

FIRST MEDIA SERVICES, LLC (Albany, GA)
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
November 30, 2021

This is the report required by section 73.2080 (C) (6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. It is to be included in our public file on or before the anniversary of our renewal of license application, which is December 1 of each year. Our “employment unit” consists of WALG (AM), WQVE (FM) WKAK (FM) - Albany, Georgia; WEGC (FM) - Sasser, Georgia; and WJAD (FM) - Leesburg, Georgia, licensed to First Media Services, LLC

PERIOD COVERED: December 1, 2020, through November 30, 2021

I. LIST OF FULL TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE/DATE OF HIRE)

<u>Job Vacancy/Title</u>	<u>Date Filled</u>
1. Data Entry	September 30, 2021
2. Data Entry	November 16, 2021

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES

<u>Source</u>	<u>Job Vacancy Title #</u>
Albany State University 504 College Drive Albany, GA 31705 229-500-2000	1,2
Albany Technical College 1704 South Slappey Drive Albany, GA 31701 229-430-3500	1,2
Indeed.com	1,2
Facebook	1,2
Company Internal Post	1,2
Referral	1

Employ Georgia.com

2

III. Recruitment source which referral each of the hires for the vacancies listed above:

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Data Entry	Indeed.com
2. Data Entry	Company Internal Post

IV. Data reflecting the total number of person interviewed for full-time vacancies during the period covered by this report, and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Total Interviewed: 7

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Job Fair	1
2. Company Internal Post	1
3. Indeed.com	3
4. Referral	1
5. Facebook	1

V. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR 72.2080 (C) (2) TAKEN BY OUR EMPLOYMENT UNIT:

Conducted the following initiatives:

Participated in the follinwg Job Fairs:

- July 27 Love & Care Job Fair Cordele, GA
- August 26 Station hosted Job Fair Studio
- November 4 Fall 2021 Job Fair Albany State University
- November 9 Southwest Georgia Regional Albany, GA
Job Fair

Also attended the International Idea Bank meeting where EEO was discussed.

How to recruit and how to get more diverse employment recruitment

- May 2021 Durant, Oklahoma
- October 2021, Adrian, Michigan

VI. OUR POLICY IS REVIEWED FOR ENFORCEMENT

Employees are informed of our EEO policy through meetings, postings, in Employee Break Room regarding EEO and Non-Discrimination, and initial Hiree paperwork has forms for EEO and Non-Discrimination policies.

VII. OUR PROGRAM IS REVIEWED REGULARLY FOR EFFECTIVENESS

During the review, suggestions are asked for on how we can improve our EEO Program. During review, we look for any problems in our program and how, if any are found, we can correct them.

VIII. PAY, BENEFITS, SENIORITY PRACTICES, PROMOTIONS, AND SELECTION TECHNIQUES ARE ANALYZED FURING OUR QUARTERLY REVIEW.

Our goal is to improve and ensure that we reach out to have a guaranteed Equal Opportunity for everyone.