

# Bristol Broadcasting Company, Inc.

*Stations WQBE-FM, WVSR-FM, WYNL(FM), WBES(AM), and WVTS(AM)  
Comprising the Charleston Station Employment Unit*

## **Annual EEO Public File Report**

*For the period of June 1, 2023 – May 31, 2024*

The purpose of this Equal Employment Opportunity Public File Report (“Report”) is to comply with the Federal Communications Commission’s 2002 EEO Rule – 47 C.F.R. Section 73.2080(c)(6). This Report has been prepared on behalf of the Station Employment Unit (“SEU” or “Charleston SEU”) that is comprised of the above captioned stations (all operated from offices in Charleston, West Virginia and all licensed to Bristol Broadcasting Company, Inc. (“Bristol”)) and has been placed in the Public Inspection Files of these stations and posted on their websites as required.

The information contained in this Report covers the time period beginning on June 1, 2023 and ending on May 31, 2024 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(iii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.
6. An analysis of the effectiveness of the SEU’s EEO recruitment program.

Below is a recapitulation of the vacancies and recruitment activities and supplemental outreach initiatives that were undertaken by Bristol Broadcasting Company during the Applicable Period of this Annual Equal Employment Opportunity Report.

## **Vacancy Information**

Because no full-time vacancies were filled at the Charleston SEU during the Applicable Period of this Report, no recruitment activities were undertaken. Accordingly, no recruitment activities are chronicled herein.

## **Supplemental Outreach Initiatives**

During the Applicable Period, the Charleston SEU completed several Supplemental Outreach Initiatives as listed below:

- **Career Day at Mountaineer Challenge Academy South** The Charleston SEU participated in a career day/career fair at Mountaineer Challenge Academy South in Montgomery, West Virginia, on Wednesday, February 21, 2024. A booth at the event was manned by SEU management personnel SEU including Facilities Manager Kris Woody. Woody discussed opportunities and positions available in the radio broadcasting field with those attending the career fair and answered questions from interested students. Woody also stressed the SEU's EEO policies and advised attendees to visit the websites of the Stations of the SEU for postings for all full-time job openings.
- **Internship with St. Albans High School** In September 2023, the Charleston SEU established an internship that continued through the end of the Applicable Period with a student at St. Albans High School. During the course of the internship, this student participated in *job-shadowing* with several SEU staff members. Included in the job-shadowing was hands-on training in audio editing, proper operation of audio consoles, and remote broadcast equipment setup. This intern has expressed an interest in securing a career in radio broadcasting once he completes his college courses.
- **Outreach Awareness with WVBA** Again during the Applicable Period of this Report, as in previous periods, the Charleston SEU Stations in cooperation with the West Virginia Broadcasters Association aired announcements encouraging persons interested in radio broadcasting as a career to visit the WVBA website for listings of vacancies at broadcast stations across the state and country. These announcements also were designed to provide greater awareness of job opportunities with Bristol Broadcasting Company and in the broadcasting industry generally.

## **Analysis of Recruitment and EEO Program**

While preparing this Annual EEO Public File Report, an annual review of the SEU's recruitment and EEO program was made by the management of the Stations to determine the efficacy program. Since there were no full-time vacancy and no corresponding recruit efforts during the period of this report, the overall effectiveness of the program lacked recruitment data for analysis. But management did review its EEO policies and programs including its listing of Specialized Recruitment Sources, supplemental EEO initiatives, and other EEO activities. This review revealed that the list of Specialized Recruitment Sources encompassed entities from diverse segments of the community which should be helpful in reaching qualified applicants in varied demographic groups. No new entities were identified that would add to the outreach in a significant way. Management concluded that its plan and program for giving notice of any

full-time vacancy at the SEU would generally be adequate to allow any qualified individual who might wish to apply for an open position to have multiple opportunities to learn about such an opening.

Bristol Broadcasting Company, Inc., is committed to providing employment opportunities to all qualified applicants without regard to race, color, national origin, religion, or gender and will continue to pursue ways and means to continue to widely disseminate information regarding job vacancies with the company.