

**East Tennessee Public Communications
Corporation
FCC Form 396
EEO Narrative Statement**

East Tennessee Public Communications Corporation (“East Tennessee PBS”), licensee of noncommercial educational television stations WETP-TV, Sneedville, Tennessee and WKOP-TV Knoxville, Tennessee, has achieved broad and inclusive outreach in the past two years with respect to its recruitment for vacancies and its completion of supplemental employment activities. As detailed, East Tennessee PBS has taken the necessary steps to achieve widespread outreach and recruitment of open positions, has conducted a variety of non-vacancy-specific employment outreach initiatives in its communities, and has complied with its other related FCC equal employment opportunities requirements, including record-keeping and self-analysis efforts.

During the past two years, East Tennessee PBS has complied with FCC requirements regarding equal employment opportunities for all hiring situations. With regard to specific vacancies and/or newly created positions, East Tennessee PBS has widely distributed information on openings through Internet, state institutions, its own web page, and public broadcasting industry bulletin boards. It has maintained contact with area colleges and the Knox Area Urban League in order to widely disseminate job openings. East Tennessee PBS is fully compliant with the Diversity Eligibility Criteria of the Corporation for Public Broadcasting Community Service Grant Program.

In addition, during this period, East Tennessee PBS has engaged in several longer-term, non-vacancy-specific recruitment initiatives. These include:

1. Internship program for community members to acquire job skills.

WETP/WKOP TV’s internship program allows individuals to gain hands-on broadcasting experience. The internships are unpaid; however, students are encouraged to obtain college credits through their colleges and universities.

2. Listing upper-level openings in a job bank or newsletter of media trade groups with a broad-based membership including substantial participation of women and minorities.

Upper-level openings are advertised in the media newsletter *Current*, as well as on the Public Broadcasting Service (PBS) on-line service, PBS Connect.

3. Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally.

In addition to all job openings being sent to various community organizations, they are also posted on the East Tennessee PBS website.

4. Providing training to management-level personnel as to methods of ensuring equal employment opportunity and to prevent discrimination.

In-house training component developed for management-level personnel to ensure equal employment opportunities and to prevent discrimination.

5. Partnership with Pellissippi State Community College.

Beginning with the Fall 2012 semester, East Tennessee PBS and Pellissippi State Community College joined forces to collectively teach classes in broadcasting. Two different teachers conduct classes at the Magnolia Avenue campus next door to the studios of WKOP-TV/WETP-TV. These classes incorporate hands-on activities in the studios of our stations.

The measures outlined above have been successful in providing a full array of available and qualified employee candidates from around the state and from outside Tennessee. No change in these initiatives is being considered at this time as they are deemed more than sufficient.

East Tennessee PBS does not discriminate against current or prospective employees or volunteers on the basis of race, creed, sex, age, national origin, disability, sexual orientation or any other legally protected characteristic. The Affirmative Action goals dictate that all citizens have equal access and opportunity for employment at WETP-TV and WKOP-TV.

East Tennessee PBS is committed to a policy of equal opportunity in all aspects of employee relations, including employment, salary administration, employee development, promotion and transfer.

In addition, East Tennessee PBS's Human Resources staff monitors all recruitment activities to ensure that every applicant is treated equally and fairly without regard to race, age, color, religion, sex, disability or national origin. Regular evaluation of pay is completed and the appropriate state procedures are followed to reclassify positions to accurately reflect jobs.