FCC Form 2100 – Schedule 396
Narrative Statement Exhibit

EEO Narrative Statement

West Virginia Radio Corporation of Charleston

WCHS(AM), Charleston, West Virginia (Facility ID No. 71660)
WKAZ(AM), Charleston, West Virginia (Facility ID No. 71662)
WKAZ-FM, Miami, West Virginia (Facility ID No. 19535)
WKWS(FM), Charleston, West Virginia (Facility ID No. 71661)
WRVZ(FM), Pocatalico, West Virginia (Facility ID No. 71433)
WSWW(AM), Charleston, West Virginia (Facility ID No. 19534)
WVAF(FM), Charleston, West Virginia (Facility ID No. 71663)

West Virginia Radio Corporation of Charleston ("WVRC") has taken a number of efforts to achieve broad and inclusive outreach for stations WCHS, WKAZ(AM), WKAZ-FM, WKWS, WRVZ, WSWW, and WVAF (collectively, the "Stations") over the period of time covered by this report. In addition to WVRC's broad outreach to fill specific open positions at the Stations, WVRC has participated in several outreach activities over the past 2 years as detailed in the Stations' 2017-2018 and 2018-2019 Annual EEO Reports attached to this EEO Program Report (FCC Form 2100 – Schedule 396).

WVRC posts job openings online at West Virginia Broadcasters Association. During job candidate searches, WVRC utilizes the Stations' websites and the website of its corporate parent, West Virginia Radio Corporation (http://wvradio.com/careers/), by placing job openings on the websites. WVRC additionally places radio advertisements of job openings on each of the Stations. WVRC believes that, through the steps described above, it has succeeded in achieving broad and inclusive outreach in its hiring practices.