

# Statement in Response to Notice of Audit of Equal Employment Opportunity Program

*In response to the Federal Communications Commission's  
letter dated June 13, 2019*

## WDDJ(FM)

Facility ID number: 54719

Bristol Broadcasting Company, Inc., Licensee

WDDJ(FM) is part of Bristol Broadcasting Company's Paducah Station Employment Unit which also includes stations WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM).

This Statement and its accompanying attachments, exhibits, and data were prepared and are submitted in response to the Federal Communications Commission's letter dated June 13, 2019, notifying Bristol Broadcasting Company, Inc., that its station WDDJ(FM) (Facility ID number: 54719) was randomly selected for an audit of its Equal Employment Opportunity program. A copy of the Commission's audit notification letter is attached hereto as Exhibit A.

WDDJ(FM) shares offices and studios with eight other commonly owned stations that collectively make up Bristol Broadcasting Company's Paducah Station Employment Unit (the "SEU" or "Station Employment Unit"). Therefore, the data compiled for this Statement was collected from the Station Employment Unit comprised of Stations WDDJ(FM), WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM).

The SEU employs more than five full-time employees and is required to have an EEO Recruitment Program. Thus, a full response is hereby given to Item 3, *Audit Data Requested*, in the Commission's letter.

Each of the audit data requests in the Commission's letter is set forth below and, immediately thereafter the response by Bristol Broadcasting Company, Inc., is provided:

**Audit Data Requested 3(a):** *Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the Unit does not have its own website, but its corporate site contains a link to a site pertaining to the Unit, then the Unit's most recent EEO public file report must be linked to either the Unit's site or the general corporate site, pursuant to Section 73.2080(c)(6).*

It is noted that the Paducah radio market (which includes Metropolis and Golconda in Illinois and Paducah, Mayfield and Clinton in Kentucky) straddles the Kentucky-Illinois state line. Stations WDDJ(FM), WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WZYK(FM), and WDXR(AM) are all licensed to communities in Kentucky while WKYX-FM is licensed to a community in Illinois. As is permitted by the Commission for station employment units including stations licensed to communities in more than one state, the EEO Annual Public File Reports for the stations in the Paducah Station Employment Unit are filed each year on the anniversary of the license renewal filing date for the Kentucky stations (which is April 1<sup>st</sup>). Thus, the EEO Annual Public File Report for WDDJ(FM) is placed in the Station's Public File and is posted on the station's website on April 1<sup>st</sup> each year.

A copy of the 2018 Annual EEO Public File Report covering the period from April 1, 2017, to March 31, 2018, for WDDJ(FM) and stations WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM), which collectively comprise Bristol Broadcasting Company's Paducah Station Employment Unit, is submitted herewith as Exhibit B.

A copy of the 2019 Annual EEO Public File Report for the Station Employment Unit, covering the period from April 1, 2018 to March 31, 2019 is attached as Exhibit C.

A copy of the most recent Annual EEO Public File Report for the SEU is posted on the Bristol Broadcasting Company corporate website and is hyperlinked from the website for WDDJ(FM) and from the websites for each of the other stations in the SEU (except stations which have no websites) as is required by 47 C.F.R. § 73.2080(c)(6). The most recent public file report can be accessed on the Bristol Broadcasting Company corporate website via a link on the "Home Page" of each station's website. The web addresses for the WDDJ(FM) station website and the websites for the other stations in the Paducah SEU are:

<u>Station</u>	<u>Website Address</u>
WDDJ(FM)	<a href="http://www.electric969.com">http://www.electric969.com</a>
WKYQ(FM)	<a href="http://www.wkyq.com">http://www.wkyq.com</a>
WKYX(AM)	(No current website/Site under construction)
WNGO(AM)	(No current website/Site under construction)
WKYX-FM	(No current website/Site under construction)
WLLE(FM)	<a href="http://willieradio.com">http://willieradio.com</a>
WZYK(FM)	<a href="http://www.947themix.com/">http://www.947themix.com/</a>
WDXR(AM)	<a href="http://1025wdx.com">http://1025wdx.com</a>
WPAD(AM)	<a href="http://995thefanpaducah.com">http://995thefanpaducah.com</a>

In accordance with Section 73.2080(c)(5)(vi), the date of each full-time hire listed in each report is provided below:

<u>2018 Report</u>	<u>Position Filled</u>	<u>Hire Date</u>
	Sales Representative	May 15, 2017
	Sales Representative	August 15, 2017
	Air Personality	October 2, 2017
	Sales Representative	October 3, 2017
	News Reporter	February 12, 2018
<u>2019 Report</u>	<u>Position Filled</u>	<u>Hire Date</u>
	Accounting Clerk	April 23, 2018
	Sales Representative	April 30, 2018
	Sales Representative	August 20, 2018
	Sales Representative	October 29, 2018
	Sales Representative	December 28, 2018

**Audit Data Requested 3(b):** *For each Unit full-time position filled during the period covered by the above EEO public file reports...dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. ... Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).*

Copies of the advertisements, bulletins, letters, and other communications announcing each of the full-time positions that were filled during the applicable periods covered by the SEU's 2018 and 2019 Annual EEO Public File Reports are include herewith as Exhibit D. The copies of the notices are sorted by vacancy and the dates of each posting or notice are supplied. Announcements sent to organizations that have notified the SEU that they want to be notified of job vacancies at the SEU are included and identified separately.

**Audit Data Requested 3(c):** *In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.*

Charts showing the total number of interviewees for each full-time vacancy and the referral source for the interviewees for each of the full-time vacancies filled during the applicable periods of the 2018 and 2019 Annual EEO Public File Reports for the Station Employment Unit are included below:

<b>2018 EEO Annual Public File Report</b> <b>Total Number Interviewees by Source for Each Vacancy</b>		
Full-Time Position	Recruitment Sources of Interviewees	Total Referred by Source
Sales Representative <sup>1</sup>	Indeed.com	5
	Word of Mouth (Walk-in Applicant)	1
	Job Fair(s)	1

<sup>1</sup> Two Sales Representative positions were filled during this same recruitment period and using the same pool of applicants. Data from both vacancies was tabulated and shown together.



	SEU Stations' Websites	1
Sales Representative <sup>1</sup>	(See above)	(See above)
Air Personality	AllAccess.com	1
	SEU Stations' Office Bulletin Boards	2
Sales Representative	Indeed.com	4
	Word of Mouth (Walk-in Applicant)	2
News Reporter	SEU Stations' Websites	2
	SEU Stations' Office Bulletin Boards	5
		<b>Total Interviewees 24</b>

<b>2019 EEO Annual Public File Report</b> <b>Total Number Interviewees by Source for Each Vacancy</b>		
Full-Time Position	Recruitment Sources of Interviewees	Total Referred by Source
Accounting Clerk	Indeed.com	4
	SEU Stations' Office Bulletin Boards	1
Sales Representative	Indeed.com	2
	Word of Mouth (Walk-in Applicant)	1
	Job Fair(s)	1
Sales Representative	Indeed.com	4
	Word of Mouth (Walk-in Applicant)	3
	Linked In	1
	Facebook	1
Sales Representative	Indeed.com	3
	Word of Mouth (Walk-in Applicant)	1
Sales Representative	Facebook	4
	Word of Mouth (Walk-in Applicant)	1
		<b>Total Interviewees 27</b>

**Audit Data Requested 3(d):** *Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.*

During the periods covered under WDDJ(FM)'s 2018 and 2019 Annual EEO Public File Reports, Bristol Broadcasting Company undertook several Supplemental Outreach Initiatives for the SEU including involvement in career fairs, participation in career workshops, and the establishment of internship programs. Documentation of these recruitment initiatives specifying the station personnel involved in each is included below.

Bristol Broadcasting Company's Paducah Station Employment Unit had 54 total (34 full-time and 20 part-time) employees as of July 21, 2019 (the ending date of a recent payroll period). This total also approximates the SEU's average number of full-time employees during the periods covered by the 2018 and 2019 Annual EEO Public File Reports. The market in which the stations of the Paducah SEU operate is not rated a Nielsen rated market, therefore the population of the market of the SEU was estimated by combining the populations of the three micropolitan statistical areas in the service areas of the stations of the SEU. One or more of the stations in the Paducah SEU serve all or portions of the following micropolitan statistical areas as defined by the Office of Management and Budget:

<u>Micropolitan Statistical Area</u>	<u>Population</u>
Paducah, KY-IL	98,762
Mayfield, KY	37,121
Murray, KY	37,191
<u>Combined MSA's</u>	<u>173,074</u>

Based on a market population of 173,074 (fewer than 250,000) and 34 full-time employees (more than 10), Bristol Broadcasting Company believes that its Paducah SEU is responsible for completing a minimum of two supplemental EEO initiatives as described in § 73.2080(c)(2) during each two year period.

Supplemental Outreach Initiatives completed by the SEU during the two-year period covered by the attached EEO Annual Public File Reports (for 2018 and 2019) including the following:

- **McCracken County High School College/Career Fair** On March 30, 2017, the Paducah SEU participated in the McCracken County High School College/Career Fair on the campus of McCracken County High School. SEU Program Director Steve Schwetman manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. The event was open to all freshmen, sophomores, juniors, and seniors at the high school. Schwetman also discussed internship opportunities with the Paducah SEU with anyone who was interested. He also answered any questions posed by the students about the broadcasting industry and career opportunities. He also emphasized the Paducah SEU's equal employment policies.

- **Murray State University Fall Career Fair** The Paducah SEU participated in the Murray State University Fall Career Fair on October 10, 2017. SEU Program Director Jeff Lawrence manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings as well as internship opportunities with the Paducah SEU were also advertised at the career fair, and applications from interested persons were taken. Lawrence answered any questions posed by those attending. Persons interested in a career in radio advertising sales were invited to take an online quiz designed to help ascertain one's aptitude for selling.

- **SCC Annual Job Fair** The Paducah SEU participated in the SCC Annual Job Fair at Shawnee Community College Career Services Center on March 23, 2018. The event was open to the public. Shane Parker manned a booth for the Paducah SEU at the event and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings and internship opportunities with the Paducah SEU were also advertised at the career fair, and applications from interested persons were taken. Parker answered questions posed by those attending.



- **Murray State University Spring Career Fair** The Paducah SEU participated in the Murray State University Spring Career Fair on March 6, 2018. SEU Program Director Jeff Lawrence manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings as well as internship opportunities with the Paducah SEU were also advertised at the career fair, and applications from interested persons were taken. Lawrence answered any questions posed by those attending. Persons interested in a career in radio advertising sales were invited to take an online quiz designed to help ascertain one's aptitude for selling.
- **Internship – Murray State University** The Paducah SEU established an internship with a student from Murray State University that ran September 2018 through December 2018. The intern observed the staff of the SEU stations as they performed their regular duties. He also was given hands-on training in the operation of some of the station equipment and “shadowed” employees in several daily tasks. Members of management also discussed career opportunities in broadcasting and Bristol's EEO policy with the intern.

- **Murray State Advertising Class** Paducah SEU General Manager Jamie Futrell gave a recruitment lecture at Murray State University on November 1, 2018. He



spoke to the students in Dr. Bob Valentine's Advertising Media Sales class. During the lecture, Futrell described the position of radio account executive in detail as well touching on on-air and news positions. He discussed current openings as well as internship opportunities with the Paducah SEU. Futrell also answered questions posed by the students

- **Murray State University Fall Career Fair** The Paducah SEU participated in the Murray State University Spring Career Fair on March 5, 2019. General



Manager Jamie Futrell and Digital Promotions Director Karie Thornton manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings and internship opportunities with the Paducah SEU were also advertised at the career

fair, and applications from interested persons were taken. Futrell and Thornton answered any questions posed by those attending.

- **Shawnee Community College Annual Job Fair** Members of the Paducah SEU participated in the Shawnee Community College Career Services Center Annual Job Fair on March 20, 2019. This job fair event was open to the public. Shane Parker from the Paducah SEU manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings and internship opportunities with the Paducah SEU were posted at the career fair, and applications from interested persons were taken. Parker answered all questions posed by those attending.
- **McCracken County High School College/Career Fair** On March 29, 2019, the Paducah SEU was represented at the McCracken County High School College/Career Fair. A. J. Martin, SEU Promotions Director, attended the event which was open to all freshmen, sophomores, juniors, and seniors at the high school. Martin manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current internship opportunities with the Paducah SEU were also advertised at the event. SEU General Manager Jamie Futrell also attended the event. Futrell and Martin engaged with students about the broadcast industry and answered questions about career opportunities with Bristol Broadcasting Company.

Management of the SEU believes that the listing above demonstrates that more than the two required Supplemental Outreach Initiatives was completed.

**Audit Data Requested 3(e):** *Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status.*

There have been no complaints alleging unlawful discrimination in the employment practices of the Station Employment Unit on the basis of race, color, religion, national origin or sex during the current license term of Station WDDJ(FM).

