

**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

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. Operations Manager | May 9, 2022 |
| 2. Accounts Manager | May 20, 2022 |

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 |
| 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 1,2
 Human Resources
 City of Albany
 401 Pine Ave
 Albany, GA 31701
 229-883-8330

NAACP 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:

| <u>Job Vacancies Number</u> | <u>Recruitment Source</u> |
|-----------------------------|---------------------------|
| 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

| <u>Interview Sources</u> | <u>Number of Interviews</u> |
|--------------------------|-----------------------------|
| 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

