

FIRST MEDIA SERVICES, LLC (Albany, GA)
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
November 30, 2025

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; WNOU (FM) - Sasser, Georgia; and WJAD (FM) - Leesburg, Georgia, licensed to First Media Services, LLC.

PERIOD COVERED: December 1, 2024 through November 30, 2025

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	January 6, 2025
2. Operations Manager	December 2, 2024

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
NAACP Public Relations Director 436 West Mercer Ave Albany, GA 31701 229-888-2212	1,2

Radio-online.com	2
Radio Insight.com	2
jobs.mediajobreport.com	2
Facebook page Radio Consulting	2
Hireology	1,2
Company Internal Post	1,2

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

<u>Job Vacancies Number</u>	<u>Recruitment Source</u>
1. Account Manager	1. Hireology
2. Operations Manager	2. Radio-online.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: 6

<u>Interview Sources</u>	<u>Number of Interviews</u>
1. Radio-online.com	2
2. Hireology	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 and Hiring Events:

● April 17, 2025	Albany/Dougherty Economic Job Fair	Brush Fork Armory
● April 9, 2025	Bluefield State University Job Fair	Bluefield, WV
● April 16, 2025	Concord College Career Day	Athens, WV
● April 29, 2025	Southern VA Community College Career Fair	Cedar Bluff, VA
● October 2, 2025	Business Expo Hiring Event	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 2025	Hammond, LA
● June 2025	St. Louis, MO

Participated in GABCOM 2025 Student Program

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 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.

Rick Lambert
11-25-2025