

W B T K
M O U N T R I C H M E D I A L L C

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WBTK, Richmond, Virginia, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning January 1, 2024 to and including May 31, 2025 (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 Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) 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 FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-Time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to
Annual EEO Public File Report

Covering the Period from January 1, 2024 to and including May 31, 2025

Station(s) Comprising Station Employment Unit: WBTK

Section 1: Vacancy Information: None Hired

Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Date Filled	Total Number of Interviewees from All Sources for This Position
None			

Total Number of Persons Interviewed During Applicable Period: _____

Appendix 1 to
Annual EEO Public File Report

Covering the Period from January 1, 2024 to and including May 31, 2025

Station(s) Comprising Station Employment Unit: WBTK

Section 2: Recruitment Sources Used to Seek Candidates for Each Vacancy

1. Job Title: **Date Filled:**

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
N/A			

Appendix 2 to

Annual EEO Public File Report

Covering the Period from January 1, 2024 to and including May 31, 2025

Station(s) Comprising Station Employment Unit: WBTK

Section 3: Recruitment Source Information

Recruitment Source (Name & Address)	Contact Person, Telephone number	Total # of Interviewees Referred	Full-time Positions for Which This Source Was Utilized
N/A			

Appendix 3 to Annual EEO Public File Report

Covering the Period from January 1, 2024 to and including May 31, 2025

Station(s) Comprising Station Employment Unit: WBTk

**Section 4: Supplemental (Non-Vacancy Specific) Recruitment/Outreach Activities
Undertaken by WBTk.**

Initiative	Scope of Participation and Location	Station Staff Involved
1. Training	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Operations Manager watched the training video "12 MISTAKES MANAGERS COMMONLY MAKE" EEO training video on March 16th, 2025. Covered all major federal employment laws including; Title VII of Civil Rights Act, Americans with Disabilities Act, Age Discrimination in Employment Act, the Family & Medical Leave Act, the Fair Labor Standards Act & Harassment Law.	Glen Motto, Operations Manager
2. Internship Program	Hosted one internship in March 2025 to assist members of the community and students from area schools obtain a broad knowledge of the inner workings of radio production and broadcast industry. Intern participated in public file assistance, creative content generation, exposure to radio automation systems, and support of our Facebook live streaming of radio programs.	Oscar Contreras, program host, Arlene Guzman, receptionist and office administrator, and Glen Motto, Operations Manager.