

# EEO Vacancy Information

## 2024

EEO Vacancy Information for 2024 State Broadcasting, Dowdy Broadcasting: WQZY-WDBN-WQIL\_WMCG-WMLT DBA, State Broadcasting Corporation, Dublin, GA.

(5) Five hires in 2024.

State Broadcasting and Dowdy Broadcasting Outreach Statement and Dowdy Broadcasting Corporation: WQZY, WQIL, WDBN, WMCG, WMLT. State Broadcasting stations strive each year to recruit aggressively for all positions. Each opening is distributed in Central and Middle Georgia. It is also important for us to participate in various job fairs in our state in an attempt to recruit qualified applicants from diverse backgrounds. At times, we recruit nationwide utilizing [www.access.com](http://www.access.com).

### New Hire EEO Summary Report 2024

- **Kristina Graham** was hired on December 19th, 2023, after filing the last EEO Report. This part-time front office assistant opening became available after the loss of Shana Lewis, a full-time front office associate. Management decided we needed additional part-time support in the front office. We posted the part-time position on all our standard sites and locations (see recruiting sources, attached). Following the due diligence required to find a new employee, we found Kristina Graham in an email sent along with her resume. After interviewing two (2) people and two (2) individual interviews, we hired Kristina to fill the part-time front office position.

- **Jordan Thomas** was hired on February 12, 2024. This sales associate opening became available after a vacancy developed with the departure of Adam Drake who handle sales and IT support. We posted the position on all our standard sites and locations (see recruiting sources, attached). Following the due diligence required to find a new employee, we found Jordan Thomas. After submitting two (2) people and two (2) individual interviews, we hired Jordan to fill the sales associate duties for our market.
- **James Harrelson** was hired on May 15<sup>th</sup>, 2024 to fill the role of part-time IT support. This role had been fulfilled by Adam Drake who resigned to take a job with Georgia Power. James was the only submission for this part-time position. Due to immediate need, James was hired to fill the part-time position.
- **Jeff Martin Kidd** was hired on July 15, 2024. This part-time commission-only job was deemed necessary to bolster our sales efforts in the market. We posted the position on all our standard sites and locations (see recruiting sources, attached). Following the due diligence required to find a new employee, we found Jeff Kidd, who had previously worked with us as an on-air personality. After submitting two (2) people and two (2) individual interviews, we hired Jeff to fill the part-time commission-only sales position for our market.
- **Robbie Fox** was hired on October 8<sup>th</sup>, 2024. This sales associate opening became available after a vacancy developed with the departure of full-time sales associate Mary Beth Turner Port. We posted the position on all our standard sites and locations (see

recruiting sources, attached). Following the due diligence required to find a new employee, we found Robbie Fox. After submitting three (3) people and two (3) individual interviews, we hired Robbie to fill the Sales Account Consultant duties for our market.

## JOB Fairs 2024

During a typical year, the stations of State Broadcasting attempt to participate in a minimum of 2-3 Job Fairs. In 2024 we participated in one (1) job fair with Employ Baldwin held on August 22nd at Central Georgia Technical College in Milledgeville, Georgia.

### Attachment of Past and Current Recruiting Sources:

1. Company Web Site Postings and social media accounts.
2. On-Air Recruitment Ads WMLT-WQZY-WDBN-WQIL\_WMCG Radio Stations.
3. Internal Postings.
4. Indeed.com
5. Georgia Association of Broadcasters 8010 Roswell Rd #150 Atlanta, GA 30350-7021 (770)395-7200 [www.gab.org](http://www.gab.org)
6. Georgia Department of Labor Employment Service 910 North Jefferson Street Dublin, GA 31021
7. Allaccess.com is the web's largest radio and music industry community. All Access Music Group, 11 Music Circle South, Nashville, TN 37203 (615) 252-6400 TEL (615) 252-4838 FAX
8. Middle Georgia State University and Student Access Department 1100 Second St. Cochran, GA 31030 478-825-6350.
9. Fort Valley State University Career Service 1005 State University Dr. Fort Valley, GA 31014 478-934-6221.
10. South Central Health District 2121 -B Bellevue Road, Dublin, GA 31021 Phone (478) 275-6545.