

Bristol Broadcasting Company, Inc.
*Stations WKYQ(FM), WDDJ(FM), WKYX(AM), WPAD(AM),
WNGO(AM), WLLE(FM), WKYX-FM, WQQR(FM), and WDXR(AM)*
Comprising the Paducah Station Employment Unit
Annual EEO Public File Report
For the period of April 1, 2007 – March 31, 2008

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”) 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, 2007, and ending on March 31, 2008 (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.

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 Stations *WKYQ(FM), WDDJ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WQQR(FM), and WDXR(AM)* whose communities of license are in Kentucky as is permitted by the Commissions policies for station employment units comprised of stations whose cities of license are in two or more states.

Vacancy Information

A total of 10 full-time vacancies were filled for Paducah Station Employment Unit during the Applicable Period of this Report. The full-time vacancies are separated into two groups for clarity in the reporting and analysis of recruitment sources².

Vacancies Group A

Full-Time Position Filled by Job Title	Recruitment Source of Hiree
Air Personality	Word-of-Mouth (Walk-in Applicant)
Sales Representative	Word-of-Mouth (Walk-in Applicant)
Sales Representative	<i>Paducah Sun</i>
Sales Representative	On Air Announcements (SEU Stations)
Office/Clerical	<i>Paducah Sun</i>
Technician	Word-of-Mouth (Walk-in Applicant)
Sales Representative	On Air Announcements (SEU Stations)

Vacancies Group B

Full-Time Position Filled by Job Title	Recruitment Source of Hiree
Air Personality	Word-of-Mouth (Walk-in Applicant)
Website Coordinator	Word-of-Mouth (Walk-in Applicant)
Air Personality	Word-of-Mouth (Walk-in Applicant)

Total number of persons interviewed during Applicable Period: 58

Recruitment Source Information

Notice of each of the full-time vacancies was posted on bulletin boards at the offices of Bristol Broadcasting Company, was aired on the stations in the Paducah Station Employment Unit, and

² As part of the continuing analysis of the effective of the SEU's EEO recruitment program, at the end of 2007 the listing of Specialized Recruitment Sources was updated and several nonproductive sources were deleted and one new source was added. Thus, the list of Specialized Recruitment Sources is different for Vacancies Group A and Vacancies Group B. See "Analysis of Effective of EEO Recruitment Program" elsewhere in this report.

was posted on the websites of each of the stations in the Station Employment Unit. Notice announcing each full-time vacancy was also published in The Paducah Sun, a newspaper with the largest circulation in the Paducah area. Each of these notices emphasized that Bristol Broadcasting Company is an equal opportunity employer.

Additionally, notice of each of the full-time job openings was sent to the following organizations that had requested notice of such openings:

Easter Seals Employment Connection
Attention: Mooy Harris
2229 Mildred Street
Paducah, KY 42001
Phone: (270) 444-9680

West Kentucky Community College
Attention: Tina White
P. O. Box 7380
Paducah, KY 42002
Phone: (270) 534-3425

Shawnee Community College
Attention: Leslie Cornelious-Weldon
8364 Shawnee College Road
Ullin, IL 62992
Phone: (618) 634-3337

Below is a listing of the Specialized Recruitment Sources utilized by Bristol Broadcasting Company for each full-time vacancy listed in **Vacancies Group A**. A notice of each vacancy was sent to each source along with a request that the notice be propagated to any qualified job seeker.