**Audit Data Requested 3(f):** *In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of*

*Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.*

In accordance with the Federal Communications Commission's 2002 EEO Rule, Bristol Broadcasting Company has adopted an Equal Employment Opportunity Policy and Program. This EEO Policy and Program requires the management employees of the stations of the SEU to maintain and carry out a positive continuing program of specific practices designed to provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion, or gender in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination. This program requires an aggressive effort to disseminate information concerning any full-time vacancy to the SEU's community as a whole and provides a plan for notification of each full-time vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers, upon request by such organization.

The General Manager of the stations in the Paducah Station Employment Unit has overall responsibility for implementing and enforcing the EEO Policy and Program and is responsible for the day-to-day administration of the program. It is the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training, and termination of employees to ensure that the policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin, or gender.

The General Manager has explained and discussed the Policy and Program with each person directly involved in making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training, and termination of employees. Each such person was asked to read and fully understand the EEO Policy and Program and to, at all times, take care to see that the procedures outlined in the EEO Policy and Program are strictly adhered to in all personnel actions.

It is Bristol Broadcasting Company's general practice to include a statement in all advertisements about job vacancies notifying potential applicants that Bristol Broadcasting Company is an equal opportunity employer. The SEU's application for employment forms include a statement that Bristol Broadcasting Company is an equal opportunity employer and the following notice:

*Notice: Applicants are hereby notified that discrimination on the basis of race, color, national origin, religion, or gender is unlawful and is prohibited and that any person who believes that he or she has been the victim of such unlawful discrimination may notify the appropriate local, state or federal agency.*

A similar notice is posted on the Bristol Broadcasting Company corporate website "Employment" page which is hyperlinked to the website of each of the stations in the SEU. Notices are prominently and permanently posted on bulletin boards in areas open to



and frequented by all employees and guests in the offices of the Paducah Station Employment Unit informing employees and prospective employees of Bristol Broadcasting Company's Equal Employment Opportunity Policy and advising employees and prospective employees that they may communicate directly with the General Manager about any questions or comments regarding the EEO policies or practices of the company.

When any job action involving recruitment, evaluation, selection, promotion, compensation, training, or termination of employee(s) is contemplated, it is the responsibility of the manager or supervisor most directly involved to discuss the planned action with the General Manager. An evaluation is made to ensure that the contemplated action is in accord with the EEO Policy and Program and with the rules of the Commission.

When a job vacancy occurs at any of the stations in the SEU, an administrative assistant to the General Manager posts notices on bulletin boards at the offices of the SEU, prepares and mails letters to the SEU's recruitment sources and to organizations that have requested notice of vacancies, causes notice of the vacancy to be posted on the websites of all the stations in the SEU, and sends (or posts) notice of the vacancy to other entities or publications as is deemed beneficial in securing qualified applicants for the type of vacancy involved. The administrative assistant to the General Manager saves and files copies of each of these notices and postings.

Each supervisor or manager who interviews applicants for any full-time vacancy keeps a log showing the total number of interviewees for each vacancy and the referral source for each interviewee. At the close of each recruitment period, this data is filed and is later furnished to the Corporate Human Resources Director for compilation during the preparation of the Annual EEO Public File Reports.

The General Manager or other delegated SEU management personnel communicate with local colleges, organizations, and other entities to schedule participation by the SEU in programs, events, job fairs, career days, or other similar activities and to establish internships for persons interested in a career in the broadcasting industry. The General Manager seeks and arranges for the participation by management persons in career days, job fairs, internships and similar activities.

Each year, the Corporate Human Resources Director, working with the General Manager and other management personnel, prepares the Annual EEO Public File Report for the Station Employment Unit. A copy of the Report is placed in each station's Public File and is posted on the Bristol Broadcasting Company corporate website which is hyperlinked to the website of each of the stations in the SEU.

**Audit Data Requested 3(g):** *In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO*

*recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.*

Each year during the process of preparing the Annual EEO Public File Report for the SEU, an analysis is made of the effectiveness of the EEO recruitment program. This analysis includes a review of the responses received from each recruitment source for each full-time position. Management of the SEU also reviews the total recruitment effort to determine if notice of each job opening was disseminated widely and to ascertain if any qualified candidate would have had reasonable opportunity to learn of such job opening. As part of this analysis, the list of Specialized Recruitment Sources is examined to ensure that it is amply broad and varied with entities from various community sectors included. Entities that have ceased to operate or that have proven to be non-productive may be removed from the list and, when identified, new entities are added to the list. The annual review also checks to be sure notices are circulated giving organizations that regularly help job seekers information on how to have their names added to the list of entities that get notice of any job openings at the SEU.

At the completion of any job opening recruitment period, management of the SEU reviews the applicant responses received noting which recruitment sources are most productive and which recruitment sources work best for different job positions. This collected information is retained for use during the annual analysis of the efficiency of the SEU EEO recruitment efforts.

Any deficiencies that are discovered in either the on-going reviews or in the annual program analysis are corrected. When ways to improve the recruitment efforts are identified those improvements are implemented.

After the annual reviews, Bristol Broadcasting Company believed that its EEO recruitment program has been effective in widely disseminating notice of vacancies at the Paducah SEU and that any interested person in the community would have had reasonable opportunity to learn about any job opening for which he/she was qualified.

Bristol Broadcasting Company will continue to send notices of job vacancies to its list of *Specialized Recruitment Sources* and *Organizations Requesting Notice*, to post notices on the SEU Stations websites and on bulletin boards in the offices of the SEU, to air notices on the stations of the SEU, to post notices on broadcast industry websites, to place *help wanted* advertisements in the local newspaper, and encourage *word-of-mouth* propagation to achieve wide dissemination of all full-time job openings.

**Audit Data Requested 3(h):** *In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe*



*how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.*

Each year, commencing before the current license term of WDDJ(FM) and continuing throughout the license term, Bristol Broadcasting Company engages the services of an outside legal firm specializing in labor practices and human relations to audit all pay, benefits, seniority practices, promotions, and selection techniques of the company, including the Paducah SEU, to determine if there are any non-compliance issues with any laws, rules, or regulations (federal, state, and local). After the firm's review, the Bristol Broadcasting Company Corporate General Manager and Corporate Controller meet with representative(s) of the firm to review their findings and to discuss the implementing of their recommendations (if any).

After the review by the outside legal consulting firm, the Corporate General Manager and the SEU General Manager and other management personnel make a yearly review of the pay, benefits, seniority practices, promotions, and selection techniques of the SEU to ensure conformity with the EEO Policy and Program and compliance with the Commission's 2002 EEO Rule. As part of this yearly review, the performance and pay for each full-time and permanent part-time employee is reviewed by the General Manager and the supervisor or manager directly responsible for the employee to verify continued conformity with the EEO Policy and Program.

Upon any job vacancy or opportunity for promotion of an employee, an evaluation is made by the General Manager (with assistance from the supervisor or manager most directly responsible for the position) in consultation with the Corporate General Manager to ensure that the notice and recruitment requirements of the EEO Policy and Program are met and that the contemplated actions do not have a discriminatory effect.

At any time an unusual or unique personnel issue arises, or when some out of the ordinary personnel action is contemplated, the outside legal consulting firm is contacted to discuss the relevant issues and to ensure that all actions taken by the management of the SEU comport with all laws, rules, regulations, company policies, and the EEO Policy and Program.

None of the stations in the SEU have a union agreement therefore no response in this regard is required.

**Audit Data Requested 3(i):** *If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided.*


This is not applicable to WDDJ(FM). Bristol Broadcasting Company, Inc., is not a religious broadcaster.

**Time Brokerage 4(a)(b):** There are no time brokerage agreements nor any limited management agreements with respect to WDDJ(FM) nor with respect to any of the other stations in the Paducah SEU, thus no response is required to Item 4, *Time Brokerage*, in the Commission's letter.

#### CERTIFICATION

The information in this Statement and its accompanying attachments are true and accurate to the best of my knowledge, information, and belief. Executed this 29<sup>th</sup> day of July 2019, under penalty of perjury.

BRISTOL BROADCASTING COMPANY, INC.  
Licensee of Station WDDJ(FM)

By:   
Roger Bouldin, Its Secretary and General Manager

#### Contact Information

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Equal Employment Opportunity Program  
*In response to the Federal Communications Commission's  
letter dated June 13, 2019*

**WDDJ(FM)**

Facility ID number: 54719

Bristol Broadcasting Company, Inc., Licensee

**Exhibit A**

Federal Communications Commission's  
**Random EEO Audit Notification Letter**  
*Attached hereto is a copy of the Commission's June 13, 2019 Letter*

WDDJ(FM) is part of Bristol Broadcasting Company's Paducah Station Employment Unit which also includes stations WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM).



Federal Communications Commission  
Washington, D.C. 20554

General Manager WDDJ  
BRISTOL BROADCASTING COMPANY, INC.  
901 EAST VALLEY DRIVE  
BRISTOL VA 24201-

June 13, 2019

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes your above-referenced station (the Station) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of Section 73.2080 of the Commission's rules is attached at the end of this letter for your reference.
2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required to provide only a list of the Unit's full-time employees, identified only by job title (no names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.
3. **Audit Data Requested.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), provide the following information, including an explanation regarding any requested information that you are unable to provide:
  - (a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the Unit does not have its own website, but its corporate site contains a link to a site pertaining to the Unit, then the Unit's most recent EEO public file report must be linked to either the Unit's site or the general corporate site, pursuant to Section 73.2080(c)(6).
  - (b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice.

In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they

provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

#### 4. Time Brokerage.

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* Section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. *See* Section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of

hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

**5. Procedures.** *You must upload your response to this audit letter to your station's online public inspection file by July 29, 2019, and include in your response your station's Facility ID Number and an e-mail address where a station representative can be contacted about your response.* The response should be filed in the online file under "EEO Records" which will appear as a briefcase icon on the left side of the screen when you go into the online public file. You should not direct your response to the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (See 47 CFR § 1.16.)

6. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (see 18 U.S.C. § 1001; 47 C.F.R. § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Extensions of time must be requested by e-mail to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov) and will be granted only upon a showing of extraordinary circumstances. Unless and until the EEO Staff grants such a request the original deadline remains in effect. Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with Section 73.2080(g).

7. In accordance with Sections 73.3526(e)(10) (for commercial stations ) and 73.3527(e)(11) (for noncommercial educational stations), available through these links:

[https://www.ecfr.gov/cgi-bin/text-](https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13526&rgn=div8)

[idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73\\_13526&rgn=div8](https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13526&rgn=div8)

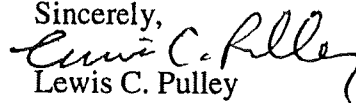
[https://www.ecfr.gov/cgi-bin/text-](https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13527&rgn=div8)

[idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73\\_13527&rgn=div8](https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13527&rgn=div8)

you must place a copy of this letter and your response in the online public file, of each affected station. Consequently, your response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that employment units retain such information in their records, or that such information be provided in response to this letter.

8. If our EEO random audits sent in 2017, 2018, or 2019 included the Station, you may not have to respond to this letter. If the Station completed an audit in that timeframe, before responding, please tell us the dates of public file reports included in the Station's recent audit response, via e-mail to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov). We will then advise you if a response is necessary. Also, if your most recent license renewal application was granted after June 1, 2017, you may not need to respond to this letter. To find out if you are exempt from responding, send an e-mail to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov). Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,



Lewis C. Pulley

Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau

Enclosure

Statement in Response to Notice of Audit of  
Equal Employment Opportunity Program  
*In response to the Federal Communications Commission's  
letter dated June 13, 2019*

**WDDJ(FM)**

Facility ID number: 54719

Bristol Broadcasting Company, Inc., Licensee

**Exhibit B**

**2018 Annual EEO Public File Report**

Filed April 1, 2018

*For the period of April 1, 2017 – March 31, 2018*

WDDJ(FM) is part of Bristol Broadcasting Company's Paducah Station Employment Unit which also includes stations WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM).



**Bristol Broadcasting Company, Inc.**  
*Stations WKYQ(FM), WDDJ(FM), WKYX(AM), WPAD(AM),  
WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM)*  
**Comprising the Paducah Station Employment Unit**  
**Annual EEO Public File Report**  
*For the period of April 1, 2017 – March 31, 2018*

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 "Paducah 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.<sup>1</sup>

The information contained in this Report covers the time period beginning on April 1, 2017, and ending on March 31, 2018 (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.

Below is a recapitulation of the 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.

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<sup>1</sup> 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 commonly owned Stations WKYQ(FM), WDDJ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WZYK(FM), and WDXR(AM) whose communities of license are in Kentucky as is permitted by the Commission's policies for station employment units comprised of stations whose cities of license are in two or more states.

