

EEO Narrative Statement

It is the policy of West Virginia Educational Broadcasting Authority (“WVEBA”), licensee of non-commercial television station WSWP-TV, Grandview, West Virginia (the “Station”) to provide equal employment opportunity without regard to race, color, sex, age, disability, religion, national origin, marital status, sexual orientation, ancestry, political belief or activity, status as a veteran, or disability. This policy applies to all areas of employment including recruitment, hiring, training, development, promotions, transfer, termination, layoff, compensation benefits, and all other conditions and privileges of employment.

Recruitment Sources. WVEBA works diligently to recruit employees from a variety of sources, including the companies that have notified WVEBA that they wish to receive job vacancy information. WVEBA’s recruitment sources also include newspapers throughout the state (e.g., Charleston Newspaper, Herald-Dispatch), industry websites and job banks (e.g., West Virginia Broadcasters Association, journalismjobs.com, Report for America), general employment job banks (e.g., West Virginia Division of Personnel), colleges and universities (e.g., West Virginia University) and its own website (www.wvpublic.org). WVEBA routinely updates its list of recruiting sources to ensure a wide variety of hiring sources.

EEO Outreach Initiatives. WVEBA undertakes a variety of outreach initiatives, including the following:

- **Job Fairs.** WVEBA staff participates in job fairs at colleges and universities throughout the state. During these events, students and graduates are given the opportunity to learn about current and/or future employment options. The events are marketed to all students from freshmen to graduating seniors and recent graduates, and are also open to the public. Examples of job fairs during the preceding two years include the following:
 - Erma Byrd Higher Education Center Beaver, West Virginia March 20, 2019 and in September 2019;
 - Career Exploration Experience, Marshall University, Huntington West Virginia, April 2, 2019.
- **Outreach to Trade Groups, Women and Minorities.** WVEBA is a member of, and lists job vacancies with, the West Virginia Broadcasters Association. WVEBA also conducts general outreach through advertisements placed in “Minority Resources”, a circular which reaches the Eastern region of the United States. For example, for each of the preceding two years, WVEBA has placed an advertisement in the section of “Minority Resources” set aside for companies supporting minority outreach in hiring and promotion within their organizations.

- Internship Opportunities. WVEBA has developed an internship program designed to assist members of the community to acquire skills needed for broadcast employment. These programs include an internship co-op with a local university and a six-week paid internship program for college students and recent graduates.
- Weekly On-Air Announcements. WVEBA broadcasts weekly on-air announcements inviting organizations to add their names to the list of organizations receiving job announcements.