

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Piedmont Broadcast Corporation's (WAKG and WBTM) public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on [Insert date], the station filled the following full-time vacancies:

Broadcast and Digital Consultant (Sales)

The station interviewed a total of [Insert Total Number of Persons Interviewed] people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Station Website and Social Media Boosted Ads	10
Employee Referral	1

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Broadcast and Digital Consultant (Sales)

Recruitment Source That Referred the Hire: WAKG.com

Date Vacancy Opened: May 7th, 2025

Total Number of Persons Interviewed for the Vacancy: Eleven

Date Vacancy Filled: Tuesday, July 22nd, 2025

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Radio Station Websites and Social Media Boosted Ads	Online	Sherri C Duarte	434-797-4290 ext 246	10	N/A
Employee Referral	710 Grove Street, Danville, VA 24541	Sherri C Duarte	434-797-4290 ext 246	1	N/A

FULL-TIME VACANCY EEO INFORMATION – Form BP-03
[Fill out for each full-time vacancy]

Job Title of Vacancy: Broadcast and Digital Consultant (Sales)

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: May 7th, 2025

Total Number of Persons Interviewed for the Vacancy: Eleven

Date Vacancy Filled: Monday, August 25th, 2025

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Radio Station Websites (WAKG.com and WBTM Danville.com) and Social Media Boosted Ads	Online	Sherri C Duarte	434-797-4290 ext 246	10	N/A
Employee Referral	710 Grove Street, Danville, VA 24541	Sherri C Duarte	434-797-4290 ext 246	1	N/A

ATTACHMENT B
MENU OPTION ACTIVITIES

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Piedmont Broadcasting Corporation (WAKG and WBTM) has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Danville Community College Citizen Job and Resource Fair – November 13 th , 2025	WAKG and WBTM attended the Danville Community College Job Fair at Danville Community Market, Thursday, November 13 th from 10am – 2pm. This event featured close to 110 employers from Danville and surrounding areas with job availabilities as well as information about their products and resources. WAKG and WBTM also hosted a booth to inform the public about our radio stations, how we can assist in advertising their businesses, our public service announcement options, and accepted resumes for our sales department.
4	Danville Public School’s STEAM + C Event – February 28 th , 2026	WAKG Program Director and Midday Personality, Ginyah Woods, alongside WBTM Morning Show Host, Josh Lineberry, attended Danville Public School’s Annual STEAM + C event representing radio in both the Engineering and Arts categories. Children (along with their families) stopped by to learn about the process of radio and the entertainment factor. They also did a live broadcast from the event from 1pm – 3pm.

1	Averett University's Career and Internship Fair – March 31 st , 2026	Piedmont Broadcasting Corporation's Vice President of Operations, Sherri Duarte, and on-air personality, Josh Lineberry, attended Averett University's Career & Internship Fair Tuesday, March 31 st at 11am – 1pm. Our booth featured information about broadcast and digital marketing through our two radio stations and digital division, information on how radio works, and the opportunity for students interested in sales and broadcast media to apply.
6	Southern Virginia Business: Procurement Experience at The Institute for Advanced Learning and Research, Thursday, April 30 th	WAKG Program Director and Midday Personality, Ginyah Woods, along with the Piedmont Broadcasting Corporation/Piedmont Digital Group Marketing Team attended the Southern Virginia Business * Procurement Experience at The Institute for Advanced Learning and Research, Thursday, April 30 th 9am – 2pm. This was an opportunity for local business owners to learn about services in our community that support small business. Our team was there to learn about businesses, offer free consultations on site, and give the opportunity for business to utilize our airwaves to connect with the community.

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.