

EEO Report

This EEO Report covers the one year period ending May 31, 2016. During this period the station filled two full-time job vacancies.

EEO Public File Report

As of June 1, 2016

Positions Available: None

Call Betty Parrish at:

434.797.4290

Or Mail to:

P.O. Box 1629

Danville, Virginia 24543

Sources used for Part-Time Positions:

WAKG/WBTM web site / on-air commercials

Newspaper: Danville Register & Bee

Sources used for Full-Time Positions:

WAKG/WBTM web site / on-air commercials

Newspaper: Danville Register & Bee

Exhibit II

EEO Public File Report

This EEO Public File Report is filed in station WBTM's Public Inspection File pursuant to section 73.2080 (e)(6) of the Federal Communications Commission's (FCC) rules.

Exhibit III

Piedmont Broadcasting Corporation

June 1, 2016

Narrative Statement:

In the past year there have been two full-time positions available, and filled. The turnover rate is very low at Piedmont Broadcasting Corporation because the seniority is greater than most other radio stations. The average employment tenure for the five most senior employees is now 29.6.. Our full-time employee average is 18.24, and all employees (full and part-time) have an average tenure of 15.96 years. Although our outreach efforts are many and consistent, being located in a non-metro market limits our number of qualified applicants.

Our outreach program for the past year included the following:

February 25-27, 2015 – WAKG & WBTM participated in Country Radio Seminar classes in Nashville, Tennessee.

April 2, 2015 – We participated in South Boston Business Expo where 25 other businesses were represented.

April 14, 2015 – We participated in a Community-Wide Job Fair at the Institute for Advanced Learning & Research with 37 other businesses represented at this event.

September 19, 2015 – WAKG & WBTM media sponsorship for Alzheimer's Association "Walk to End Alzheimer's" received award for helping to raise \$704,000 for both Central and Western Virginia.

October 13, 2015- WAKG & WBTM were represented as Platinum Sponsors in Southside Show-Biz Trade Show at Averett University's North Campus.

November 12, 2015 – We participated in a Community-Wide Job Fair at the Prizery in South Boston, Virginia with 26 other businesses.

April 7, 2016 – We participated in a Community-Wide Job Fair at the Institute for Advanced Learning & Research with 46 other businesses represented.

We worked with the Virginia Association of Broadcasters (VAB) to secure an intern for the summer of 2015. A number of persons applied which resulted in one of the applicants meeting the criteria to fill the summer intern position from June 2nd to July 25th.

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for Vacancy	Did Source Request Notification?
Virginia Workforce Commission	211 Nor Dan Drive	Patrina Carter	434.549.8220	0	No
Loyal Baptist	468 Holbrook Street	Joan McSpadden	434.792.3590	0	No
Bibleway Worldwide	151 Grant Street	Lawrence Campbell, Jr.	434.228.3664	0	No
Danville Register & Bee	700 Monument Street	Advertising Department	434.793.2311	0	No
High Street Baptist	630 High Street	Jerome Morris	434.792.2404	0	No
Averett University	420 West Main Street	Angie McAdams	434.791.5629	0	No
Danville Community College	1008 South Main Street	Chandy Haskins	434.797.8479	0	No
George Washington High School	701 Broad Street	Fran Dandridge	434.799.6410	0	No
Radio - WBTM/WAKG	710 Grove Street	Sherri Crowder	434.797.4290	5 - 5	No
Word of Mouth					No

Recruitment Source that Referred the Hirees: WBTM/WAKG (Radio)

- 1) On-Air Personality/Production – Date Vacancy Opened: 1/31/15 ... Filled: 4/13/15
- 2) Account Executive – Date Vacancy Opened: 5/01/15 ... Filled: 10/01/15
- 3) Account Executive – Date Vacancy Opened: 3/11/16 ... Filled: 4/01/16
- 4) New Account Position – Date Vacancy Opened: 3/18/16 ... Filled: 4/05/16