

**EEO Narrative**

The station continuously strives to achieve broad and inclusive outreach and has established EEO policies and procedures which focus on the wide dissemination of information about the station and its job opportunities to the immediate community and a variety of recruitment sources.

Among the sources targeted for recruitment are trade schools, colleges and universities, minority groups and organizations, community organizations, and other groups or organizations that assist in job placement. The station also participates in local job fairs. The station's attendance at these events has enabled it to continue its successful recruiting efforts. In addition to its traditional recruiting efforts, station personnel visited local schools to talk about careers in broadcasting, and the station undertakes internal EEO training for all management-level personnel.

The station understands the importance of its recruiting obligations, and as such, reviews its policies and procedures on an annual basis in order to make adjustments to its recruiting sources and its community activities.