

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, 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 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, 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 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 licensee 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

During the Applicable Period of this report two full-time vacancies were filled at the Tri-Cities Station Employment Unit.

Full-Time Position Filled by Job Title	Recruitment Source of Hiree
News Reporter	Word-of-Mouth (Walk-in Applicant)
Program Director	Word-of-Mouth (Walk-in Applicant)

Total number of persons interviewed during Applicable Period: 9

Recruitment Source Information

Notice of each of the two full-time vacancies that occurred during the Applicable Period for this report was posted on bulletin boards at the offices of SEU and was posted on the Bristol Broadcasting Company website "Employment" page which is hyperlinked from the websites of each of the Stations in the SEU. These notices emphasized that Bristol Broadcasting Company is an equal opportunity employer.

Notices of the full-time job openings were also sent to all organizations involved in assisting job seekers that had requested notice of such openings. A list of these Organizations That Had Requested Notice is shown below:

Shawnee Community College
Attention: Candy Eastwood
8364 Shawnee College Road
Ullin, IL 62992
Phone: 618-634-3353

UVA College at Wise
Attention: Mallory Mullins
1 College Avenue
Wise, VA 24293
Phone: 276-328-0126

National College of Business
Attention: Angie Williams
1328 Highway 11W
Bristol, TN 37620
Phone: 423-878-4440

Goodwill Industries
Attention: Erin Starnes
2017 Brookside Lane
Kingsport, TN 37660
Phone: 423-245-0600

ETSU Community Outreach
Attention: Keri Hale
603 Bert Street, Suite 209
Johnson City, TN 37601
Phone: 423-926-4376

Work Force One
Attention: Patti Nichols
P. O. Box 645
Abingdon, VA 24212
Phone: 276-676-0403

The Crumley House
Attention: Jessica Kerney
300 Urbana Road
Limestone, TN 37681
Phone: 423-257-3644

Virginia Highland Community College
Attention: Kim Morton
P. O. Box 828
Abingdon, VA 24212
Phone: 276-739-2590

Emory & Henry College
Attention: Amanda Gardner
P. O. Box 947
Emory, VA 23327
Phone: 276-944-6922

The Bristol Broadcasting Company Tri-Cities SEU also sent notice of each of the full-time vacancies along with a request that the notice be propagated to any qualified job seeker to its list of Specialized Recruitment Sources. Below is the list of these Specialized Recruitment Sources:

East Tennessee State University
Career Services
Attention: Ruth Wilbanks
PO Box 70718
Johnson City, TN 37614
Phone: 423-439-4441

Northeast State College
Career Services
Attention: Marquita Tittle
PO Box 246
Blountville, TN 37617
Phone: 423-354-2491

Emory & Henry College
Career Services
Attention: Amanda Gardner
PO Box 947
Emory, VA 24327
Phone: 276-944-6144

King College
Career Services
Attention: Elizabeth Graham
1350 King College Road
Bristol, TN 37620
Phone: 423-652-4752

Tusculum College
Career Services
Attention: Robin Lay
PO Box 5082
Greeneville, TN 37743
Phone: 423-636-7387

Milligan College
Career Services
Attention: John Paul Abner
PO Box 500
Milligan College, TN 37682
Phone: 423-975-8013

Newport Chamber of Commerce
Attention: Valarie Fancher
433-B Prospect Avenue
Newport, TN 37821
Phone: 423-623-7201

Washington Co. Adult Learning Center
Attention: Kenneth Litton
848 Thompson Drive
Abingdon, VA 24210
Phone: 276-676-1999

Tennessee Employment Commission
Attention: Sue Creasy
1712 West State St.
Bristol, TN 37620
Phone: 423-989-6600

Virginia Employment Services
Attention: Danny Bartlett
192 East Bristol Road
Bristol, VA 24201
Phone: 276-642-7350

NAACP
Attention: Glodine Davis
P. O. Box 1878
Johnson City, TN 37605
Phone: 423-283-2223

Additionally, notice of each of the full-time vacancies was posted on the *job bank* listings of the Virginia Association of Broadcasters website and the Tennessee Association of Broadcasters website. Both positions were also advertised on AllAccess.com, a website that has a job bank listing that is viewed by numerous persons seeking employment in the broadcast industry.

Analysis of Interviewees by Source

As shown below 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:

AllAccess.com
Number of Interviewees Provided: 6

SEU Station(s) Website(s)
Number of Interviewees Provided: 1

Word-of-Mouth (Walk-in Applicant)
Number of Interviewees Provided: 2

The chart below gives an analysis of the total number of interviewees provided by each referral source for each of the vacancies filled during the Applicable Period of this report:

Chart Showing Total Number Interviewees by Source for Each Vacancy		
Full-Time Position	Recruitment Sources of Interviewees	Total Referred by Source
News Reporter	Word-of-Mouth (Walk-in Applicant)	1
	SEU Station(s) Websites(s)	1
Program Director	AllAccess.com	6
	Word-of-Mouth (Walk-in Applicant)	1
	VAB Website	1

Total number of persons interviewed during Applicable Period: 9

Supplemental Outreach Initiatives

Below is a listing of Supplemental Outreach Initiatives² seeking to provide increased awareness of employment opportunities in broadcasting and with Bristol Broadcasting Company that were undertaken during the Applicable Period of this Report:

- **Virginia Highlands Community College Internship** During the Summer of 2019, the SEU established an internship with a student at Virginia Highlands Community College. The intern shadowed the IT staff of the SEU stations as they performed their regular duties. The intern was given hands-on training in the operation and maintenance of the networking equipment, audio editing software, desktop computers, and other associated IT equipment. Members of management also discussed career opportunities in broadcasting and Bristol's EEO policy with the intern.
- **East Tennessee State University Internship** During the Summer/Fall of 2019, the SEU established an internship with a student at East Tennessee State University. The intern observed the on-air staff of the SEU stations as they performed their regular duties. He also was given hands-on training in the operation of the audio equipment and audio editing software. The intern was also given opportunities to be present for live remote broadcasts, and on-scene promotional activities. Members of management also discussed career opportunities in broadcasting and Bristol's EEO policy with the intern. This internship also led to part-time employment of the intern by the SEU.
- **ETSU Fall Career & Graduate School Fair** On October 2, 2019, the Tri-Cities SEU participated in the East Tennessee State University Fall Career & Graduate School Fair. SEU Promotions Director Kelly Mullins and other Bristol Broadcasting Company personnel manned a booth at the event and interested persons were given information

² The management of the SEU notes that several supplemental outreach initiatives including career/job fairs 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.

about careers in broadcasting. Mullins answered questions about the SEU equal employment practices and pointed participants to the SEU Stations' websites for listings of job vacancies.

- **Scholarship Established for Broadcasting Student** A scholarship intended to encourage broadcasting as a career choice was established by Bristol Broadcasting Company for the Marion SEU on May 31, 2020. A student with an interest in broadcasting as a career path and enrollment in one of the colleges in the Marion area will be selected to be the recipient of the cash scholarship. Local educators will be asked to nominate potential recipients for the scholarship. The scholarship will be awarded on an equal opportunity basis without regard to the race, color, national origin, religion, or gender of the candidates.
- **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.

As part of the preparation of this Report, an analysis of the recruitment activities and the overall efficacy of the EEO program of the Tri-Cities Station Employment Unit was made. After the analysis, SEU management concluded the its recruitment efforts were generally successful during the Applicable Period with any qualified individual who might wish to apply for an open position having multiple opportunities to learn about such openings.

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.