## **Vacancy Information**

A total of 5 full-time vacancies were filled for the Paducah Station Employment Unit during the Applicable Period of this Report. Each of the 5 vacancies and the recruitment source of the hiree for each position is charted below:

<b>Full-Time Position Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>
Sales Representative <sup>2</sup>	<i>Indeed.com</i>
Sales Representative <sup>2</sup>	Word-of-Mouth (Walk-in Applicant)
Air Personality	<i>AllAccess.com</i>
Sales Representative	Indeed.com
News Reporter	Word-of-Mouth (Walk-in Applicant)

Total number of persons interviewed during Applicable Period: 24

## **Recruitment Source Information**

During the Applicable Period of this Report recruitment notices for each of the full-time vacancies were sent to all Specialized Recruitment Sources and Organizations Requesting Notice. Notices for each full-time vacancy were posted on bulletin boards at the offices of Bristol Broadcasting Company (the SEU offices) and were posted on the websites of each of the stations in the Station Employment Unit. Announcements seeking qualified sales representative candidates were also posted on *Indeed.com*, an online recruitment source. The Air Personality vacancy was also posted on *AllAccess.com*, a broadcast industry website that maintains a job opportunity listed that is used by many who are seeking employment in the radio broadcasting field. Each of these notices or communications emphasized that Bristol Broadcasting Company is an equal opportunity employer. Information about openings was also made available at local career fairs by members of management of the Paducah SEU.

## **Specialized Recruitment Sources**

Notice of each full-time job opening was sent to each of the entities on the SEU's list of Specialized Recruitment Sources. Below is a listing of the Specialized Recruitment Sources utilized by Bristol Broadcasting Company for each vacancy. Along with notice of each vacancy a request that the notice be propagated to qualified job seekers was also sent.

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<sup>2</sup> Two Sales Representative positions were filled during this same recruitment period and using the same pool of applicants.

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

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

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

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

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. 12<sup>th</sup> 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

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

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. 8<sup>th</sup> 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

Career Services Office MSU  
Attention: Marlo Rhodes  
210 Ordway Hall  
Murray, KY 42071  
Phone: (270) 575-3498

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 5<sup>th</sup> Street  
Paducah, KY 42001  
Phone: (270) 444-8644

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

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

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

Kentucky Broadcasters Association  
Website Job Bank

## **Organizations Requesting Notice**

For each full-time vacancy during the Applicable Period, notice of the job openings was sent to the following organizations that had requested notice of such openings:

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

West Kentucky Community College  
Attention: Paula Afmon  
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

McCracken Community Career Endowment  
Attention: Judy Calhoun  
401 Kentucky Avenue, Suite FR2  
Paducah, KY 42001  
Phone: (270) 444-6962

JU Kevil  
Melissa Parchman  
Via email  
mparchman@jukevil.com  
Phone (270) 247-5396

## **Analysis of Interviewees by Source**

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

Word-of-Mouth (Walk-in Applicant)  
Number of Interviewees Provided: 3

*Indeed.com*  
Number of Interviewees Provided: 9

SEU Station(s) Website(s)  
Number of Interviewees Provided: 6

*AllAccess.com*  
Number of Interviewees Provided: 1

Job Fair  
Number of Interviewees Provided: 1

SEU Stations Bulletin Boards  
Number of Interviewees Provided: 4

<b>Chart Showing Total Number Interviewees by Source for Each Vacancy</b>		
<b>Full-Time Position</b>	<b>Recruitment Sources of Interviewees</b>	<b>Total Referred by Source</b>
Sales Representative <sup>3</sup>	<i>Indeed.com</i>	5
	Word of Mouth (Walk-in Applicant)	1
	Job Fair(s)	1
	SEU Stations' Websites	1
Sales Representative <sup>3</sup>	(See above)	(See above)
Air Personality	<i>AllAccess.com</i>	1
	SEU Stations' Office Bulletin Boards	2
Sales Representative	<i>Indeed.com</i>	4
	Word of Mouth (Walk-in Applicant)	2
News Reporter	SEU Stations' Websites	2
	SEU Stations' Office Bulletin Boards	5

Total number of persons interviewed during Applicable Period: 24

<sup>3</sup> Two Sales Representative positions were filled during this same recruitment period and using the same pool of applicants. Data from both vacancies was tabulated and shown together.

## **Supplemental Outreach Initiatives**

Throughout the Applicable Period, Bristol Broadcasting Company undertook several Supplemental Outreach Initiatives to increase awareness of employment opportunities in the broadcasting industry and with the Paducah SEU. Below is a listing of Supplemental Outreach Initiatives accomplished during this reporting period.

- **McCracken County High School College/Career Fair** On March 30, 2017, the Paducah SEU participated in the McCracken County High School College/Career Fair on the campus of McCracken County High School. SEU Program Director Steve Schwetman manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. The event was open to all freshmen, sophomores, juniors, and seniors at the high school. Schwetman also discussed internship opportunities with the Paducah SEU with anyone who was interested. He also answered any questions posed by the students about the broadcasting industry and career opportunities. He also emphasized the Paducah SEU's equal employment policies.
- **Murray State University Fall Career Fair** The Paducah SEU participated in the Murray State University Fall Career Fair on October 10, 2017. SEU Program Director Jeff Lawrence manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings as well as internship opportunities with the Paducah SEU were also advertised at the career fair, and applications from interested persons were taken. Lawrence answered any questions posed by those attending. Persons interested in a career in radio advertising sales were invited to take an online quiz designed to help ascertain one's aptitude for selling.
- **SCC Annual Job Fair** The Paducah SEU participated in the SCC Annual Job Fair at Shawnee Community College Career Services Center on March 23, 2018. The event was open to the public. Shane Parker manned a booth for the Paducah SEU at the event and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings and internship opportunities with the Paducah SEU were also advertised at the career fair, and applications from interested persons were taken. Parker answered questions posed by those attending.
- **Murray State University Spring Career Fair** The Paducah SEU participated in the Murray State University Spring Career Fair on March 6, 2018. SEU Program Director Jeff Lawrence manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings as well as internship opportunities with the Paducah SEU were also advertised at the career fair, and applications from interested persons were taken. Lawrence answered any questions posed by those attending. Persons interested in a career in radio advertising sales were invited to take an online quiz designed to help ascertain one's aptitude for selling.
- **Entities Helping Job Seekers Outreach** Throughout the Applicable Period of this report the Stations of the Paducah SEU aired announcements to notify organizations that regularly assist job seekers that they can be added to a list of entities that receive

information about of job vacancies at the SEU. These announcements were designed to provide greater awareness of job opportunities with Bristol Broadcasting Company.

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.

Statement in Response to Notice of Audit of  
Equal Employment Opportunity Program  
*In response to the Federal Communications Commission's  
letter dated June 13, 2019*

**WDDJ(FM)**

Facility ID number: 54719

Bristol Broadcasting Company, Inc., Licensee

**Exhibit C**

**2019 Annual EEO Public File Report**

Filed April 1, 2019

*For the period of April 1, 2018 – March 31, 2019*

WDDJ(FM) is part of Bristol Broadcasting Company's Paducah Station Employment Unit which also includes stations WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM).

**Bristol Broadcasting Company, Inc.**  
*Stations WKYQ(FM), WDDJ(FM), WKYX(AM), WPAD(AM),  
WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM)*  
**Comprising the Paducah Station Employment Unit**  
**Annual EEO Public File Report**  
*For the period of April 1, 2018 – March 31, 2019*

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 "Paducah 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.<sup>1</sup>

The information contained in this Report covers the time period beginning on April 1, 2018, and ending on March 31, 2019 (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.

Below is a recapitulation of the 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.

---

<sup>1</sup> 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 commonly owned Stations WKYQ(FM), WDDJ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WZYK(FM), and WDXR(AM) whose communities of license are in Kentucky as is permitted by the Commission's policies for station employment units comprised of stations whose cities of license are in two or more states.



## **Vacancy Information**

A total of 5 full-time vacancies<sup>2</sup> were filled for the Paducah Station Employment Unit during the Applicable Period of this Report. Each of the 5 vacancies and the recruitment source of the hiree for each position is charted below:

<b>Full-Time Position Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>
Accounting Clerk	SEU Stations' Office Bulletin Boards
Sales Representative	Word of Mouth (Walk-in Applicant)
Sales Representative	Word of Mouth (Walk-in Applicant)
Sales Representative	Word of Mouth (Walk-in Applicant)
Sales Representative	Word of Mouth (Walk-in Applicant)

Total number of persons interviewed during Applicable Period: 27

## **Recruitment Source Information**

During the Applicable Period of this Report recruitment notices for each of the full-time vacancies were sent to all Specialized Recruitment Sources and Organizations Requesting Notice. Notices for each full-time vacancy were posted on bulletin boards at the offices of Bristol Broadcasting Company (the SEU offices) and were posted on the websites of each of the stations in the Station Employment Unit. Announcements about four of the vacancies were also posted on *Indeed.com*, an online recruitment source. *Linked In*, a national web-based networking site, and Facebook, a national social networking site, were also utilized to extend the reach of the notices for some of the sales representative positions. Each notice and communication regardless where it was posted emphasized that Bristol Broadcasting Company is an equal opportunity employer. Information about openings was also made available at local career fairs by members of management of the Paducah SEU.

## **Specialized Recruitment Sources**

Notice of each full-time job opening was sent to each of the entities on the SEU's list of Specialized Recruitment Sources. Below is a listing of the Specialized Recruitment Sources utilized by Bristol Broadcasting Company for each vacancy. Along with notice of each vacancy a request that the notice be propagated to qualified job seekers was also sent.

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

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

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

---

<sup>2</sup> A sixth recruitment period was commenced during the applicable period, but no new hire was made as a result of the recruitment activities.

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

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. 12<sup>th</sup> 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

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

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. 8<sup>th</sup> 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

Career Services Office MSU  
Attention: Marlo Rhodes  
210 Ordway Hall  
Murray, KY 42071  
Phone: (270) 575-3498

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 5<sup>th</sup> Street  
Paducah, KY 42001  
Phone: (270) 444-8644

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

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

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

Kentucky Broadcasters Association  
Website Job Bank

## **Organizations Requesting Notice**

For each full-time vacancy during the Applicable Period, notice of the job openings was sent to the following organizations that had requested notice of such openings:

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

West Kentucky Community College  
Attention: Paula Afmon  
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

McCracken Community Career Endowment  
Attention: Judy Calhoun  
401 Kentucky Avenue, Suite FR2  
Paducah, KY 42001  
Phone: (270) 444-6962

JU Kevil  
Melissa Parchman  
Via email  
mparchman@jukevil.com  
Phone (270) 247-5396

## **Analysis of Interviewees by Source**

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

*Word-of-Mouth (Walk-in Applicant)*  
Number of Interviewees Provided: 8

*Indeed.com*  
Number of Interviewees Provided: 11

*SEU Stations Bulletin Boards*  
Number of Interviewees Provided: 1

*Linked In*  
Number of Interviewees Provided: 1

*Job Fair*  
Number of Interviewees Provided: 1

*Facebook*  
Number of Interviewees Provided: 5

<b>Chart Showing Total Number Interviewees by Source for Each Vacancy</b>		
<b>Full-Time Position</b>	<b>Recruitment Sources of Interviewees</b>	<b>Total Referred by Source</b>
Accounting Clerk	<i>Indeed.com</i>	4
	SEU Stations' Office Bulletin Boards	1
Sales Representative	<i>Indeed.com</i>	2
	Word of Mouth (Walk-in Applicant)	1
	Job Fair(s)	1
Sales Representative	<i>Indeed.com</i>	4
	Word of Mouth (Walk-in Applicant)	3
	<i>Linked In</i>	1
	<i>Facebook</i>	1
Sales Representative	<i>Indeed.com</i>	3
	Word of Mouth (Walk-in Applicant)	1
Sales Representative	<i>Facebook</i>	4
	Word of Mouth (Walk-in Applicant)	1

Total number of persons interviewed during Applicable Period: 27

## **Supplemental Outreach Initiatives**

Throughout the Applicable Period, Bristol Broadcasting Company undertook several Supplemental Outreach Initiatives to increase awareness of employment opportunities in the broadcasting industry and with the Paducah SEU. Below is a listing of Supplemental Outreach Initiatives accomplished during this reporting period.

