

To whom it may concern

After review of our FCC public file today it was discovered that the 2023 EEO report has somehow been removed from the site.

The 2023 EEO Report was filed November 30, 2023 and uploaded that same day to the station FCC public file. It was confirmed that it was uploaded correctly at that time. But after our review today it is no longer on the site. No longer can be found on the site.

We are reuploading the 2023 EEO report. Any questions regarding this should be addressed to myself or our FCC attorney Dennis Kelly.

Rick Lambert

GM

**FIRST MEDIA SERVICES, LLC (Albany, GA)**  
**EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT**  
**November 30, 2023**

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, 2022 through November 30, 2023

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

<u>Job Vacancy/Title</u>	<u>Date Filled</u>
1. Account Manager	July 17, 2023
2. Accounts Manager	September 12, 2023
3. Account Manager	October 2, 2023
4. Account Manager	October 12, 2023
5. Account Manager	November 1, 2023

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

<u>Source</u>	<u>Job Vacancy Title #</u>
Barbara Mastronicola Human Resources Generalist Albany State University 504 College Drive Albany, GA 31705 229-500-2000	1,2,3,4,5
Dorene Aquino Human Resources Coordinator Albany Technical College 1704 South Slappey Boulevard Albany, GA 31701 229-430-3500	1,2,3,4,5
NAACP Public Relations Director 436 West Mercer Ave Albany, GA 31701 229-888-2212	1,2,3,4,5

Indeed.com	1,2
ZipRecruiter.com	2
LinkedIn	1
Company Internal Post	1,2,3,4,5
Albany GA Jobs Facebook	1

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Account Manager	1. Indeed.com
2. Accounts Manager	2. Walk-in
3. Account Manager	3. Indeed.com
4. Account Manager	4. Indeed.com
5. Account Manager	5. Indeed.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: 42

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Ziprecruiter	6
2. Walk-in	3
3. Indeed.com	29
4. Internal	3
5. Radio Ads	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 following Job Fairs:

- |                     |   |                                   |
|---------------------|---|-----------------------------------|
| ● December 1, 2022  | Mercer County Schools & Career Fair           | Brush Fork Armory                 |
| ● April 19, 2023    | Albany/Dougherty Economic Delinquent Job Fair | Albany, GA                        |
| ● May 19, 2023      | Job and Source Fair                           | Beckley Raleigh Convention Center |
| ● November 29, 2023 | 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 2023     | Lihue Kauai, Hawaii |
| ● October 2023 | Pikeville, KY       |

**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 DURING OUR QUARTERLY REVIEW**

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