

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 April 1, 2025 – March 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 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, 2025 and ending on March 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 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.

Vacancy Information

No full-time vacancies were filled at the Newport SEU during the Applicable Period of this report. Accordingly, there were no recruitment activities to report herein.

Review of Policies and Plan

While preparing this Report, management of the SEU reviewed the standard recruitment, promotion, and retentions policies of the SEU to ensure efficacy and rules compliance. After the review, management believed 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. Management found no significant areas where improvements in its recruitment and retention policies were warranted.

Supplemental Outreach Initiatives

Below is a list of the Supplemental Outreach Initiatives undertaken by the SEU during the Applicable Period of this Report.

- **Walters State Community College Internship** On April 23, 2025, the Newport SEU established an internship with a student at Walters State Community College who was pursuing a degree in broadcast journalism. The intern was given training regarding the daily activities in the control rooms of the Stations while job-shadowing SEU staff members. The intern was also allowed to participate with staff members at live promotional events conducted by the Stations of the SEU. Members of management also discussed career opportunities in the radio broadcasting industry with the intern and discussed Bristol Broadcasting Company's EEO policies.
- **Co-Sponsorship of Tennessee Department of Labor & Workforce and American Job Center Job Fair** On September 18, 2025, the Newport SEU co-sponsored and helped plan and promote a job fair at the National Guard Armory in Newport. Market Manager Louanna Ottinger and Program Director Cody Early were on hand at the event to man a booth and to provide on-site publicity for the event. Ottinger and Early talked with the participants of the event about internship opportunities available at the Newport SEU and about how to apply for any full time or part-time positions when available. They also emphasized that Bristol Broadcasting Company is an equal opportunity employer. The Stations of the SEU also aired announcements prior to the event to encourage participation and SEU Station WNPC did a live broadcast from the event. Multiple employers were on site with career opportunities available in Cocke, Jefferson, Sevier and Hamblen Counties.
- **Co-Sponsorship of Tennessee Department of Labor & Workforce and American Job Center Job Fair** On December 4, 2025, the Newport SEU co-sponsored and helped plan and promote a job fair held in conjunction with the Tennessee Department of Labor at the Cocke County Recreational Department in Newport, Tennessee. Market Manager Louanna Ottinger and Program Director Cody Early were on hand at the event to man a booth and to provide on-site publicity for the event. Ottinger and Early talked with the participants of the event about internship opportunities available at the Newport SEU and about how to apply for any full time or part-time positions when available. The Stations of the SEU also aired announcements prior to the event to encourage participation.

- **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., the licensee of the Stations of the SEU, 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.