- **Internship – Murray State University** The Paducah SEU established an internship with a student from Murray State University that ran September 2018 through December 2018. The intern observed the staff of the SEU stations as they performed their regular duties. He also was given hands-on training in the operation of some of the station equipment and “shadowed” employees in several daily tasks. Members of management also discussed career opportunities in broadcasting and Bristol's EEO policy with the intern.
- **Murray State Advertising Class** Paducah SEU General Manager Jamie Futrell gave a recruitment lecture at Murray State University on November 1, 2018. He spoke to the students in Dr. Bob Valentine's Advertising Media Sales class. During the lecture,

Futrell described the position of radio account executive in detail as well touching on on-air and news positions. He discussed current openings as well as internship opportunities with the Paducah SEU. Futrell also answered questions posed by the students

- **Murray State University Fall Career Fair** The Paducah SEU participated in the Murray State University Spring Career Fair on March 5, 2019. General Manager Jamie Futrell and Digital Promotions Director Karie Thornton manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings and internship opportunities with the Paducah SEU were also advertised at the career fair, and applications from interested persons were taken. Futrell and Thornton answered any questions posed by those attending.
- **Shawnee Community College Annual Job Fair** Members of the Paducah SEU participated in the Shawnee Community College Career Services Center Annual Job Fair on March 20, 2019. This job fair event was open to the public. Shane Parker from the Paducah SEU manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current openings and internship opportunities with the Paducah SEU were posted at the career fair, and applications from interested persons were taken. Parker answered all questions posed by those attending.
- **McCracken County High School College/Career Fair** On March 29, 2019, the Paducah SEU was represented at the McCracken County High School College/Career Fair. A. J. Martin, SEU Promotions Director, attended the event which was open to all freshmen, sophomores, juniors, and seniors at the high school. Martin manned a booth and handed out pre-printed brochures about employment opportunities in radio broadcasting and with Bristol Broadcasting Company. Current internship opportunities with the Paducah SEU were also advertised at the event. SEU General Manager Jamie Futrell also attended the event. Futrell and Martin engaged with students about the broadcast industry and answered questions about career opportunities with Bristol Broadcasting Company.
- **Entities Helping Job Seekers Outreach** During the Applicable Period of this report the Stations of the Paducah SEU aired announcements to notify organizations that regularly assist job seekers that they can be added to a list of entities that receive information about of job vacancies at the SEU. These announcements were designed to provide greater awareness of job opportunities with Bristol Broadcasting Company.

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.

Statement in Response to Notice of Audit of  
Equal Employment Opportunity Program  
*In response to the Federal Communications Commission's  
letter dated June 13, 2019*

**WDDJ(FM)**

Facility ID number: 54719

Bristol Broadcasting Company, Inc., Licensee

## **Exhibit D**

### **Copies of Advertisements, Bulletins, and other Communications Announcing Full-time Openings**

*For Positions Filled During the EEO Annual Reporting Periods 2018 and 2019*

Copies of the advertisements, bulletins, website postings, and other communications announcing each of the full-time positions that were filled during the applicable periods covered by the SEU's 2018 and 2019 Annual EEO Public File Reports are include herewith. Copies of the notices are sorted by vacancy and the dates of each notice are supplied. Announcements sent to organizations that have notified the SEU that they want to be notified of job vacancies at the SEU are included and identified separately.

WDDJ(FM) is part of Bristol Broadcasting Company's Paducah Station Employment Unit which also includes stations WKYQ(FM), WKYX(AM), WPAD(AM), WNGO(AM), WLLE(FM), WKYX-FM, WZYK(FM), and WDXR(AM).

## 2018 EEO Annual Public File Report

### Full-Time Vacancy Information

The following are dated copies of the advertisements, bulletins,  
website postings, advertising confirmations,  
and other communications announcing:

Sales Representative - Position Filled May 15, 2017

These bulletins, advertisements, website postings, and other communications were posted or sent to all Specialized Recruitment Sources and Organizations Requesting Notice (separately identified). Notices for each full-time vacancy were posted on bulletin boards at the offices of Station Employment Unit and were posted on the websites of each of the stations in the Station Employment Unit.

## **Advertising Sales Position**

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WiLLiE 102.1, 94.7 The Mix, News/Talk 94.3, 99.5 The Fan, and more. Here's how to apply: email your resume to [greatjob@wkyq.com](mailto:greatjob@wkyq.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin.

1.31.17

HOME  
radio

MUSIC

DJ'S



CONTESTS

DIRECTIONS

CONTACT US

## SEND US A MESSAGE

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Website: \_\_\_\_\_

SEND

## GET IN TOUCH

Request A Song / Play A  
Contest/Ask a Question  
877-947-7736

Office Phone: (270)554-8255  
Newsroom: (270)444-6397 (444-  
NEWS)  
Studio/Office/News Fax: 270-554-  
5468

Facebook:  
[www.facebook.com/947themix](http://www.facebook.com/947themix)

Mailing Address:  
PO BOX 2397  
Paducah, KY 42002-2397

Office Hours: Monday-Friday  
from 9am-4:30pm.  
We are closed all major holidays.

## FOLLOW US!



94.7 THE MIX WEATHER

51.

clear sky  
humidity: 43%  
wind: 9mph ENE  
H 56 • L 33

33° 32° 35°  
THU FRI SAT

extended forecast

Weather from OpenWeatherMap

If we have any job postings you'll see them below:

### Advertising Sales Position

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WILLIE 102.1, 94.7 The Mix, News/Talk 94.3, 99.5 The Fan, and more. Here's how to apply: email your resume to [greatjob@947themix.com](mailto:greatjob@947themix.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin.

## FACEBOOK FEED



2 days ago

### Timeline Photos

We support our local law enforcement officers! You guys are super, keep up the good work!! Metropolis Police Department



56 1 4 View on facebook



shared Maati Baani's video.

1 week ago

### Maati Baani

Wow, check this out! 45 child artists together in one song to pay tribute to Michael Jackson!





Photos  
Concerts  
Employment  
Contact Us  
Bobby & Steve

Airstaff  
Weekend

Join the WKYQ Email Club

**Bristol Broadcasting Company** is a stable, debt free company that has been under the same family ownership since the 1950s. It has a history of loyalty to employees, many of whom have been on board for long tenures — some more than 30 years! The company offers health insurance, 401k and paid vacations. BBC operates in three markets: **Tri-Cities (Johnson City-Kingsport-Bristol) TN** (4fm's/1am); **Charleston, WV** (3fm's/1am); and **Paducah, KY** (4fm's/4am's).

#### SALES REP WANTED:

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WiLLiE 102.1, 94.7 The Mix, News/Talk 94.3, ESPN Radio, and more. Here's how to apply: email your resume to [greatjob@wkyq.com](mailto:greatjob@wkyq.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin. (2/1)

(To check on job openings at our other Bristol Broadcasting stations in TN and WV, [click here ...](#))

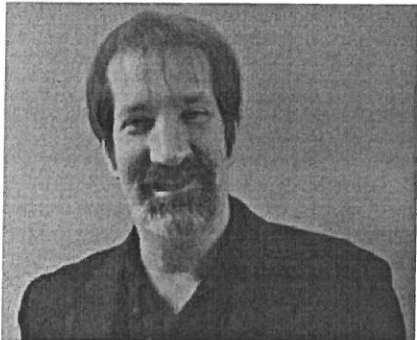
**Bristol Broadcasting Company is an Equal Opportunity Employer.** It is the policy of Bristol Broadcasting Company to afford equal employment opportunities to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, or gender. Bristol Broadcasting Company informs all job applicants that unlawful discrimination is prohibited and that any person who believes that he or she has been the victim of unlawful discrimination may notify the appropriate local, state or federal agency.

From time to time, Bristol Broadcasting Company, that operates WKYQ and eight other stations in the Paducah radio market, has full time openings. **Area organizations are invited to contact us** to be put on a mailing list for future openings. This includes civic organizations, womens groups, churches, and minority organizations. To be put on our mailing list, call us at (270)554-0093 during regular business hours Monday thru Friday. Or, email us at [jobs@wkyq.com](mailto:jobs@wkyq.com). WKYQ is an equal opportunity employer and makes hiring decisions without regard to race, color, national origin, religion or gender.

In addition to mailing notices to area organizations who request a listing of all job openings, Bristol Broadcasting Company regularly advertises job openings on the air. We also speak to various groups in the community about employment opportunities in radio. Should your organization like to schedule such an educational presentation, please contact Jeff Lawrence at 270-554-8255.

To check job openings at our other Bristol Broadcasting stations in Tennessee and West Virginia, [click here](#)

On-Air



BRISTOL BROADCASTING COMPANY INC  
 PO BOX 2397  
 PADUCAH, KY 42002-2397  
 270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00319-0041	3/26/2017	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00319-0041 O 3/26/2017 1

EEO ANNOUNCEMENTS  
 Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
<b>Tape: WNGO</b>						
2/27/2017	Mon	:30	WNGO-AM 09:46:00 AM	1	\$0.00	\$0.00
3/1/2017	Wed	:30	WNGO-AM 03:57:00 AM 08:47:00 PM	2	\$0.00	\$0.00
3/2/2017	Thu	:30	WNGO-AM 04:31:00 AM 11:42:00 PM	2	\$0.00	\$0.00
3/4/2017	Sat	:30	WNGO-AM 01:05:00 PM 07:31:00 PM	2	\$0.00	\$0.00
3/5/2017	Sun	:30	WNGO-AM 05:31:00 AM 02:31:00 PM 04:05:00 PM	3	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
 announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 26th day of March, 2017

<b>Quantity</b>	<b>10</b>	<b>Total</b>	<b>\$0.00</b>
<b>Total Due</b>			<b>\$0.00</b>

Nichole M. Lawrence - NOTARY PUBLIC  
 Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00234-0072	3/26/2017	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

850-00234-0072 O 3/26/2017 1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/1/2017	Wed	:30	WPAD-AM 03:55:50 AM	1	\$0.00	\$0.00
3/2/2017	Thu	:30	WPAD-AM 04:55:50 AM	1	\$0.00	\$0.00
3/4/2017	Sat	:30	WPAD-AM 09:55:51 AM 11:13:00 AM 05:55:51 PM 10:45:13 PM 11:42:14 PM	5	\$0.00	\$0.00
3/5/2017	Sun	:30	WPAD-AM 08:55:50 AM 12:56:49 PM 04:45:18 PM	3	\$0.00	\$0.00
3/6/2017	Mon	:30	WPAD-AM 05:30:00 AM	1	\$0.00	\$0.00
3/7/2017	Tue	:30	WPAD-AM 01:13:00 AM 06:44:00 AM 10:56:00 AM 11:13:00 PM	4	\$0.00	\$0.00
3/8/2017	Wed	:30	WPAD-AM 12:58:50 PM	1	\$0.00	\$0.00
3/9/2017	Thu	:30	WPAD-AM 07:55:50 PM	1	\$0.00	\$0.00
3/10/2017	Fri	:30	WPAD-AM 05:14:00 AM 03:15:00 PM 09:55:50 PM	3	\$0.00	\$0.00
3/13/2017	Mon	:30	WPAD-AM 04:42:00 AM 11:42:00 PM	2	\$0.00	\$0.00
3/15/2017	Wed	:30	WPAD-AM 04:44:58 AM 10:55:51 PM	2	\$0.00	\$0.00
3/18/2017	Sat	:30	WPAD-AM 09:46:03 AM 01:13:00 PM 05:13:00 PM	3	\$0.00	\$0.00
3/19/2017	Sun	:30	WPAD-AM 06:55:50 AM 02:13:00 PM 07:30:00 PM	3	\$0.00	\$0.00
3/20/2017	Mon	:30	WPAD-AM 05:44:00 AM	1	\$0.00	\$0.00
3/21/2017	Tue	:30	WPAD-AM 06:30:00 AM 11:18:00 AM 11:55:50 PM	3	\$0.00	\$0.00
3/22/2017	Wed	:30	WPAD-AM 01:18:00 PM	1	\$0.00	\$0.00
3/23/2017	Thu	:30	WPAD-AM 12:42:23 AM 03:55:00 PM 11:13:00 PM	3	\$0.00	\$0.00
3/24/2017	Fri	:30	WPAD-AM 05:14:00 AM 06:44:17 PM	2	\$0.00	\$0.00
				Quantity	40	Total \$0.00
				Total Due		\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above

announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 26th day of March, 2017

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
 PO BOX 2397  
 PADUCAH, KY 42002-2397  
 270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850

Amount Paid

850-00099-0114	2/26/2017	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00099-0114

O 2/26/2017

1

EEO ANNOUNCEMENTS  
 Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
1/30/2017	Mon	:30	WKYQ-FM 01:50:00 AM 10:50:30 PM	2	\$0.00	\$0.00
1/31/2017	Tue	:30	WKYQ-FM 04:50:00 AM 06:49:44 AM	2	\$0.00	\$0.00
2/3/2017	Fri	:30	WKYQ-FM 08:50:00 PM	1	\$0.00	\$0.00
2/4/2017	Sat	:30	WKYQ-FM 09:21:23 AM 02:20:00 PM 07:50:00 PM	3	\$0.00	\$0.00
2/5/2017	Sun	:30	WKYQ-FM 10:45:00 AM 03:50:00 PM	2	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above

announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 26th day of February, 2017

<b>Quantity</b>	<b>10</b>	<b>Total</b>	<b>\$0.00</b>
<b>Total Due</b>			<b>\$0.00</b>

Nichole M. Lawrence - NOTARY PUBLIC  
 Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850

Amount Paid

850-00100-0114	2/26/2017	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00100-0114

