

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, 2019 – May 31, 2020

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, 2019 and ending on May 31, 2020 (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 for the Charleston Station Employment Unit during the Applicable Period of this Report so no reporting of recruitment activities is included herein.

Supplemental Outreach Initiatives

During the Applicable Period the Charleston SEU undertook the following Supplemental Outreach Initiatives¹ seeking to provide increased awareness of employment opportunities in broadcasting and with Bristol Broadcasting Company:

- **Co-Sponsor Career Expo at West Virginia State University** In February and March 2020, the Charleston SEU commenced planning and community promotions as the co-sponsor and co-host of the Career and Employment Expo on the campus at West Virginia State University. The event was scheduled to be held in April 2020 but had to be cancelled due to the coronavirus pandemic. Prior to the cancellation of the event, members of management at the SEU worked with WVSU Office of Career Services and Cooperative Education to plan the event. The Charleston SEU provided a significant on-air announcement schedule for vendor and participant recruitment.
- **Broadcast Career Scholarship Established** On May 1, 2020, 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 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 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 the Efficacy of EEO Recruitment Program

¹ The management of the SEU notes that several supplemental outreach initiatives including career/job fairs and internships that were scheduled for the Spring of 2020 and in which the SEU had planned to participate were cancelled due to the coronavirus pandemic. The SEU will participate in such events when they are rescheduled.

During the preparation of this EEO Annual Report, an analysis of the overall efficacy the EEO program at Charleston Station Employment Unit was made. Since there were no full-time openings and since the opportunities for supplemental outreach initiatives was curtailed by the coronavirus pandemic, SEU management concluded that the EEO efforts that were completed were successful during the Applicable Period and that additional efforts will be undertaken whenever conditions return to normal following the pandemic.

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.