Mt. Sinai Missionary Baptist Church
Attention: Rev. Edward Ballard
1915 N. 10th Street
Paducah, KY 42001
Phone: (270) 575-9800

Western Kentucky University
Attention: Peter Bryant
1 Big Red Way
Bowling Green, KY 42101
Phone: (270) 745-5489

Interracial Women's Group
Attention: Barbara Claypool
309 N. 8th Street
Paducah, KY 42001-1029
Phone: (270) 442-7636

NAACP Job Bank
Attention: J. W. Cleary
505 S. 8th Street
Paducah, KY 42003
Phone: (270) 443-5430

Radio Inc.
Attention: Department Heads
224 Datura Street – 10th Floor
West Palm Beach, FL 33401
Phone: (561) 655-8778

Div On The Go Newspaper
Attention: Sherona Crim
P. O. Box 9622
Paducah, KY 42002
Phone: (270) 575-3069

Trevecca Nazarene University
Attention: David Deese
333 Murfreesboro Road
Nashville, TN 37210
Phone: (615) 248-1200

Moody Bible Institute of Chicago
Attention: Patrick Friedline
820 N. La Salle Blvd.
Chicago, IL 60610
Phone: (312) 329-4000

Murray State University
Attention: Marian Posey
210 Ordway Hall
Murray, KY 42071-9980
Phone: (270) 762-3735

University of Tennessee
Attention: John Harris
P. O. Box 966
Martin, TN 38237
Phone: (731) 881-7000

Washington Street Baptist Church
Attention: Rev. Raynaldo Henderson
721 Washington Street
Paducah, KY 42001
Phone: (270) 442-8033

S I U
Attention: Scott Hodgeson
SIU Mail Code 6609
Carbondale, IL 62901-6609
Phone: (618) 453-6992

Women's Club of Paducah
Attention: Merryman Kemp
309 N. 8th Street
Paducah, KY 42001-1029
Phone: (270) 442-4134

Northwestern College
Attention: Bridgett Kenedzaian
3003 N. Snelling Avenue
St. Paul, MN 55113
Phone: (651) 631-5100

University of Tennessee
Attention: Dorotha Horton
305 Gooch Hall
Martin, TN 38238
Phone: (731) 881-7000

Ninth Street Tabernacle Baptist Church
Attention: George Ross
800 N. 9th Street
Paducah, KY 42002
Phone: (270) 442-3065

Kentucky Voice Newspaper
Attention: Katherine Robinson
P. O. Box 7514
Paducah, KY 42001
Phone: (270) 441-7319

Asbury College
Attention: Doug Walker
1 Macklem Drive
Wilmore, KY 40390
Phone: (859) 858-3511

Miracle Temple Baptist Church
Attention: Donny Walkup
612 N. 13th Street
Paducah, KY 42001
Phone: (270) 442-1155

Enough Chapel
Attention: Rev. Mark Chapman
900 North 10th Street
Paducah, KY 42001
Phone: (270) 443-5953

God's Ministries
Attention: Rev. Ricky James
508 South 7th Street
Paducah, KY 42001
Phone: (270) 444-6300

Harrison Street Baptist Church
Attention: Brian Garrett
1126 Harrison Street
Paducah, KY 42001
Phone: (270) 442-8946

Mt. Zion Missionary Baptist Church
Attention: Michael Wade
1213 Walter Jetton Blvd
Paducah, KY 42003
Phone: (270) 442-8563

Pad Business & Professional Women
Attention: Jean Elkins
525 Clarkline Road
Paducah, KY 42003
Phone: (270) 554-8087

Restoration Christian Ministries
Attention: Pastor Charles Dunbar
857 McGuire Avenue
Paducah, KY 42001
Phone: (270) 444-0705

Ware Memorial C.O.G.I.C.
Attention: Church Clerk
1145 North 11th Street
Paducah, KY 42001
Phone: (270) 575-0960

Harrison Street Baptist Church
Attention: James Hudson
1126 Harrison Street
Paducah, KY 42001
Phone: (270) 442-8946

Rev. Robert Kendrick
Attention: Rev. Robert Kendrick
132 Camelot Lane
Mayfield, KY 42066
Phone: (270) 247-5198

Southeast Missouri State University
Attention: Cynthia Jeter Yanow
Dept. of Comm. Mail Stop 2750
Cape Girardeau, MI 63701
Phone: (573) 651-2485

Fairview Baptist Church
Attention: Robert Kendrick
South 12th Street
Mayfield, KY 42066
Phone: (270) 247-4636