O 2/26/2017

1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
1/30/2017	Mon	:30	WDDJ-FM 05:50:30 AM 11:50:00 PM	2	\$0.00	\$0.00
1/31/2017	Tue	:30	WDDJ-FM 03:50:00 AM	1	\$0.00	\$0.00
2/3/2017	Fri	:30	WDDJ-FM 03:51:05 AM 08:20:30 PM	2	\$0.00	\$0.00
2/4/2017	Sat	:30	WDDJ-FM 01:20:00 PM 05:50:00 PM	2	\$0.00	\$0.00
2/5/2017	Sun	:30	WDDJ-FM 06:36:00 AM 02:36:00 PM 07:36:00 PM	3	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 26th day of February, 2017

<b>Quantity</b>	10	<b>Total</b>	<b>\$0.00</b>
<b>Total Due</b>			<b>\$0.00</b>

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
 PO BOX 2397  
 PADUCAH, KY 42002-2397  
 270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850	Amount Paid	
850-00319-0042	4/30/2017	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00319-0042 O 4/30/2017 1

EEO ANNOUNCEMENTS  
 Attn: JAMIE FUTRELL

Purchase Order Number:  
 Est. Number:  
 Co-Op:  
 Description: EEO ANNOUNCEMENTS  
 Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
<b>Tape: WNGO</b>						
3/27/2017	Mon	:30	WNGO-AM 01:31:00 AM 09:58:00 AM 10:05:00 PM	3	\$0.00	\$0.00
3/28/2017	Tue	:30	WNGO-AM 09:19:00 PM	1	\$0.00	\$0.00
3/31/2017	Fri	:30	WNGO-AM 02:05:00 AM	1	\$0.00	\$0.00
4/1/2017	Sat	:30	WNGO-AM 12:05:00 PM 03:53:00 PM	2	\$0.00	\$0.00
4/2/2017	Sun	:30	WNGO-AM 09:14:00 AM 12:30:00 PM 04:30:00 PM	3	\$0.00	\$0.00
4/24/2017	Mon	:30	WNGO-AM 05:31:00 AM	1	\$0.00	\$0.00
4/25/2017	Tue	:30	WNGO-AM 04:31:00 AM	1	\$0.00	\$0.00
4/26/2017	Wed	:30	WNGO-AM 02:05:00 AM 08:19:00 PM	2	\$0.00	\$0.00
4/28/2017	Fri	:30	WNGO-AM 08:29:49 PM	1	\$0.00	\$0.00
4/29/2017	Sat	:30	WNGO-AM 11:27:32 AM 03:31:00 PM	2	\$0.00	\$0.00
4/30/2017	Sun	:30	WNGO-AM 09:14:00 AM 12:30:00 PM 05:30:00 PM	3	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_  
 Jamie Futrell - Station Official  
 certify that in accordance with official station logs, the above  
 announcements were broadcast on the days and hours stated.  
 Subscribed and sworn before me this 30th day of April, 2017

<b>Quantity</b>	<b>20</b>	<b>Total</b>	<b>\$0.00</b>
<b>Total Due</b>			<b>\$0.00</b>

Nichole M. Lawrence - NOTARY PUBLIC  
 Commission Expires - 4/30/2022

County: McCracken State: Kentucky

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00104-0116	4/30/2017	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00104-0116 O 4/30/2017 1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:  
Est. Number:  
Co-Op:  
Description: EEO ANNOUNCEMENTS  
Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/27/2017	Mon	:30	WZYK-FM 07:10:00 AM	1	\$0.00	\$0.00
3/28/2017	Tue	:30	WZYK-FM 11:29:00 PM	1	\$0.00	\$0.00
3/31/2017	Fri	:30	WZYK-FM 10:48:00 PM	1	\$0.00	\$0.00
4/1/2017	Sat	:30	WZYK-FM 07:20:00 AM 10:11:00 AM 06:10:00 PM	3	\$0.00	\$0.00
4/2/2017	Sun	:30	WZYK-FM 01:34:00 PM 04:29:00 PM	2	\$0.00	\$0.00
4/24/2017	Mon	:30	WZYK-FM 09:10:30 AM 11:29:00 PM	2	\$0.00	\$0.00
4/26/2017	Wed	:30	WZYK-FM 08:49:00 PM	1	\$0.00	\$0.00
4/29/2017	Sat	:30	WZYK-FM 05:30:30 AM 02:48:00 PM 05:29:00 PM	3	\$0.00	\$0.00
4/30/2017	Sun	:30	WZYK-FM 01:29:00 PM 04:48:30 PM	2	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 30th day of April, 2017

Quantity	16	Total	\$0.00
<b>Total Due</b>			<b>\$0.00</b>

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE



**BRISTOL**  
**BROADCASTING**  
**C O M P A N Y**

P.O. Box 2397

Paducah, KY 42002-2397

(270) 554-8255

Fax (270) 554-5468

WKYQ 93.3

WDDJ 96.9

WQQR 94.7

WKYX 570

WLLE 102.1

WLIE 94.3

WNGO 1320

WPAD 1560

WDXR 1450

## **Advertising Sales Position 1.31.17**

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WiLLiE 102.1, 94.7 The Mix, News/Talk 94.3, ESPN Radio, and more. Here's how to apply: email your resume to [greatjob@electric969.com](mailto:greatjob@electric969.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin.



The following notices were sent to the  
Organizations Requesting Notice  
listed below:

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

West Kentucky Community College  
Attention: Paula Afmon  
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

McCracken Community Career Endowment  
Attention: Judy Calhoun  
401 Kentucky Avenue, Suite FR2  
Paducah, KY 42001  
Phone: (270) 444-6962

JU Kevil  
Melissa Parchman  
Via email  
mparchman@jukevil.com  
Phone (270) 247-5396

## **Advertising Sales Position**

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WiLLiE 102.1, 94.7 The Mix, News/Talk 94.3, 99.5 The Fan, and more. Here's how to apply: email your resume to [greatjob@wkyq.com](mailto:greatjob@wkyq.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin.

1.31.17

# 2018 EEO Annual Public File Report

## Full-Time Vacancy Information

The following are dated copies of the advertisements, bulletins, website postings, advertising confirmations, and other communications announcing:

Sales Representative - Position Filled August 15, 2017

Sales Representative - Position Filled October 3, 2017

Note: Two similar Sales Representative Positions were filled using the same recruitment activities during a sixty-day period.

These bulletins, advertisements, website postings, and other communications were posted or sent to all Specialized Recruitment Sources and Organizations Requesting Notice (separately identified). Notices for each full-time vacancy were posted on bulletin boards at the offices of Station Employment Unit and were posted on the websites of each of the stations in the Station Employment Unit.

## **Advertising Sales Position**

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WILLiE 102.1, 94.7 The Mix, News/Talk 94.3, 99.5 The Fan, and more. Here's how to apply: email your resume to [greatjob@wkyq.com](mailto:greatjob@wkyq.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin.

7.13.17

what

where

job title, keywords or company

Paducah, KY

Find Jobs

Advanced Job Search

## Account Executive

Bristol Broadcasting Company

2 reviews -

Paducah, KY 42003

Full-time, Commission

Are you a people person? A friendly - never meet a stranger type? You love winning and making things happen. Give you a goal and you become unstoppable. A job in the media can be exciting! Here's an opportunity to join our sales tem. You'll be helping people grow their business. You will be calling on business owners and managers to develop customers for Electric 96.9, 94.7 The Mix and West Kentucky Star. We have offices in Murray, Mayfield and Paducah. You would work from the office closest to where you live. We offer a guaranteed salary, plus commissions, bonuses and benefits. It's a great job! Many of our successful team members had no prior sales experience. We will give you everything you need to succeed. Make money, work in a fun environment! Apply today! Bristol Broadcasting is an equal opportunity employer that hires without regard to race, religion, gender, age or national origin.

Job Type: Full-time

11 days ago

Apply Now

Save this job

### Other jobs you may like

#### Business Account Executive-KT

LiveATT - Paducah, KY

30+ days ago

Easily apply

#### Leasing Agent

Gill Family Properties, LLC. - Paducah, KY

4 days ago

Easily apply

#### Territory Sales Representative for Kentucky a...

Team Saverino - Paducah, KY

21 days ago

Easily apply

#### Store Manager

Rent One Team, Inc - Paducah, KY

20 days ago

Easily apply

#### Laundry Person

Drury Hotels - Paducah, KY

30+ days ago

Follow

Get job updates from Bristol Broadcasting Company

### Bristol Broadcasting Company

2 reviews

"Bristol Broadcasting Company" is a radio station chain operating 21 stations in three Southern United States markets: the Tri-Cities area...

We've made changes to our website and services.

By continuing to use Indeed, you agree to our new Terms of Service.

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I agree

HOME  
sweet home

MUSIC

DJ'S



CONTESTS

DIRECTIONS

CONTACT US

## SEND US A MESSAGE

Name:

Email:

Website:

SEND

## GET IN TOUCH

**Request A Song / Play A  
Contest/Ask a Question**  
877-947-7736

**Office Phone:** (270)554-8255  
**Newsroom:** (270)444-6397 (444-  
NEWS)  
**Studio/Office/News Fax:** 270-554-  
5468

**Facebook:**  
[www.facebook.com/947themix](http://www.facebook.com/947themix)

**Mailing Address:**  
PO BOX 2397  
Paducah, KY 42002-2397

**Office Hours:** Monday-Friday  
from 9am-4:30pm.  
We are closed all major holidays.

## FOLLOW US!



94.7 THE MIX WEATHER

74.

clear sky  
humidity: 94%  
wind: 4mph WNW  
H 90 • L 74

88° 90° 91°  
TUE WED THU

extended forecast

Weather from OpenWeatherMap

If we have any job postings you'll see them below:

### Advertising Sales Position

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WILLIE 102.1, 94.7 The Mix, News/Talk 94.3, 99.5 The Fan, and more. Here's how to apply: email your resume to [greatjob@947themix.com](mailto:greatjob@947themix.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin.

## FACEBOOK FEED



Photos  
Concerts  
Employment  
Contact Us  
Bobby & Steve

Airstaff

Join the WKYQ Email Club

**Bristol Broadcasting Company** is a stable, debt free company that has been under the same family ownership since the 1950s. It has a history of loyalty to employees, many of whom have been on board for long tenures — some more than 30 years! The company offers health insurance, 401k and paid vacations. BBC operates in three markets: **Tri-Cities (Johnson City-Kingsport-Bristol) TN** (4fm's/1am); **Charleston, WV** (3.3's/1am's and 102.1, KY 93.3fm's/4am's).

#### SALES REP WANTED:

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WiLLiE 102.1, 94.7 The Mix, News/Talk 94.3, ESPN Radio, and more. Here's how to apply: email your resume to [greatjob@wkyq.com](mailto:greatjob@wkyq.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin. (2/1)

(To check on job openings at our other Bristol Broadcasting stations in TN and WV, [click here ...](#))

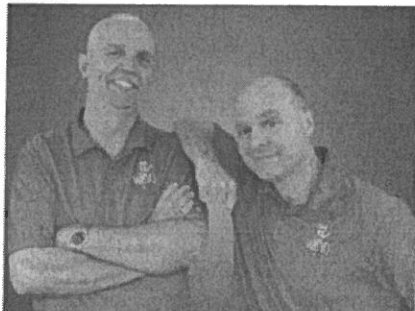
**Bristol Broadcasting Company is an Equal Opportunity Employer.** It is the policy of Bristol Broadcasting Company to afford equal employment opportunities to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, or gender. Bristol Broadcasting Company informs all job applicants that unlawful discrimination is prohibited and that any person who believes that he or she has been the victim of unlawful discrimination may notify the appropriate local, state or federal agency.

From time to time, Bristol Broadcasting Company, that operates WKYQ and eight other stations in the Paducah radio market, has full time openings. **Area organizations are invited to contact us** to be put on a mailing list for future openings. This includes civic organizations, womens groups, churches, and minority organizations. To be put on our mailing list, call us at (270)554-0093 during regular business hours Monday thru Friday. Or, email us at [jobs@wkyq.com](mailto:jobs@wkyq.com). WKYQ is an equal opportunity employer and makes hiring decisions without regard to race, color, national origin, religion or gender.

In addition to mailing notices to area organizations who request a listing of all job openings, Bristol Broadcasting Company regularly advertises job openings on the air. We also speak to various groups in the community about employment opportunities in radio. Should your organization like to schedule such an educational presentation, please contact Jeff Lawrence at 270-554-8255.

