

## **NARRATIVE STATEMENT**

Entravision's Orlando DMA Employment Unit seeks to maintain the diversity of its staff.

The Employment Unit posts positions internally at its Station, as well as in local newspapers, career centers, area college and university student employment service offices, career websites, and on websites maintained by the Station and the Station's licensee.

The principal effort for promoting Employment Unit employment has been to participate actively in job fairs conducted by local chambers of commerce and elected officials. The Employment Unit believes that it can establish its reputation in the community in this manner, while working with business organizations and elected officials, will enable the Employment Unit to secure a pool of potential employment candidates should positions open on its staff in the future.

Consistent with its participation in job fairs and the posting of openings at academic institutions, the Employment Unit also maintains an internship program with local academic institutions that offer programs related to the broadcasting industry such as journalism, video production, engineering, marketing and communications. Once again, the Employment Unit believes that the internship effort will provide it with possible employment candidates should the need arise.

Finally, the Employment Unit believes that once it has hired a staff member that this individual is a career member of a team and works with that individual, through training and other efforts, to retain the individual's services and, where appropriate and available, to promote the individual to positions of increasing skills and responsibility.

The Employment Unit awaits future openings on its staff when it can put into place its outreach efforts.