Grace Church International
Attention: Alex Weeks
2410 Jackson Street
Paducah, KY 42003
Phone: (270) 442-8949

Mid Continent College
Attention: Dean of Students
99 E. Powell Road
Mayfield, KY 42066
Phone: (270) 247-8521

New Ebenezer Baptist Church
Attention: Rev Fred Ford
643 Cruse Avenue
Paducah, KY 42001
Phone: (270) 444-7163

Paducah City Hall
Attention: Human Resources
P. O. Box 247
Paducah, KY 42002-0247
Phone: (270) 444-8800

St. James CME Church
Attention: Pastor Ama McIntosh
808 Tennessee Street
Paducah, KY 42001
Phone: (270) 575-3498

White Oak Baptist Church
Attention: Pastor Cecil Cole
4428 Cairo Road
Paducah, KY 42001
Phone: (270) 442-7319

Oaklawn Christian Church
Attention: Tevis Shaw
P. O. Box 246
West Paducah, KY 42086
Phone: (270) 442-8644

Community Connections Center
Attention: Mary Faulkner
2336 Varnett Street
Paducah, KY 42003
Phone: (270) 415-1833

Christ Temple Apostolic Church
Attention: Anthony Walton
523 North 12th Street
Paducah, KY 42001
Phone: (270) 575-3823

Fairview Baptist Church
Attention: Pastor Hul Warren
2722 Clay Street
Paducah, KY 42001
Phone: (270) 575-1841

Greater Love Baptist Church
Attention: W. G. Harvey
1249 N. 12th Street
Paducah, KY 42001
Phone: (270) 443-7161

Mount Moriah MBC
Attention: Rev. Calvin Cole
P. O. Box 2831
Paducah, KY 42002
Phone: (270) 443-3714

Northside United Methodist Church
Attention: Pastor Joe Beal
1731 North 11th Street
Paducah, KY 42001
Phone: (270) 443-3337

Paducah Human Rights Commission
Attention: Stan Beauchamp
300 south 5th Street
Paducah, KY 42001
Phone: (270) 444-8644

St. Luke Aldergate United Methodist
Attention: Rev. Gregory Waldrop
1001 South 21st Street
Paducah, KY 42001
Phone: (270) 442-8621

Broadcast Employment Services
Attention: Mark Holloway
P. O. Box 4116
Oceanview, CA 92052
Phone: (760) 754-8177

Career Services Office MSU
Attention: Marian Posey
P. O. Box 9
Murray, KY 42071
Phone: (270) 762-4415

Paducah Housing Authority
Attention: Arthur Davenport
2330 Ohio Street
Paducah, KY 42003
Phone: (270) 443-3634

West Kentucky Community College
Attention: Paula Armon
P. O. Box 7380
Paducah, KY 42002
Phone: (270) 534-3492

9th Street Tabernacle Baptist Church
Attention: Darryl Pea
5130 Valley View Drive
Paducah, KY 42001
Phone: (270) 554-1512

Way of Christ Bible Fellowship
Attention: Pastor Louis Moore
1301 Park Avenue
Paducah, KY 42001
Phone: (270) 515-0039

Paducah Technical College
Attention: Elizabeth Medley
509 S. 30th Street
Paducah, KY 42001
Phone: (270) 444-9676

Margaret Hank Memorial
Attention: Dr. David West
1526 Park Avenue
Paducah, KY 42001
Phone: (270) 443-3680

New Covenant Church
Attention: Pastor Mike Rothwell
1200 Jefferson Street
Paducah, KY 42002
Phone: (270) 575-3400

New Hope Church
Attention: Pastor
P. O. Box 177
Paducah, KY 42002
Phone: (270) 442-2421

West Kentucky Community College
Attention: Alvin B. Moore, Jr.
P. O. Box 7380
Paducah, KY 42002
Phone: (270) 534-3492

Below is a listing of the Specialized Recruitment Sources utilized by Bristol Broadcasting Company for each full-time vacancy listed in **Vacancies Group B**. A notice of each vacancy was sent to each source along with a request that the notice be propagated to any qualified job seeker.

