

**COXSWAIN MEDIA LLC  
WPXC-FM WHYA-FM WFRQ-FM WKFY-FM  
EQUAL OPPORTUNITY REPORT  
December 1, 2025**

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's rules. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WPXC, WHYA, WFRQ, WKFY

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 Coxswain Media LLC, please provide Coxswain Media LLC with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following:

Human Resources  
Coxswain Media LLC  
243 South Street  
Hyannis, MA 02601  
(508)778-6000 x 321

The information in this report covers the time period beginning December 1, 2024, to and including November 30, 2025. The FCC's EEO rules require that this report contains 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 source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each 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
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

It is the policy of Coxswain Media LLC 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. As required by Section 73.2080 of the Commission's rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section III.

Coxswain Media LLC  
**WHYA, WPXC, WFRQ, WKFY**

**EEO PUBLIC FILE REPORT**  
**December 1, 2024 – November 30, 2025**

**I. VACANCY LIST**

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|-----------|-------------------------------------------------|--------------------|
| none      | N/A                                             | N/A                |

**II. MASTER RECRUITMENT SOURCE LIST**

| RS Number | RS Information                                                                                                                                                                  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12 month-period |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------------------------------------|
| 1.        | N/A                                                                                                                                                                             |                                                   |                                                         |
| 2.        | Station Websites<br><a href="http://CapeCodRadio.com">http://CapeCodRadio.com</a><br>and <a href="http://coxswainmedia.com">http://coxswainmedia.com</a>                        | No                                                | 0                                                       |
| 3.        | Massachusetts Broadcasters Association<br>Attn: Merrill Leferman<br><a href="http://massbroadcasters.org">http://massbroadcasters.org</a>                                       | No                                                | 0                                                       |
| 4.        | Indeed.com website<br>Indeed for Employers<br><a href="http://www.indeed.com/hire/contact">http://www.indeed.com/hire/contact</a>                                               | No                                                | 0                                                       |
| 5.        | Handshake- Community College/College Job Portal<br>a. CCCC (also posted on Bulletin Boards)<br>b. Massasoit CC<br>c. Bridgewater State<br>d. Fisher College<br>e. Curry College | No                                                | 0                                                       |
| 6.        | Referral from station employee                                                                                                                                                  | No                                                | 0                                                       |

|                                                                 |          |  |  |
|-----------------------------------------------------------------|----------|--|--|
| <b>TOTAL<br/>INTERVIEWEES<br/>OVER<br/>REPORTING<br/>PERIOD</b> | <b>0</b> |  |  |
|-----------------------------------------------------------------|----------|--|--|

### **III. RECRUITMENT INITIATIVES: Menu Option Initiatives**

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
- 6) Participation in job banks, internet programs, and other programs designed to promote outreach generally
- 7) Participation in scholarship programs designed to assist students interest 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 as to employment opportunities in broadcasting
- 12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- 14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
- 15) Provision of 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

|    | <b>Recruitment Initiative<br/>(Menu Option)</b> | <b>Brief Description of Activity</b>                                                                                                                                                                                                                                                                                                  |
|----|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | 16                                              | Coxswain Media LLC provides all contest winners and any visitors to the stations with the opportunity to tour the radio stations and talk with the staff. Careers in broadcasting are discussed, and visitors are educated about the broadcasting industry. The tours include information about how the broadcasting industry strives |

|    |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |    | to serve its local community. Visitors are asked to give their opinions as to what the most important topics in the local community.                                                                                                                                                                                                                                                                                                                                         |
| 2. | 16 | Broadcasted announcements on WFRQ, WHYA, WKFY and WPXC to disseminate EEO information to potential recruitment sources, and to be notified when full time openings occur at Coxswain Media LLC. These announcements were also published on the Coxswain Media LLC website: <a href="http://capecodradio.com">http://capecodradio.com</a> . Personnel involved: Operations Manager, CFO, Production Director                                                                  |
| 3. | 7  | Participated and sponsored a student in the 2025 Massachusetts Broadcasters Association Student Broadcaster Scholarship program. This program encouraged students who are interested in careers in broadcasting to apply for a \$2,000 scholarship towards degrees at colleges and universities offering degrees in radio and television broadcasting. The “winning” applicant was chosen after reviewing 17 qualified students. Personnel involved: Operations Manager, CFO |
| 5. | 5  | Coxswain Media LLC was proud to participate in 2 Massachusetts Broadcasting Association 2025 student internship programs. In all, there were 3 paid interns in 2025 that spent up to 160 total hours learning radio skills and applying these skills to their work for Coxswain Media LLC. Interns were employed between 5/31/25 and 8/20/25. The internship curriculum included both Promotions/Marketing departments and the Engineering/IT program.                       |
| 6. | 4  | On Friday, April 11, 2025, Coxswain Media’s Operations Manager, several members of the on-air staff, and our Social Media Manager participated in the 2025 Cape Cod Media Conference at Cape Cod Community College in West Barnstable, MA. Coxswain attendees were also panelists in various discussions.                                                                                                                                                                    |
| 7. | 10 | Coxswain Media LLC has an ongoing affiliation agreement with the Project Forward Program at Cape Cod Community College ( <a href="https://www.capecod.edu/projectforward/">https://www.capecod.edu/projectforward/</a> ). On 4/14/25, our Coxswain Media LLC morning show executive producer, who is a graduate of Project Forward, gave a tour to the students of Project Forward at Cape Cod Community College, to learn about careers in Broadcasting.                    |