

# Bristol Broadcasting Company, Inc.

*Stations WNPC(AM), WLNQ(FM), and WSEV(AM)  
Comprising the Newport Station Employment Unit*

## **Annual EEO Public File Report**

*For the period of June 1, 2021 – March 31, 2022*

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 Newport Station Employment Unit (“SEU” or “Newport SEU”) that is comprised of the above captioned stations, 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 April 1, 2021 and ending on March 31, 2022 (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.

### **Vacancy Information**

During the Applicable Period of this report no full-time vacancy occurred and none were filled at the Newport Station Employment Unit thus no recruitment activities were undertaken.

### **Supplemental Outreach Initiatives**

Below is a list of the Supplemental Outreach Initiatives undertaken by the SEU during the Applicable Period of this Report. The number of initiatives the SEU could participate with was limited by the Covid-19 Pandemic and its associated restrictions and shutdowns.

- **Co-Sponsorship Cocke County Partnership Job Fair** The Newport SEU partnered with the Cocke County Partnership to host a job fair at Newport Grammar School Auditorium on July 27, 2021. The management of the SEU participated in the planning of the event and the Stations of the SEU aired announcements promoting the job fair. On the day of the job fair, one of the Stations (WNPC) conducted a live remote broadcast at the event site to encourage participation and to welcome late comers. SEU Market Manager Louanna Ottinger and air personality Cody Earley were present to provide participants with information concerning positions available in the broadcast industry.
- **Co-Sponsorship Cocke County Partnership Job Fair** On November 18, 2021, the SEU partnered with the Cocke County Partnership to host a job fair at the National Guard Armory in Newport. The management of the SEU participated in the planning of the event and the Stations of the SEU aired announcements promoting the job fair.
- **Co-Sponsorship Cocke County Partnership Career Fair** O=The SEU partnered with the Cocke County Partnership to plan and host a College and Career Fair at Cocke County High School on March 3, 2022. The Newport SEU assisted in the planning of the event and the Stations of the SEU aired announcements promoting the career fair. Multiple Universities and industries were represented at the event.
- **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.

While there were no full-time vacancies and no associated recruiting efforts during the Applicable Period, the management of the SEU reviewed its lists of Specialized Recruitment Sources as part of preparation of this report. The standard recruitment, promotion, and retentions policies of the SEU were also reviewed and analyzed. After the review, management determined that its policies and practices were in keeping with the rules and goals of the FCC, the EEOC, and the Department of Labor relating to equal employment opportunities.

Bristol Broadcasting Company, Inc., remains committed to providing employment opportunities to all qualified applicants without regard to race, color, national origin, religion, or gender and will continue to pursue new ways and means of more widely disseminating information regarding job vacancies with the company. As the Covid-19 Pandemic subsides and as governmental restrictions are lifted, the SEU is making plans for a more robust outreach effort including participation in more job fairs and the establishment of new internship programs in the coming months.