Asbury College
Attention: Donna Flanigan
1 Macklem Drive
Wilmore, KY 40390
Phone: (859) 858-3511

Career Services Office MSU
Attention: Marlo Rhodes
210 Ordway Hall
Murray, KY 42071
Phone: (270) 762-4415

Christ Temple Apostolic Church
Attention: Anthony Walton
523 North 12th Street
Paducah, KY 42001
Phone: (270) 575-3823

Diversity on the Go Newspaper
Attention: Sherona Crim
P. O. Box 9622
Paducah, KY 42002
Phone: (270) 575-3069

Greater Lincoln Height Baptist Church
Attention: Rev. Alfred Anderson
1324 Bloomfield Avenue
Paducah, KY 42001
Phone: (270) 442-0070

Greater Love Baptist Church
Attention: W. G. Harvey
1249 N. 12th Street
Paducah, KY 42001
Phone: (270) 443-7161

Harrison Street Baptist Church
Attention: James Hudson
1126 Harrison Street
Paducah, KY 42001
Phone: (270) 442-8946

Interracial Women's Group
Attention: Sherona Crim
1409 Langstaff Avenue
Paducah, KY 42001
Phone: (270) 575-3069

Margaret Hank Memorial
Attention: Debbie Hayes
1526 Park Avenue
Paducah, KY 42001
Phone: (270) 443-3680

Moody Bible Institute of Chicago
Attention: Patrick Friedline
820 N. La Salle Blvd.
Chicago, IL 60610
Phone: (312) 329-4000

Mount Moriah MBC
Attention: Deborah Spaulding
P. O. Box 2831
Paducah, KY 42002
Phone: (270) 443-3714

Murray State University
Attention: Dr. Debbie Owens
116-B Wilson Hall
Murray, KY 42071
Phone: (270) 809-6318

NAACP Job Bank
Attention: J. W. Cleary
505 S. 8th Street
Paducah, KY 42003
Phone: (270) 443-5430

Oakalone Christian Church
Attention: Tevis Shaw
P. O. Box 246
West Paducah, KY 42086
Phone: (270) 442-8644

Paducah City Hall
Attention: Human Resources
P. O. Box 247
Paducah, KY 42002-0247
Phone: (270) 444-8800

Paducah Housing Authority
Attention: Arthur Davenport
2330 Ohio Street
Paducah, KY 42003
Phone: (270) 443-3634

Paducah Human Rights Commission
Attention: Stan Beauchamp
300 south 5th Street
Paducah, KY 42001
Phone: (270) 444-8644

Paducah Technical College
Attention: Elizabeth Medley
509 S. 30th Street
Paducah, KY 42001
Phone: (270) 444-9676

Radio Inc.
Attention: Tom Elmo
224 Datura Street – Suite 1015
West Palm Beach, FL 33401
Phone: (561) 655-8778

St. James CME Church
Attention: Pastor Amariah McIntosh
808 Tennessee Street
Paducah, KY 42001
Phone: (270) 575-3498

Trevecca Nazarene University
Attention: David Deese
333 Murfreesboro Road
Nashville, TN 37210
Phone: (615) 248-1200

University of Tennessee
Attention: Rodney Freed
305 Gooch Hall
Martin, TN 38238
Phone: (731) 881-7532

Ware Memorial C.O.G.I.C.
Attention: Virginia McClure
1145 North 11th Street
Paducah, KY 42001
Phone: (270) 575-0960

Washington Street Baptist Church
Attention: Kathy Harris
721 Washington Street
Paducah, KY 42001
Phone: (270) 442-8033

West Kentucky Community College
Attention: Paula Armon
P. O. Box 7380
Paducah, KY 42002
Phone: (270) 534-3492