To check job openings at our other Bristol Broadcasting stations in Tennessee and West Virginia, [click here](#)

On-Air



**Bobby & Steve**



[Home](#) | [Charleston Market](#) | [Paducah Market](#) | [Tri-Cities Market](#) | [Employment](#) | [Contact Us](#)

## Employment at Bristol Broadcasting Company

Bristol Broadcasting Company offers competitive wages and generous benefits in a stimulating, positive and fulfilling working environment, driven by ideas and fresh thinking. We encourage teamwork while urging each employee to rise to his/her fullest potential. Bristol Broadcasting Company hires talented individuals, sets high expectations, and furnishes the tools needed for them to succeed. We are committed to developing our employees throughout their careers with us. If you would like to become a part of our winning team, please apply for any of the current job openings listed below for which you believe you are qualified. **Bristol Broadcasting Company is an Equal Opportunity Employer**

### Charleston Market Openings

No Job Openings at This Time

### Paducah Market Openings

#### **Paducah Kentucky Sales**

Are you strong willed, determined and persuasive? Are you extraordinarily friendly and outgoing? If you're all these, becoming a sales rep for the advertising department of Bristol Broadcasting could propel you into a real career. You could work for a great company and make a great living. This is a full-time position with a full-time salary and it offers lucrative commissions and benefits. Bristol Broadcasting is the area's premier radio company. It owns and operates WKYQ, Electric 96-9, WILLiE 102.1, 94.7 The Mix, News/Talk 94.3, 99.5 The Fan, and more. Here's how to apply: email your resume to [greatjob@wkyq.com](mailto:greatjob@wkyq.com). Bristol Broadcasting is an Equal Opportunity Employer that hires without regards to gender, age, race, or national origin.

### Tri-Cities Market Openings

#### **IT Professional Wanted**

Bristol Broadcasting Company has an immediate opening for an experienced IT professional to manage our office networking, computer, and software systems. An intimate knowledge of and hands-on experience maintaining general office computing and networking system is required. Must have good communications skills and the ability to work efficiently even in stressful circumstances. Trustworthiness with confidential records and data is a must. We offer a salary, vacation, and 401-K. Send resume to: [roger@wx bq.com](mailto:roger@wx bq.com). No phone calls please.

#### **Top Sales Pro Wanted Immediately**

Bristol Broadcasting Company is looking for a go-get-'em radio sales rep for our Marion, Wytheville, and Abingdon (WMEV-FM) markets. You'll be representing the top rated radio station in the area and will work with a super local family company as you enjoy nice benefits and top-dollar earnings. Prior broadcast sales experience is an asset. Benefits include vacations, insurance and 401K. Send resumes to [roger@wx bq.com](mailto:roger@wx bq.com). No phone calls please.

**Bristol Broadcasting Company is an Equal Opportunity Employer.** It is the policy of Bristol Broadcasting Company to afford equal employment opportunities to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, or gender. Bristol Broadcasting Company informs all job applicants that unlawful discrimination is prohibited and that any person who believes

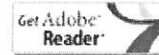
### Annual EEO Reports

**Charleston SEU**  
2015 Annual EEO Report

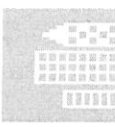
**Paducah SEU**  
2015 Annual EEO Report

**Tri-Cities SEU**  
2015 Annual EEO Report  
Statement Regarding Filing Date

Adobe Reader Required







## Account Executive

Bristol Broadcasting  
Paducah, Kentucky

Posted 1 day ago   17 views


23 connections work here

[Apply](#)   [Save](#)

### Job description

Are you a people person? A friendly – never meet a stranger type? You love winning and making things happen. Give you a goal and you become unstoppable. A job in media can be exciting! Here's opportunity to join our advertising sales team. You'll be helping people grow their business. You will be calling on business owners and managers to development customers for Electric 96.9, 94.7 The Mix and West Kentucky Star. We have offices in Murray, Mayfield and Paducah. You would work from the office closest to where you live. We offer guaranteed salary, plus commissions, bonuses and benefits. It's a great job! Many of our most successful team members had no prior sales experience. We will give you everything you need to succeed. Make money, work in a fun environment! Apply today! Bristol Broadcasting is an equal opportunity employer that hires without regard to race, religion, or gender, age or national origin.

### Contact the job poster



Job posted by  
**Jamie Futrell**  
General Manager at Bristol ...  
Paducah, Kentucky

### Industry

Broadcast Media

### Employment type

Full-time

### Experience

Not Applicable



**BRISTOL**  
**BROADCASTING**  
**C O M P A N Y**

P.O. Box 2397

Paducah, KY 42002-2397

(270) 554-8255

Fax (270) 554-5468

WKYQ 93.3

WDDJ 96.9

WQQR 94.7

WKYX 570

WLLE 102.1

WLIE 94.3

WNGO 1320

WPAD 1560

WDXR 1450

## Advertising Sales Position 7.13.17

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The following notices were sent to the  
Organizations Requesting Notice  
listed below:

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

West Kentucky Community College  
Attention: Paula Afmon  
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

McCracken Community Career Endowment  
Attention: Judy Calhoun  
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Paducah, KY 42001  
Phone: (270) 444-6962

JU Kevil  
Melissa Parchman  
Via email  
mparchman@jukevil.com  
Phone (270) 247-5396

## **Advertising Sales Position**

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7.13.17

## 2018 EEO Annual Public File Report

### Full-Time Vacancy Information

The following are dated copies of the advertisements, bulletins,  
website postings, advertising confirmations,  
and other communications announcing:

Air Personality - Position Filled October 2, 2017

These bulletins, advertisements, website postings, and other communications were posted or sent to all Specialized Recruitment Sources and Organizations Requesting Notice (separately identified). Notices for each full-time vacancy were posted on bulletin boards at the offices of Station Employment Unit and were posted on the websites of each of the stations in the Station Employment Unit.





**"TODAY'S HOTTEST MUSIC"**

JOB OPENING 8/25/17

Electric 96-9 (WDDJ-FM) the most listened to radio station in Paducah KY is looking for our next afternoon DJ. This daypart is number 1 with **BIG** double digit ratings. Can you maintain those numbers? Could you make those numbers higher? We're looking for a solid jock who knows the basics inside and out, but isn't afraid of trying something fresh to engage the audience. Friendly, energetic, and fun DJ's only. You must be humble and have a positive attitude. Phone interaction and proper use of social media is expected. You will have remotes, appearances and production plus a rotating Saturday airshift. Imaging skills and knowledge of Wordpress would be helpful. Experience in mainstream Top 40 or Hot AC is preferred. Benefits include paid vacation, health insurance and 401k. Send your thoughts on what you want to do on PM drive, **a 2 minute or less MP3 aircheck**, resume, references and any other materials to [pd@electric969.com](mailto:pd@electric969.com). Bristol Broadcasting Company is an equal opportunity employer. No phone calls please.



The following notices were sent to the  
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Paducah, KY 42001  
Phone: (270) 444-9680

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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

McCracken Community Career Endowment  
Attention: Judy Calhoun  
401 Kentucky Avenue, Suite FR2  
Paducah, KY 42001  
Phone: (270) 444-6962

JU Kevil  
Melissa Parchman  
Via email  
mparchman@jukevil.com  
Phone (270) 247-5396





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## 2018 EEO Annual Public File Report

### Full-Time Vacancy Information

The following are dated copies of the advertisements, bulletins,  
website postings, advertising confirmations,  
and other communications announcing:

News Reporter - Position Filled February 12, 2018

These bulletins, advertisements, website postings, and other communications were posted or sent to all Specialized Recruitment Sources and Organizations Requesting Notice (separately identified). Notices for each full-time vacancy were posted on bulletin boards at the offices of Station Employment Unit and were posted on the websites of each of the stations in the Station Employment Unit.

## Sandy Lee

---

**From:** Sandy Lee <slee@wkyx.com>  
**Sent:** Wednesday, November 15, 2017 8:42 AM  
**To:** 'donna.flanigan@asbury.edu'; 'ctemplepaducah@bellsouth.net'; 'lcarrico@eswky.com'; 'revandy0218@comcast.net'; 'hsmbc1126@comcast.net'; 'holyday@vci.net'; 'patrick.friedline@moody.edu'; 'mtmoriahmbc@comcast.net'; 'debbie.owens@murraystate.edu'; 'tshaw@bhsi.com'; 'emedley@paducahtech.edu'; 'lesliec@shawneecc.edu'; 'rfreed@utm.edu'; 'kharrisadminasst@bellsouth.net'; 'paula.armon@kctcs.edu'; 'wkyufm@wku.edu'; 'mkemp69@bellsouth.net'; 'leeakalee1@aol.com'; 'kba@kba.org'; 'acoiner@paducahlawyer.com'; 'tomelmo@radioink.com'; 'DDeese@trevecca.edu'  
**Subject:** Please post until Nov 30

Reporter for 94.3FM WKYX and westkentuckystar.com in Paducah, KY. Previous journalism experience or training is required. Send your resume including former supervisor's contact info along with three original local stories to [jobs@wkyx.com](mailto:jobs@wkyx.com). F/T, salary plus benefits. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender or national origin.

Sandy Lee  
Bristol Broadcasting Company  
270-554-8255 ext. 219  
West Kentucky Star  
Bristol's Bridal Expo



**BRISTOL**  
**BROADCASTING**  
**C O M P A N Y**

P.O. Box 2397  
Paducah, KY 42002-2397  
(270) 554-8255  
Fax (270) 554-5468

WKYQ 93.3  
WDDJ 96.9  
WQQR 94.7  
WKYX 57.0  
WLLE 102.1  
WLIE 94.3  
WNGO 1320  
WPAD 1560  
WDXR 1450

## News Opening

Reporter for 94.3FM WKYX and westkentuckystar.com in Paducah, KY. Previous journalism experience or training is required. Send your resume including former supervisor's contact info along with three original local stories to [jobs@wkyx.com](mailto:jobs@wkyx.com). F/T, salary plus benefits. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender or national origin.

11.15.17



**Bristol Broadcasting company** is a stable, debt free company that has been under the same family ownership since the 1950s. It has a history of being loyal to employees, many of whom have been on board for long tenures — some more than 30 years! The company offers health insurance, 401k and paid vacations. BBC operates in three markets: **Tri-Cities (Johnson City-Kingsport-Bristol) TN** (44fm/s/1am); **Charleston, WV** (3fm/s/2am/s) and **Paducah, KY** (5 fm/s/4am/s).

**News Reporter** for 94.3FM WKYX and westkentuckystar.com in Paducah, KY. Previous journalism experience or training is required. Send your resume including former supervisor's contact info along with three original local stories to jobs@wkyx.com . E/T, salary plus benefits. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender or national origin. (11/13)

(To check on job openings at our other Bristol Broadcasting stations in TN and WV, click here ...)

**Bristol Broadcasting Company is an Equal Opportunity Employer.** It is the policy of Bristol Broadcasting Company to afford equal employment opportunities to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin or gender. Bristol Broadcasting Company informs all job applicants that unlawful discrimination is prohibited.

**FOLLOW:**



## RECENTLY PLAYED



**SNOKE BREAK**  
**CARRIE UNDERWOOD**



**FIX A DRINK**  
**CHRIS JANSON**



*Walt Whitman*  
COLDER WEATHER  
ZAC BROWN BAND

## Full Playlist



LG - 65" Class (64.5"  
Diag.) - OLED - 2160p -  
Smart - 4K Ultra HD TV  
with High Dynamic  
Range

HOME  
— STREET VIEWS —

MUSIC

DJS



CONTESTS

DIRECTIONS

CONTACT US

## SEND US A MESSAGE

Name:

Email:

Website:

## GET IN TOUCH

Request A Song / Play A  
Contest/Ask a Question  
877-947-7736

Office Phone: (270)554-8555  
Newsroom: (270)444-6397 (444-  
NEWS)  
Studio/Office/News Fax: 270-554-  
5468

Facebook:  
www.facebook.com/947themix

Mailing Address:  
PO BOX 2397  
Paducah, KY 42002-2397

Office Hours: Monday-Friday  
from 9am-4:30pm.  
We are closed all major holidays.

SEND

If we have any job postings you'll see them below:

**Reporter** for 94.3FM WKXX and wesikentuckystar.com in Paducah, KY. Previous journalism experience or training is required. Send your resume including former supervisor's contact info along with three original local stories to jobs@wkxx.com. F/T, salary plus benefits.

Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender or national origin.



