FIRST MEDIA SERVICES, LLC (Albany, GA) EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT November 30, 2022

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, 2021 through November 30, 2022

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

Job Vacancy/Title	Date Filled
1. Operations Manager	May 9, 2022
2. Accounts Manager	May 20, 2022

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

Source Barbara Mastronicola Human Resources Generalist Albany State University 504 College Drive Albany, GA 31705 229-500-2000	Job Vacancy Title # 1,2
Dorene Aquino Human Resources Coordinator Albany Technical College 1704 South Slappey Boulevard Albany, GA 31701 229-430-3500	1,2
Mary Bickerstaff Membership Director Albany Chamber of Commerce 225 West Broad Ave Albany, GA 31701 229-434-8700	1,2

Sharon Stringer
Human Resources
City of Albany
401 Pine Ave
Albany, GA 31701
229-883-8330

NAACP 1,2

1,2

Public Relations Director 436 West Mercer Ave Albany, GA 31701 229-888-2212

AllAccess.com 1
Company Internal Post 1,2
Indeed.com 1,2
ZipRecruiter.com 2

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

Job Vacancies Number	Recruitment Source
1. Operations Manager	AllAccess.com
2. Accounts Manager	ZipRecruiter.com

IV. Data reflecting the total number of persons 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: 9

Interview Sources	Number of Interviews
1. Indeed.com	4
2. ZipRecruiter.com	1
3. AllAccess.com	4

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

Conducted the following initiatives:

Participated in the following Job Fairs:

June 3, 2022 Love & Care Job Fair Cordele, GA
 November 11, 2022 Station-Hosted Job Fair Albany, GA

Also attended the International Idea Bank meeting where EEO was discussed. How to recruit and how to get more diverse employment recruitment

May 2022

Montgomery, AL

October 2022

Indianapolis, IN

VI. OUR POLICY IS REVIEWD 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 DURING OUR QUARTERLY REVIEW

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