Western Kentucky University
Attention: Peter Bryant
1 Big Red Way
Bowling Green, KY 42101
Phone: (270) 745-5489

Women's Club of Paducah
Attention: Merryman Kemp
309 N. 8th Street
Paducah, KY 42001-1029
Phone: (270) 442-4134

Pad Business & Professional Women
Attention: Audrey Lee
825 Madison Street
Paducah, KY 42001
Phone: (270) 210-5195

Additionally, notice of each of the vacancies that involved “on-air” duties listed in Vacancies Group A or Vacancies Group B was posted on www.allaccess.com, an industry website that has a job bank listing that is viewed by numerous persons seeking employment in the broadcast industry.

Analysis of Interviewees by Source

Bristol Broadcasting Company made an analysis of the number of interviewees that was provided by each recruitment source during the Applicable Period of this Report. That analysis is charted below:

Mt. Sinai Missionary Baptist Church
Number of Interviewees Provided: 0

Western Kentucky University
Number of Interviewees Provided: 0

Interracial Women's Group
Number of Interviewees Provided: 0

NAACP Job Bank
Number of Interviewees Provided: 0

Radio Inc.
Number of Interviewees Provided: 0

Div On The Go Newspaper
Number of Interviewees Provided: 0

Trevecca Nazarene University
Number of Interviewees Provided: 0

Moody Bible Institute of Chicago
Number of Interviewees Provided: 0

Murray State University
Number of Interviewees Provided: 0

University of Tennessee
Number of Interviewees Provided: 0

Washington Street Baptist Church
Number of Interviewees Provided: 0

S I U
Number of Interviewees Provided: 0

Women's Club of Paducah
Number of Interviewees Provided: 0

Northwestern College
Number of Interviewees Provided: 0

University of Tennessee
Number of Interviewees Provided: 0

Ninth Street Tabernacle Baptist Church
Number of Interviewees Provided: 0

Kentucky Voice Newspaper
Number of Interviewees Provided: 0

Asbury College
Number of Interviewees Provided: 0

Miracle Temple Baptist Church <u>Number of Interviewees Provided: 0</u>	Southeast Missouri State University <u>Number of Interviewees Provided: 0</u>	Christ Temple Apostolic Church <u>Number of Interviewees Provided: 0</u>
Enouch Chapel <u>Number of Interviewees Provided: 0</u>	Fairview Baptist Church <u>Number of Interviewees Provided: 0</u>	Fairview Baptist Church <u>Number of Interviewees Provided: 0</u>
God's Ministries <u>Number of Interviewees Provided: 0</u>	Grace Church International <u>Number of Interviewees Provided: 0</u>	Greater Love Baptist Church <u>Number of Interviewees Provided: 0</u>
Harrison Street Baptist Church <u>Number of Interviewees Provided: 0</u>	Mid Continent College <u>Number of Interviewees Provided: 0</u>	Mount Moriah MBC <u>Number of Interviewees Provided: 0</u>
Mt. Zion Missionary Baptist Church <u>Number of Interviewees Provided: 0</u>	New Ebenezer Baptist Church <u>Number of Interviewees Provided: 0</u>	Northside United Methodist Church <u>Number of Interviewees Provided: 0</u>
Pad Business & Professional Women <u>Number of Interviewees Provided: 0</u>	Paducah City Hall <u>Number of Interviewees Provided: 0</u>	Paducah Human Rights Commission <u>Number of Interviewees Provided: 0</u>
Restoration Christian Ministries <u>Number of Interviewees Provided: 0</u>	St. James CME Church <u>Number of Interviewees Provided: 0</u>	St. Luke Aldergate United Methodist <u>Number of Interviewees Provided: 0</u>
Ware Memorial C.O.G.I.C. <u>Number of Interviewees Provided: 0</u>	White Oak Baptist Church <u>Number of Interviewees Provided: 0</u>	Broadcast Employment Services <u>Number of Interviewees Provided: 0</u>
Harrison Street Baptist Church <u>Number of Interviewees Provided: 0</u>	Oaklawn Christian Church <u>Number of Interviewees Provided: 0</u>	Career Services Office MSU <u>Number of Interviewees Provided: 0</u>
Rev. Robert Kendrick <u>Number of Interviewees Provided: 0</u>	Community Connections Center <u>Number of Interviewees Provided: 0</u>	Paducah Housing Authority <u>Number of Interviewees Provided: 0</u>
West Kentucky Community College <u>Number of Interviewees Provided: 0</u>	9 th Street Tabernacle Baptist Church <u>Number of Interviewees Provided: 0</u>	Way of Christ Bible Fellowship <u>Number of Interviewees Provided: 0</u>
Paducah Technical College <u>Number of Interviewees Provided: 0</u>	Margaret Hank Memorial <u>Number of Interviewees Provided: 0</u>	New Covenant Church <u>Number of Interviewees Provided: 0</u>
New Hope Church <u>Number of Interviewees Provided: 0</u>	West Kentucky Community College <u>Number of Interviewees Provided: 0</u>	Word-of-Mouth (Walk-in Applicant) <u>Number of Interviewees Provided: 11</u>
<i>The Paducah Sun</i> <u>Number of Interviewees Provided: 10</u>	On-air Announcement (SEU Stations) <u>Number of Interviewees Provided: 29</u>	SEU Stations Bulletin Boards <u>Number of Interviewees Provided: 0</u>
SEU Station(s) Website(s) <u>Number of Interviewees Provided: 0</u>	AllAccess.com <u>Number of Interviewees Provided: 8</u>	Greater Lincoln Height Baptist Church <u>Number of Interviewees Provided: 0</u>