## FOLLOW US!

94.7 THE MIX WEATHER

41°

clear sky  
humidity: 75%  
wind: 6mph N  
H 48 • L 30

extended forecast

Weather from OpenWeatherMap

## FACEBOOK FEED



2 days ago

### 80's Music Trivia

How much do you know about 80's music?  
Test your 80's music knowledge and be

The following notices were sent to the  
Organizations Requesting Notice  
listed below:

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

West Kentucky Community College  
Attention: Paula Afmon  
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

McCracken Community Career Endowment  
Attention: Judy Calhoun  
401 Kentucky Avenue, Suite FR2  
Paducah, KY 42001  
Phone: (270) 444-6962

JU Kevil  
Melissa Parchman  
Via email  
mparchman@jukevil.com  
Phone (270) 247-5396

## Sandy Lee

---

**From:** Sandy Lee <slee@wkyx.com>  
**Sent:** Wednesday, November 15, 2017 8:42 AM  
**To:** 'donna.flanigan@asbury.edu'; 'ctemplepaducah@bellsouth.net'; 'lcarrico@eswky.com'; 'revandy0218@comcast.net'; 'hsmbc1126@comcast.net'; 'holyday@vci.net'; 'patrick.friedline@moody.edu'; 'mtmoriahmbc@comcast.net'; 'debbie.owens@murraystate.edu'; 'tshaw@bhsi.com'; 'emedley@paducahtech.edu'; 'lesliec@shawneecc.edu'; 'rfreed@utm.edu'; 'kharrisadminasst@bellsouth.net'; 'paula.armon@kctcs.edu'; 'wkyufm@wku.edu'; 'mkemp69@bellsouth.net'; 'leeakalee1@aol.com'; 'kba@kba.org'; 'acoiner@paducahlawyer.com'; 'tomelmo@radioink.com'; 'DDeese@trevecca.edu'  
**Subject:** Please post until Nov 30

Reporter for 94.3FM WKYX and westkentuckystar.com in Paducah, KY. Previous journalism experience or training is required. Send your resume including former supervisor's contact info along with three original local stories to [jobs@wkyx.com](mailto:jobs@wkyx.com). F/T, salary plus benefits. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender or national origin.

Sandy Lee  
Bristol Broadcasting Company  
270-554-8255 ext. 219  
West Kentucky Star  
Bristol's Bridal Expo



## 2019 EEO Annual Public File Report

### Full-Time Vacancy Information

The following are dated copies of the advertisements, bulletins,  
website postings, advertising confirmations,  
and other communications announcing:

Accounting Clerk - Position Filled April 23, 2018

These bulletins, advertisements, website postings, and other communications were posted or sent to all Specialized Recruitment Sources and Organizations Requesting Notice (separately identified). Notices for each full-time vacancy were posted on bulletin boards at the offices of Station Employment Unit and were posted on the websites of each of the stations in the Station Employment Unit.

Office Opening:  
3/29/18

Bristol Broadcasting is seeking a dependable, outgoing, detail oriented accounting clerk. The ideal candidate will be an integral part of customer service, must be highly organized, with a general accounting background and proficient in Microsoft Office. Please send a 200 word cover letter and resume including previous experience to: [jobs@wkyq.com](mailto:jobs@wkyq.com) (no phone calls, please). This is a Full time position, with benefits available after 60 days. Background checks will be conducted. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender, or nat'l origin.

## SEND US A MESSAGE

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Website: \_\_\_\_\_

— SEND —

## GET IN TOUCH

Request A Song / Play A  
Contest/Ask a Question  
877-947-7736

Office Phone: (270)554-8255  
Newsroom: (270)444-6397 (444-  
NEWS)

Studio/Office/News Fax: 270-554-  
5468

Facebook:  
[www.facebook.com/947themix](http://www.facebook.com/947themix)

Mailing Address:  
PO BOX 2397  
Paducah, KY 42002-2397

Office Hours: Monday-Friday  
from 9am-4:30pm.  
We are closed all major holidays.

## FOLLOW US!



94.7 THE MIX WEATHER

37°

mist  
humidity: 93%  
wind: 6mph NE  
H 54 • L 37

72°  
TUE46°  
WED54°  
THU

extended forecast

Weather from OpenWeatherMap

## FACEBOOK FEED



is in Benton, Kentucky.

1 day ago

Don't miss Tater Day weekend in Benton

If we have any job postings you'll see them below:

Office Opening:

3/29/18

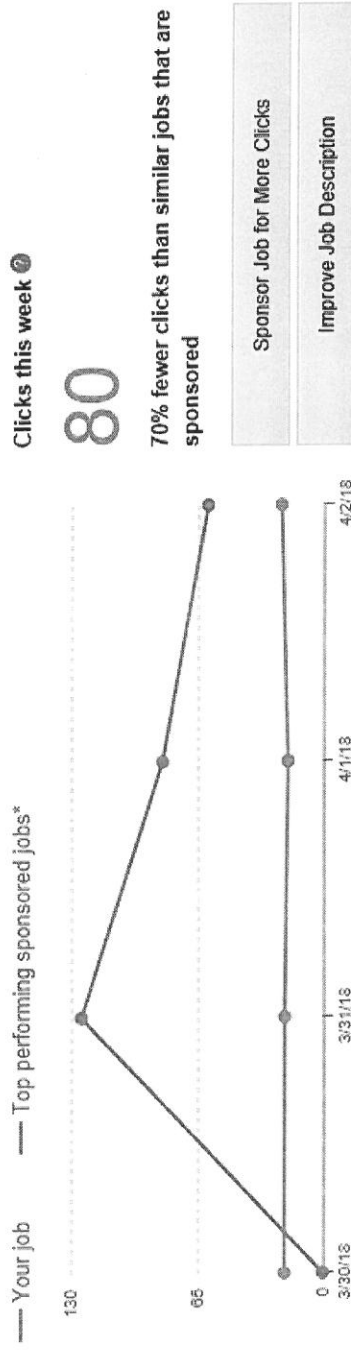
Bristol Broadcasting is seeking a dependable, outgoing, detail oriented accounting clerk. The ideal candidate will be an integral part of customer service, must be highly organized, with a general accounting background and proficient in Microsoft Office. Please send a 200 word cover letter and resume including previous experience to: [jobs@wkyg.com](mailto:jobs@wkyg.com) (no phone calls, please). This is a Full time position, with benefits available after 60 days. Background checks will be conducted. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender, or nat'l origin.

[Back to all jobs](#)

## Accounting Clerk

Bristol Broadcasting Company – Paducah, KY

### Clicks



\* Showing historical data of the top 20% of similar sponsored jobs. This is not a guarantee of future performance.

### Candidates

### Job Description

Bristol Broadcasting is seeking a dependable, outgoing, detail oriented accounting clerk. The ideal candidate will be an integral part of customer service, must be highly organized, with a general accounting background and proficient in Microsoft Office. Please send a 200 word cover letter and resume including previous experience. This is a Full time position, with benefits available after 60 days. Background checks will be conducted. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender, or nat'l origin.

Job Type: Full-time

[Application Questions](#)

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Bristol Broadcasting is seeking a dependable, outgoing, detail oriented accounting clerk. The ideal candidate will be an integral part of customer service. Must be highly organized, with a general accounting background and proficient in Microsoft Office. Please send a 200-word cover letter and resume including previous experience to: jobs@wkyq.com (no phone calls, please). This is a Full time position, with benefits available after 60 days. Background checks will be conducted. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender, or national origin. (3/30)

(To check on job openings at our other Bristol Broadcasting stations in TN and WV, click here ...)

---

**EMPLOYMENT**

**RECENTLY PLAYED**

- NEVER GETS OLD  
JOE NICHOLS
- LIGHTS COME ON  
JASON ALDEAN
- MARRY ME  
THOMAS RHETT

Full Playlist

---

**2018 BEST MEDICARE PLANS**

(To check on job openings at our other Bristol Broadcasting stations in TN and WV, click here...)

**Bristol Broadcasting Company is an Equal Opportunity Employer. It is the policy of Bristol Broadcasting Company to afford equal**





Western Kentucky's Hottest Music

Home Electric DJs ▾ Local Events ▾ Local News & Weather ▾ Birthdays Social ▾ Connect ▾ Contests

## PADUCAH JOB OPENINGS

Bristol Broadcasting is seeking a dependable, outgoing, detail oriented accounting clerk. The ideal candidate will be an integral part of customer service, must be highly organized, with a general accounting background and proficient in Microsoft Office. Please send a 200 word cover letter and resume including previous experience to: [jobs@wkyq.com](mailto:jobs@wkyq.com) (no phone calls, please). This is a Full time position, with benefits available after 60 days. Background checks will be conducted. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender, or nat'l origin.

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00234-0085	4/29/2018	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

850-00234-0085 O 4/29/2018 1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/27/2018	Tue	:30	WPAD-AM 05:44:00 AM 11:56:16 AM 10:46:00 PM	3	\$0.00	\$0.00
3/28/2018	Wed	:30	WPAD-AM 09:55:50 PM	1	\$0.00	\$0.00
3/29/2018	Thu	:30	WPAD-AM 02:13:00 AM	1	\$0.00	\$0.00
3/30/2018	Fri	:30	WPAD-AM 04:13:00 AM	1	\$0.00	\$0.00
3/31/2018	Sat	:30	WPAD-AM 04:42:30 PM	1	\$0.00	\$0.00
4/1/2018	Sun	:30	WPAD-AM 08:43:15 AM 12:13:00 PM 07:45:00 PM	3	\$0.00	\$0.00
4/2/2018	Mon	:30	WPAD-AM 05:44:00 AM	1	\$0.00	\$0.00
4/3/2018	Tue	:30	WPAD-AM 03:40:25 AM	1	\$0.00	\$0.00
4/4/2018	Wed	:30	WPAD-AM 04:55:47 AM 01:55:30 PM	2	\$0.00	\$0.00
4/5/2018	Thu	:30	WPAD-AM 05:13:00 PM 09:43:24 PM	2	\$0.00	\$0.00
4/6/2018	Fri	:30	WPAD-AM 05:45:48 PM 11:55:50 PM	2	\$0.00	\$0.00
4/7/2018	Sat	:30	WPAD-AM 07:44:10 AM 12:45:02 PM	2	\$0.00	\$0.00
4/9/2018	Mon	:30	WPAD-AM 01:43:40 AM 10:55:50 PM	2	\$0.00	\$0.00
4/10/2018	Tue	:30	WPAD-AM 06:14:30 AM 01:55:00 PM	2	\$0.00	\$0.00
4/11/2018	Wed	:30	WPAD-AM 10:44:32 PM	1	\$0.00	\$0.00
4/13/2018	Fri	:30	WPAD-AM 03:55:50 AM	1	\$0.00	\$0.00
4/14/2018	Sat	:30	WPAD-AM 07:45:11 PM	1	\$0.00	\$0.00
4/15/2018	Sun	:30	WPAD-AM 08:13:00 AM 01:55:50 PM 05:30:00 PM	3	\$0.00	\$0.00
4/16/2018	Mon	:30	WPAD-AM 09:57:00 AM	1	\$0.00	\$0.00
4/17/2018	Tue	:30	WPAD-AM 01:55:51 AM 10:13:00 PM	2	\$0.00	\$0.00
4/18/2018	Wed	:30	WPAD-AM 01:14:00 PM	1	\$0.00	\$0.00
4/19/2018	Thu	:30	WPAD-AM 04:42:45 AM 03:56:30 PM 08:44:16 PM	3	\$0.00	\$0.00
4/20/2018	Fri	:30	WPAD-AM 05:14:00 PM	1	\$0.00	\$0.00
4/21/2018	Sat	:30	WPAD-AM 07:43:32 AM 12:42:09 PM	2	\$0.00	\$0.00
4/23/2018	Mon	:30	WPAD-AM 03:55:50 AM 09:55:50 PM	2	\$0.00	\$0.00
4/24/2018	Tue	:30	WPAD-AM 09:56:00 AM 11:56:50 AM	2	\$0.00	\$0.00
4/25/2018	Wed	:30	WPAD-AM 06:41:00 AM	1	\$0.00	\$0.00
4/27/2018	Fri	:30	WPAD-AM 11:14:30 PM	1	\$0.00	\$0.00
4/28/2018	Sat	:30	WPAD-AM 06:43:56 PM	1	\$0.00	\$0.00
4/29/2018	Sun	:30	WPAD-AM 07:55:50 AM 12:56:51 PM 04:13:00 PM	3	\$0.00	\$0.00

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

## EEO ANNOUNCEMENTS

Amount Paid

850-00234-0085	4/29/2018	2
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

O 4/29/2018

2

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 29th day of April, 2018

Quantity	50	Total	\$0.00
Total Due			\$0.00

Nichole M. Lawrence - *NOTARY PUBLIC*  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE



BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850

Amount Paid

850-00100-0128	4/29/2018	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

850-00100-0128

O 4/29/2018

1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/27/2018	Tue	:30	WDDJ-FM 08:10:30 AM 10:40:30 AM 08:50:00 PM	3	\$0.00	\$0.00
3/29/2018	Thu	:30	WDDJ-FM 01:50:30 AM	1	\$0.00	\$0.00
3/30/2018	Fri	:30	WDDJ-FM 02:50:30 AM 10:21:00 PM	2	\$0.00	\$0.00
3/31/2018	Sat	:30	WDDJ-FM 04:40:30 PM	1	\$0.00	\$0.00
4/1/2018	Sun	:30	WDDJ-FM 07:50:00 AM 12:36:30 PM 03:40:30 PM	3	\$0.00	\$0.00
4/23/2018	Mon	:30	WDDJ-FM 02:50:30 AM 11:50:00 PM	2	\$0.00	\$0.00
4/24/2018	Tue	:30	WDDJ-FM 08:20:30 AM 11:42:30 AM	2	\$0.00	\$0.00
4/25/2018	Wed	:30	WDDJ-FM 02:50:30 AM 08:40:00 PM	2	\$0.00	\$0.00
4/28/2018	Sat	:30	WDDJ-FM 07:16:00 PM	1	\$0.00	\$0.00
4/29/2018	Sun	:30	WDDJ-FM 07:18:00 AM 02:36:00 PM 03:40:30 PM	3	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 29th day of April, 2018

