and Promotion Director participated in the "Let's Grow Steam Expo" held at the Columbus Convention and Trade Center, 801 Front St., Columbus, GA. The Employment Unit presented information to school aged students about different types of jobs available at a Radio Station in all departments. These positions included Sales Account Manager and On Air Personalities/Board Operators and Remote Drivers.

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