

DURING THE TWENTY-FOUR MONTHS COVERED BY THE EEO PUBLIC FILE REPORTS THAT HAVE BEEN FILED ALONG WITH THIS FCC FORM 396 BROADCAST EQUAL EMPLOYMENT OPPORTUNITY REPORT, AS EVIDENCED IN THOSE EEO PUBLIC FILE REPORTS, WE HAVE ENGAGED IN THE FOLLOWING RECRUITMENT AND OUTREACH ACTIVITIES:

1. POSTED JOB OPENINGS WITH AT LEAST EIGHTEEN (18) RECRUITMENT SOURCES, INCLUDING THE STATION'S WEB SITE. THESE SOURCES HAVE TRADITIONALLY BEEN EFFECTIVE IN OUR SEARCH FOR JOB CANDIDATES THAT MIGHT WISH TO BE EMPLOYED BY ROYAL BROADCASTING, INC.

2. WE PARTICIPATE IN CAREER EXPOS, CAREER DAYS, BUSINESS SYMPOSIUMS, WEBINARS, YOUNG PROFESSIONALS EVENTS AND YOUNG ADULT WORKSHOPS. THESE ACTIVITIES HELP US ASCERTAIN THE INTERESTS AND NEEDS OF THE WORKFORCE AND PUBLIC PARTICIPANTS OFTEN FOLLOW UP WITH INQUIRIES ABOUT POSSIBLE JOB OPPORTUNITIES WITH US.

WITH REGARD TO POSSIBLE PROBLEMS WITH OUTREACH AND RECRUITMENT, WE HAVE HAD JUST A FEW JOB OPENINGS DURING THE PAST TWO YEARS BUT WE HAVE BEEN SUCCESSFUL IN FINDING COMPETENT PEOPLE IN A MODEST PERIOD OF TIME.