

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, 2025 – May 31, 2026

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, 2025 and ending on May 31, 2026 (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

No full-time vacancies were filled during for the Charleston Station Employment Unit during the Applicable Period of this Report, accordingly no recruitments data is included in this report.

Supplemental Outreach Initiatives

In addition to the recruitment activities undertaken for specific openings during the Applicable Period, the Charleston SEU completed the following Supplemental Outreach Initiatives seeking to provide increased awareness of employment opportunities in broadcasting and with Bristol Broadcasting Company:

- **Internship Established with West Liberty University** In April 2026, the Charleston SEU established an internship with a student at West Liberty University. The intern “job shadowed” on-air personnel at the SEU and was given “hands-on” tutoring in how to use audio editing software for commercial production and shown daily activities in the control rooms of the Stations. The intern also participated with staff members at live promotional events conducted by the Stations of the SEU. Members of management discussed career opportunities in the broadcasting industry with the intern and talked about Bristol Broadcasting Company’s EEO policies. At the time of this Report the internship was continuing at the SEU
- **Broadcast Career Scholarship Established** On May 1, 2026, The Charleston SEU established a scholarship intended to encourage broadcasting as a career choice. The cash scholarship is to be awarded to a selected student based on academic achievements, interest in broadcasting as a career path, and enrollment in one of the colleges in the Charleston area. Local educators will be asked to assist by nominating potential recipients for the scholarship. Bristol Broadcasting Company will award the scholarship on an equal opportunity basis without regard to the race, color, national origin, religion, or gender of the candidates.
- **Outreach to Organizations That Help Job Seekers** To aid in the dissemination of information about vacancies and to make organization that regularly assist job seekers aware that they can be added to a list of entities that receive notice of all full-time opening at the Station Employment Unit, Bristol Broadcasting Company continually has posted on its corporate website (which is hyperlinked from all the SEU Stations’ websites) a notice to such organization encouraging them to request inclusion on the list. An online form is provided for convenience in requesting notice of vacancies.
- **Outreach Awareness with WVBA** In cooperation with the West Virginia Broadcasters Association, the Stations of the Charleston SEU aired announcements throughout the Applicable Period of this Report encouraging individuals 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 the Efficacy of EEO Recruitment Program

Each year while completing its Annual EEO Public File Report, an analysis of the recruitment activities and the overall efficacy of recruitment activities is conducted by the Charleston Station Employment Unit. In May 2026, Management of the SEU completed a review of its EEO policies and programs including its listing of Specialized Recruitment Sources, supplemental EEO initiatives, and other EEO activities. Management concluded 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