

ANNUAL EEO PUBLIC FILE REPORT

WDNS & WKCT

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2025 to March 31, 2026

THE PURPOSE OF THIS EEO PUBLIC FILE REPORT ("REPORT") IS TO COMPLY WITH SECTION 73.2080(C)(6) OF THE FCC'S EEO RULE. THIS REPORT HAS BEEN PREPARED ON BEHALF OF THE STATION EMPLOYMENT UNIT THAT IS COMPRISED OF THE FOLLOWING STATIONS:WDNS & WKCT, LICENSED IN BOWLING GREEN, KY, WARREN COUNTY, AND IS REQUIRED TO BE PLACED IN THE PUBLIC INSPECTION FILES OF THESE STATIONS, AND POSTED ON THEIR WEBSITES, IF THEY HAVE WEBSITES.

THIS INFORMATION CONTAINED IN THIS REPORT COVERS THE TIME PERIOD BEGINNING April 1 2025 TO AND INCLUDING MARCH 31, 2026 (THE "APPLICABLE PERIOD"). THE FCC'S EEO RULE REQUIRES THAT THIS REPORT CONTAIN THE FOLLOWING INFORMATION:

APPENDICES 1, 2, AND 3, WHICH FOLLOW, HAVE BEEN DESIGNED, IN THE AGGREGATE, TO PROVIDE THE REQUIRED INFORMATION.

APPENDIX 1 TO ANNUAL EEO PUBLIC REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2025 TO MARCH 31, 2026

STATIONS COMPRISING STATION EMPLOYMENT UNIT: WDNS-FM & WKCT-AM

SECTION 1 VACANCY INFORMATION

NO VACANCIES FOR THE PERIOD

APPENDIX 2 TO ANNUAL EEO PUBLIC REPORT FORM RECRUITMENT

COVERING THE PERIOD FROM APRIL 1, 2025 TO MARCH 31, 2026

STATIONS COMPRISING STATION EMPLOYMENT UNIT: WDNS & WKCT

SECTION 2: RECRUITMENT SOURCE INFORMATION RECRUITMENT SOURCE

NO VACANCIES

APPENDIX 3 TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2025 TO MARCH 31, 2026

STATIONS COMPRISING STATION EMPLOYMENT UNIT: WDNS & WKCT

SECTION 3: SUPPLEMENTAL (NON VACANCY SPECIFIC) RECRUITMENT ACTIVITIES

UNDERTAKEN BY WDNS FM & WKCT AM

WDNS/WKCT DOING BUSINESS AS THE DAILY NEWS BROADCASTING COMPANY

COMPLETED THE FOLLOWING TWO+ OUTREACH INITIATIVES IN A TWO YEAR PERIOD

BASED ON THE SMALL MARKET GUIDELINES. .

#5 ESTABLISHED AN ON AIR INTERSHIP WITH A STUDENTS FROM WKU INTERESTED IN A CARREER IN BROADCASTING.

#7 ESTABLISHED A ONGOING SCHOLARSHIP PROGRAM AT WKU DESIGNED TO ASSIST STUDENTS INTERESTED IN PURSUING A CARREER IN BROADCASTING

ACTIVITY CLASSIFICATION NUMBERS CORRESPOND TO NAB 16 MENU OPTIONS IN ACCORDANCE WITH THE FOLLOWING:

1. Participation in at least four job fairs by station personnel who have submitted responsibility in making hiring decisions
2. Hosting of at least one job fair
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities
4. Participation in at least four events, including conventions, career days, workshops and similar activities sponsored by organizations representing groups present in the community interested in broadcast employment issues
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment
6. Participation in general outreach efforts by such means as job banks or internet programs such as those described in the model program developed by NASBA
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
9. Establishment of a mentoring program for station personnel
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership include substantial participation by women and minorities
13. Provide of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting
14. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
15. Provide training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast Positions.
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

Daily News Broadcasting Co Inc is an Equal Opportunity Employer.

It is the policy of WDNS WKCT to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions.

RECRUITMENT INITIATIVES

E.E.O. Public Service announcements ran the entire year on WDNS –WKCT TO Notify community groups of job vacancies at our company. These are announcements intended to reach organizations or job seekers, informing them of employment opportunities or to contact us if they would like to receive job vacancy notices. They also reaffirm that WDNS WKCT is an equal opportunity employer.

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for WDNS-WKCT, please provide us with the name, mailing address, e-mail address (if applicable), telephone number, fax number, and contact person and identify the category or categories of vacancies for which you would like information specified above to the following person at Daily News Broadcasting:

**Alan Cooper, General Manager
804 College Street
Bowling Green, KY 42101**

EEO NARRATIVE STATEMENT

WDNS/WKCT

The employment unit will continue to use a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of full-time vacancies at the stations. While the specific recruitment sources used will vary depending upon the position to be filled, the employment unit will use local newspapers, area colleges and universities, minority organizations, and state and local employment agencies, where appropriate. Jobs requiring specialized skill may be advertised in professional and trade journals. The employment unit may also use the stations and their websites to advertise job vacancies as well as third-party job-related websites.

The employment unit will also undertake a variety of non-vacancy-specific outreach initiatives.