Chart Showing Total Number Interviewees by Source for Each Vacancy		
Full-Time Position	Recruitment Sources of Interviewees	Total Referred by Source
Air Personality	AllAccess.com	1
	Word-of-Mouth (Walk-in Applicant)	1
Sales Representative	On-air Announcement (SEU Stations)	9
	Word-of-Mouth (Walk-in Applicant)	1
Sales Representative	On-air Announcement (SEU Stations)	5
	Word-of-Mouth (Walk-in Applicant)	2
	<i>The Paducah Sun</i>	2
Sales Representative	On-air Announcement (SEU Stations)	3
	Word-of-Mouth (Walk-in Applicant)	2
	<i>The Paducah Sun</i>	1
Office/Clerical	<i>The Paducah Sun</i>	6
	On-air Announcement (SEU Stations)	5
	Word-of-Mouth (Walk-in Applicant)	1
Technician	Word-of-Mouth (Walk-in Applicant)	1
Sales Representative	On-air Announcement (SEU Stations)	4
Air Personality	AllAccess.com	2
	Word-of-Mouth (Walk-in Applicant)	1
Website Coordinator	On-air Announcement (SEU Stations)	3
	<i>The Paducah Sun</i>	1
	Word-of-Mouth (Walk-in Applicant)	1
Air Personality	AllAccess.com	5
	Word-of-Mouth (Walk-in Applicant)	1

Total number of persons interviewed during Applicable Period: 58

Analysis of Effective of EEO Recruitment Program

An analysis of the effectiveness of the EEO recruitment program at Bristol Broadcasting Company's Paducah SEU was commenced at the end of 2007 and was completed as part of the preparation of this Annual EEO Public File Report.

In December 2007, the management of the Paducah SEU began a review of the list of Specialized Recruitment Sources. It was noted that the majority of the sources had provided no applicants for any job vacancy of which they had been notified, thus it was decided that each source would be contacted to determine if each wanted to continue receiving notice of job openings and would be willing to help disseminate vacancy information for Bristol Broadcasting Company. The non-productive entities that gave no response to the inquiries or indicated that they did not wish to continue receiving vacancy information were deleted from the list. Contact information was updated on each of the entities needing corrections. Also during this process one new source was identified and added to the list of Specialized Recruitment Sources. After the list of Specialized Recruitment Sources was updated it was reviewed and found to be comprised of 28 entities with reach into many diverse segments of the population.

