

Bristol Broadcasting Company, Inc.

*Stations WXBQ-FM, WAEZ(FM), WFHG-FM, WEXX(FM), WWTB(AM), WNVA(AM), and WQSN(FM)
Comprising the Tri-Cities 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 Tri-Cities Station Employment Unit (“SEU” or “Tri-Cities 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 required¹.

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 for the Tri-Cities SEU during the Applicable Period of this Annual Equal Employment Opportunity Report.

¹ While the communities of license of Stations WAEZ(FM), WEXX(FM), and WFHG-FM are all in Tennessee (Greeneville, Elizabethton, and Bluff City respectively) this Annual EEO Public File Report was prepared and filed on the anniversary date of the filing of the license renewal applications for Stations WXBQ-FM, WWTB(AM), WNVA(AM), and WQSN(FM) whose communities of license are in Virginia as is permitted by the Commission’s policies in cases where an SEU is comprised of stations with cities of license in multiple states.

Vacancy Information

No full-time positions were filled at the Tri-Cities Station Employment Unit during the Applicable Period of this report thus there were no recruitment activities to recap. Nonetheless, management of the SEU concluded several supplemental outreach initiatives as listed below.

Supplemental Outreach Initiatives

During the Applicable Period, the Tri-Cities SEU undertook several Supplemental Outreach Initiatives to increase awareness of employment opportunities in the broadcasting industry and with the Tri-Cities SEU. Below is a list of initiatives undertaken by the SEU:

- **East Tennessee State University Internship** In September 2025, the SEU established an internship with a student at East Tennessee State University that extended through December 2025. 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.
- **Bristol Youth Leadership Career Day** On November 18, 2025, management members of the Tri-Cities SEU participated in the Bristol Youth Leadership Career Day hosted by the Bristol Chamber of Commerce. Operations Manager Chris Arnold and IT Manager Lynn Hamby were panelists at the event. Arnold led discussions about careers in the radio broadcasting industry and the various roles prospective employees could hold in the broadcast business and particularly with Bristol Broadcasting Company. Students at the event participated in a question-and-answer session with the SEU management members.
- **Northeast Tennessee Hiring Expo** Members of SEU management participated in the Northeast Tennessee Hiring Expo at the Meadowview Conventions Center in Kingsport, Tennessee, on February 19, 2026. SEU Operations Manager Chris Arnold and Promotions Director Kelly Mullins manned an exhibit table at the event, offered a brochure explaining career opportunities in the broadcasting industry, and answered questions posed by the attendees. Attendees were informed about the SEU’s EEO policies and procedures and about how job openings at the SEU are publicized.
- **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.

Analysis of Recruitment and EEO Program

While preparing this EEO Annual Public File Report, management of the Tri-Cities SEU completes an analysis of the overall efficacy of the EEO program of the SEU. Management reviewed its plans for recruitment for any openings that might occur at the SEU, its rates of pay, and its procedures for determining opportunities for advancement. Management concluded that its plan for recruitment and job opening notice dissemination provide any potential qualified candidate with opportunities to be aware of any opening. Management reviewed its list of Specialized Recruitment Sources and believed that it encompassed entities from many 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. Overall, this review concluded that the SEU's 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.