

Bristol Broadcasting Company, Inc.
*Stations WKYQ(FM), WDDJ(FM), WBMP(AM), WPAD(AM),
WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM)*
Comprising the Paducah Station Employment Unit
Annual EEO Public File Report
For the period of April 1, 2024 – March 31, 2025

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 “Paducah SEU”) that is comprised of the above captioned stations (all licensed to Bristol Broadcasting Company, Inc.) and has been placed in the Public Inspection Files of these stations and posted on their websites as required.¹

The information contained in this Report covers the time period beginning on April 1, 2024 and ending on March 31, 2025 (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.

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

¹ While the community of license of Station WKYX-FM is in Illinois (Golconda) this Annual EEO Public File Report was prepared and filed on the anniversary date of the filing of the licensee renewal applications for commonly owned Stations WKYQ(FM), WDDJ(FM), WBMP(AM), WPAD(AM), WNGO(AM), WLLE(FM), WZYK(FM), and WDXR(AM) whose communities of license are in Kentucky as is permitted by the Commission’s policies for station employment units comprised of stations whose cities of license are in two or more states.

Vacancy Information

No full-time vacancies occurred or were filled for the Paducah Station Employment Unit during the Applicable Period of this Report.

Analysis of Recruitment Efforts

Annually, while preparing its Annual EEO Public File Report, management of the Paducah Station Employment Unit conducts an analysis of the recruitment activities and of the overall efficacy of the EEO program at the SEU. Since there were no full-time vacancies during the Applicable Period, there was no recruitment data to analyze. However, the SEU's list of Specialized Recruitment Sources was reviewed and there was a review of the Supplemental Outreach Initiatives undertaken. Management concluded that its ongoing efforts to propagate information about any full-time openings would be sufficient to give any qualified person who might want to apply to any opening the opportunity to do so.

Supplemental Outreach Initiatives

Below is a listing of supplemental outreach initiatives undertaken by the SEU during the Applicable Period of this Report:

- **Murray State University Fall Career Fair** On October 1, 2024, the SEU participated in the Murray State University Fall Career Day. SEU Morning Host Steve Schwettman manned a booth at the event. Schwettman spoke with students about internships in the news and sales departments at the SEU and provided information about Bristol Broadcasting Company's EEO policies and hiring practices. He also spoke with students about how to apply for any full-time or part-time positions available at the SEU.
- **West Kentucky Community & Technical College Career Event** On March 19, 2025, SEU General Manager Jamie Futrell participated in a career event at West Kentucky Community & Technical College. Futrell spoke to the Introduction to Business class at the school. He discussed the various positions available at radio broadcast stations and the skill sets necessary to succeed in those positions. Futrell talked with the students about internship opportunities available at the Paducah SEU and about how to apply for any full-time or part-time positions when available. He also emphasized that Bristol Broadcasting Company is an equal opportunity employer.
- **Job Seekers Helping Entities Outreach** Continually, the Paducah SEU has posted on its stations websites (through links to the Bristol Broadcasting Company corporate website) an invitation to entities that help job seekers to request notice of any full-time job openings at the SEU. The SEU maintains a list of all entities that request such notice and sends to all such entities notice of each full-time job opening.
- **Entities Helping Job Seekers Outreach** During the Applicable Period of this report the Stations of the Paducah SEU aired announcements to notify organizations that regularly assist job seekers that they can be added to a list of entities that receive information about of job vacancies at the SEU. These announcements were designed to provide greater awareness of job opportunities with Bristol Broadcasting Company.

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.