Only three organizations had requested notice of job openings at the Paducah SEU. The SEU stations will continue to air announcements notifying organizations that they can be added to a list of entities that receive notifications of job vacancies at the SEU. Any such organizations that respond requesting notice of future openings will be added to the SEU's recruitment sources.

During the Applicable Period of this report, half (29) of all the interviewees responded after hearing announcements about the job openings on one of the stations of the SEU. A total of ten interviewees saw an advertisement with vacancy information in *The Paducah Sun* and eight saw a posting on AllAccess.com. As has historically been the case, AllAccess.com was more productive in supplying interviewees for on-air positions while on-air announcements on the SEU stations and *The Paducah Sun* were more effective in providing candidates for sales or office/clerical positions. Still a sizable percentage of all applicants had learned about vacancies through *word-of-mouth* or simply walked in to apply for any open position during a recruitment period. No interviewees were referred by *Organizations Requesting Notice*.

For most vacancies, the Bristol Broadcasting Company received an ample number of applications and had several interviewees with sufficient qualifications.

After a complete review of the recruitment practices of the SEU, Bristol Broadcasting Company believed that by sending notices of job vacancies to its updated list of *Specialized Recruitment Sources* and *Organizations Requesting Notice*, by airing announcements on the stations of the SEU, by posting notices on the SEU Stations' websites and on bulletin boards in the offices of the SEU, by posting notices on broadcast industry websites, by placing advertisements in the local newspaper, and by encouraging *word-of-mouth* propagation, wide dissemination of all job openings will be achieved and that any interested and qualified person will have ample opportunity to learn about job openings at the SEU.

Supplemental Outreach Initiatives

During the Applicable Period, Bristol Broadcasting Company completed the following Supplemental Outreach Initiatives seeking to provide increased awareness of employment opportunities in broadcasting and with Bristol Broadcasting Company:

- **Career Fair – Murray State University** On August 21, 2007, Paducah SEU Promotions Director Becci Horstman and morning air personality Mitch Myers participated in job fair at Murray State University. Brochures about careers in broadcasting and information about Bristol Broadcasting Company were given to those attending the job fair. Emphasis on internships in exchange for college credit and part-time paid positions with Bristol Broadcasting Company were emphasized. Bristol Broadcasting Company's EEO policies were stress on both the brochures and orally to those attending the event.
- **Career Day – Murray State University** Paducah SEU General Sales Manager Jamie Futrell participated in Career Day at Murray State University on October 11, 2007. The event included a one-hour panel discussion in which Futrell participated. Futrell answered questions regarding the interviewing and hiring practices at Bristol Broadcasting Company and gave specific suggestions on how one might improve his/her likelihood of getting a job in the broadcasting industry. After the panel discussion, Futrell met one-on-one with several interested individuals who had questions about their potential career in broadcasting particularly advertising sales.

- **Leadership Paducah Conference** On January 3, 2008, SEU General Manager Gary Morse hosted a Leadership Paducah Conference at the offices/studios of the Paducah SEU. This event attended by approximately 40 persons included an address by Morse about the employment opportunities with Bristol Broadcasting Company as well as with the broadcasting industry generally. After the address Morse conducted a tour of each department of the SEU. Morse and other staff members explained the functions of most employees and answered questions from the group.
- **Murray State Job Fair** On March 5, 2008, the Paducah SEU participated in the Murray State Job Fair at Murray State University. Approximately 300 students attended the event. Promotions Director Becci Horstman offered those attending informational brochures describing various careers in the broadcasting industry and gave specific information about internship available at Bristol Broadcasting Company. Horstman also took resumes from approximately 20 students who showed interest in a possible internship or part-time employment. Bristol Broadcasting Company anticipates offering an internship for college credit to one or more of the applicants.

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 new ways and means of more widely disseminating information regarding job vacancies with the company.