Quantity	20	Total	\$0.00
Total Due			\$0.00

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00097-0128	4/29/2018	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00097-0128 O 4/29/2018 1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/27/2018	Tue	:30	WKYX-FM 05:53:00 AM 10:58:00 AM 11:42:00 PM	3	\$0.00	\$0.00
3/30/2018	Fri	:30	WKYX-FM 11:42:00 PM	1	\$0.00	\$0.00
3/31/2018	Sat	:30	WKYX-FM 03:05:00 PM	1	\$0.00	\$0.00
4/1/2018	Sun	:30	WKYX-FM 09:36:00 AM 11:17:00 AM 07:42:00 PM	3	\$0.00	\$0.00
4/23/2018	Mon	:30	WKYX-FM 08:19:00 PM	1	\$0.00	\$0.00
4/24/2018	Tue	:30	WKYX-FM 09:58:00 AM 11:58:00 AM	2	\$0.00	\$0.00
4/25/2018	Wed	:30	WKYX-FM 11:31:00 PM	1	\$0.00	\$0.00
4/28/2018	Sat	:30	WKYX-FM 04:54:00 PM	1	\$0.00	\$0.00
4/29/2018	Sun	:30	WKYX-FM 07:05:00 AM 11:46:00 AM 07:53:00 PM	3	\$0.00	\$0.00
				<b>Quantity</b>	<b>16 Total</b>	<b>\$0.00</b>
				<b>Total Due</b>		<b>\$0.00</b>

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 29th day of April, 2018

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850

Amount Paid

850-00319-0054	4/29/2018	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00319-0054

O 4/29/2018

1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
Tape: WNGO						
3/26/2018	Mon	:30	WNGO-AM 11:42:00 PM	1	\$0.00	\$0.00
3/27/2018	Tue	:30	WNGO-AM 01:31:00 AM	1	\$0.00	\$0.00
3/30/2018	Fri	:30	WNGO-AM 12:57:00 AM 08:31:00 PM	2	\$0.00	\$0.00
3/31/2018	Sat	:30	WNGO-AM 05:53:00 AM 01:43:00 PM 05:53:00 PM	3	\$0.00	\$0.00
4/1/2018	Sun	:30	WNGO-AM 09:36:00 AM 11:46:00 AM 07:58:00 PM	3	\$0.00	\$0.00
4/25/2018	Wed	:30	WNGO-AM 05:05:00 AM 11:58:00 PM	2	\$0.00	\$0.00
4/26/2018	Thu	:30	WNGO-AM 01:31:00 AM 10:53:00 PM	2	\$0.00	\$0.00
4/28/2018	Sat	:30	WNGO-AM 08:30:00 AM 11:26:16 AM 03:19:00 PM	3	\$0.00	\$0.00
4/29/2018	Sun	:30	WNGO-AM 09:57:00 AM 12:05:00 PM 04:30:00 PM	3	\$0.00	\$0.00
				<b>Quantity</b>	<b>20</b>	<b>Total</b>
						<b>\$0.00</b>

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 29th day of April, 2018

<b>Quantity</b>	<b>20</b>	<b>Total</b>	<b>\$0.00</b>
<b>Total Due</b>			<b>\$0.00</b>

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00106-0128	4/29/2018	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

850-00106-0128 O 4/29/2018 1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/26/2018	Mon	:30	WDXR-AM 04:20:00 AM 11:57:46 PM	2	\$0.00	\$0.00
3/27/2018	Tue	:30	WDXR-AM 06:21:00 AM 08:22:00 PM	2	\$0.00	\$0.00
3/30/2018	Fri	:30	WDXR-AM 01:20:00 AM	1	\$0.00	\$0.00
3/31/2018	Sat	:30	WDXR-AM 09:20:00 AM 05:21:00 PM	2	\$0.00	\$0.00
4/1/2018	Sun	:30	WDXR-AM 06:21:30 AM 12:04:02 PM 07:21:30 PM	3	\$0.00	\$0.00
4/24/2018	Tue	:30	WDXR-AM 09:20:00 AM	1	\$0.00	\$0.00
4/25/2018	Wed	:30	WDXR-AM 01:20:00 AM 08:20:00 PM	2	\$0.00	\$0.00
4/26/2018	Thu	:30	WDXR-AM 12:20:00 AM 09:20:30 PM	2	\$0.00	\$0.00
4/28/2018	Sat	:30	WDXR-AM 07:20:00 AM 02:20:30 PM 06:21:00 PM	3	\$0.00	\$0.00
4/29/2018	Sun	:30	WDXR-AM 01:22:30 PM 03:20:30 PM	2	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 29th day of April, 2018

Quantity	20	Total	\$0.00
Total Due			\$0.00

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850

Amount Paid

850-00104-0128	4/29/2018	1
Official Invoice	Date	Page

DETACH AND RETURN WITH PAYMENT

850-00104-0128

O 4/29/2018

1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/26/2018	Mon	:30	WZYK-FM 09:48:00 PM	1	\$0.00	\$0.00
3/27/2018	Tue	:30	WZYK-FM 05:43:41 AM	1	\$0.00	\$0.00
3/30/2018	Fri	:30	WZYK-FM 10:48:00 PM	1	\$0.00	\$0.00
3/31/2018	Sat	:30	WZYK-FM 10:48:00 AM 03:48:30 PM	2	\$0.00	\$0.00
4/1/2018	Sun	:30	WZYK-FM 07:52:00 AM 11:52:00 AM 03:30:00 PM	3	\$0.00	\$0.00
4/24/2018	Tue	:30	WZYK-FM 07:10:30 AM	1	\$0.00	\$0.00
4/25/2018	Wed	:30	WZYK-FM 09:49:00 PM	1	\$0.00	\$0.00
4/26/2018	Thu	:30	WZYK-FM 10:29:00 PM	1	\$0.00	\$0.00
4/28/2018	Sat	:30	WZYK-FM 01:30:00 PM 04:49:30 PM	2	\$0.00	\$0.00
4/29/2018	Sun	:30	WZYK-FM 07:20:00 AM 12:52:30 PM 06:20:00 PM	3	\$0.00	\$0.00
				Quantity	16 Total	\$0.00
				Total Due		\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 29th day of April, 2018

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00103-0128	4/29/2018	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00103-0128 O 4/29/2018 1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/26/2018	Mon	:30	WLLE-FM 12:36:00 AM 09:20:00 PM	2	\$0.00	\$0.00
3/27/2018	Tue	:30	WLLE-FM 05:20:00 AM 08:36:00 AM 10:36:00 PM	3	\$0.00	\$0.00
3/31/2018	Sat	:30	WLLE-FM 05:50:30 AM 01:50:30 PM 05:50:00 PM	3	\$0.00	\$0.00
4/1/2018	Sun	:30	WLLE-FM 12:37:00 PM 06:30:00 PM	2	\$0.00	\$0.00
4/24/2018	Tue	:30	WLLE-FM 08:50:30 AM	1	\$0.00	\$0.00
4/25/2018	Wed	:30	WLLE-FM 12:20:00 AM 08:36:30 PM	2	\$0.00	\$0.00
4/26/2018	Thu	:30	WLLE-FM 01:36:00 AM 10:20:30 PM	2	\$0.00	\$0.00
4/28/2018	Sat	:30	WLLE-FM 05:59:45 AM 01:50:30 PM 04:36:00 PM	3	\$0.00	\$0.00
4/29/2018	Sun	:30	WLLE-FM 11:50:00 AM 03:20:00 PM	2	\$0.00	\$0.00

<b>Quantity</b>	20	<b>Total</b>	<b>\$0.00</b>
<b>Total Due</b>			<b>\$0.00</b>

Affidavit Of Performance: I, Jamie Futrell - Station Official  
certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.  
Subscribed and sworn before me this 29th day of April, 2018

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE

BRISTOL BROADCASTING COMPANY INC  
PO BOX 2397  
PADUCAH, KY 42002-2397  
270-554-8255

EEO ANNOUNCEMENTS

Advertiser ID: 850 Amount Paid

850-00099-0128	4/29/2018	1
<b>Official Invoice</b>	<b>Date</b>	<b>Page</b>

DETACH AND RETURN WITH PAYMENT

850-00099-0128 O 4/29/2018 1

EEO ANNOUNCEMENTS  
Attn: JAMIE FUTRELL

Purchase Order Number:

Est. Number:

Co-Op:

Description: EEO ANNOUNCEMENTS

Salesperson: ., House

Date	Day	Length		Qty	Rate	Total
3/26/2018	Mon	:30	WKYQ-FM 08:20:00 PM	1	\$0.00	\$0.00
3/27/2018	Tue	:30	WKYQ-FM 01:50:30 AM 06:51:00 AM 12:38:14 PM 11:50:00 PM	4	\$0.00	\$0.00
3/30/2018	Fri	:30	WKYQ-FM 03:50:00 AM	1	\$0.00	\$0.00
3/31/2018	Sat	:30	WKYQ-FM 07:51:00 PM	1	\$0.00	\$0.00
4/1/2018	Sun	:30	WKYQ-FM 09:40:30 AM 12:40:00 PM 06:50:00 PM	3	\$0.00	\$0.00
4/23/2018	Mon	:30	WKYQ-FM 02:50:00 AM	1	\$0.00	\$0.00
4/24/2018	Tue	:30	WKYQ-FM 07:50:00 AM 01:20:00 PM	2	\$0.00	\$0.00
4/25/2018	Wed	:30	WKYQ-FM 01:20:00 AM 10:20:30 PM	2	\$0.00	\$0.00
4/27/2018	Fri	:30	WKYQ-FM 08:21:00 PM	1	\$0.00	\$0.00
4/28/2018	Sat	:30	WKYQ-FM 07:35:00 PM	1	\$0.00	\$0.00
4/29/2018	Sun	:30	WKYQ-FM 09:40:00 AM 01:10:00 PM 03:50:00 PM	3	\$0.00	\$0.00

Affidavit Of Performance: I, \_\_\_\_\_

Jamie Futrell - Station Official

certify that in accordance with official station logs, the above  
announcements were broadcast on the days and hours stated.

Subscribed and sworn before me this 29th day of April, 2018

<b>Quantity</b>	<b>20</b>	<b>Total</b>	<b>\$0.00</b>
<b>Total Due</b>			<b>\$0.00</b>

Nichole M. Lawrence - NOTARY PUBLIC  
Commission Expires - 4/30/2022

County: McCracken State: Kentucky

INVOICE



**BRISTOL**  
**BROADCASTING**  
**C O M P A N Y**

P.O. Box 2397  
Paducah, KY 42002-2397  
(270) 554-8255  
Fax (270) 554-5468

WKYQ 93.3

WDDJ 96.9

WQQR 94.7

WKYX 570

WLLE 102.1

WKYX 94.3

WNGO 1320

WPAD 1560

WDXR 1450

## Office Opening:

3/29/18

Bristol Broadcasting is seeking a dependable, outgoing, detail oriented accounting clerk. The ideal candidate will be an integral part of customer service, must be highly organized, with a general accounting background and proficient in Microsoft Office. Please send a 200 word cover letter and resume including previous experience to: [jobs@wkyq.com](mailto:jobs@wkyq.com) (no phone calls, please). This is a Full time position, with benefits available after 60 days.

Background checks will be conducted.

Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender, or nat'l origin.



The following notices were sent to the  
Organizations Requesting Notice  
listed below:

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

West Kentucky Community College  
Attention: Paula Afmon  
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

McCracken Community Career Endowment  
Attention: Judy Calhoun  
401 Kentucky Avenue, Suite FR2  
Paducah, KY 42001  
Phone: (270) 444-6962

JU Kevil  
Melissa Parchman  
Via email  
mparchman@jukevil.com  
Phone (270) 247-5396

Office Opening:  
3/29/18

Bristol Broadcasting is seeking a dependable, outgoing, detail oriented accounting clerk. The ideal candidate will be an integral part of customer service, must be highly organized, with a general accounting background and proficient in Microsoft Office. Please send a 200 word cover letter and resume including previous experience to: [jobs@wkyq.com](mailto:jobs@wkyq.com) (no phone calls, please). This is a Full time position, with benefits available after 60 days. Background checks will be conducted. Bristol Broadcasting is an Equal Opportunity Employer that hires without regard to race, age, gender, or nat'l origin.