

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, 2020 – March 31, 2021

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, 2020 and ending on March 31, 2021 (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 or none were filled at the Newport Station Employment Unit thus no recruitment activities were undertaken.

Supplemental Outreach Initiatives

Because the Covid-19 Pandemic and its associated restrictions and shutdowns throughout the Applicable Period limited career fairs and internships, the Newport SEU undertook fewer than usual Supplemental Outreach Initiatives. Regardless, to increase awareness of employment opportunities in the broadcasting industry and with the Newport SEU, the SEU did complete the following initiatives during the Period.

- **Co-Sponsorship Cocke County Partnership Virtual Career Fair** Prior to and during the month of August 2020, the Newport SEU was a co-sponsor of a virtual career fair hosted by the Cocke County Partnership of Chamber of Commerce. The SEU assisted with the planning and advertising of the career fair. Between August 1st and 31st, the SEU submitted materials to the virtual career fair including brochures that described opportunities in the radio broadcasting industry. These brochures stressed the equal opportunity employment practices of Bristol Broadcasting Company.
- **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.

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. During the next 12 months, as the Covid-19 Pandemic subsides, the management of the SEU anticipates a more robust outreach effort including participation in job fairs and the establishment of new internship programs.