

**EXHIBIT**  
**BROAD RECRUITMENT EFFORTS**

AS REFLECTED IN THE TWO ANNUAL EEO PUBLIC FILE REPORTS ATTACHED, THE FOUR STATION PUERTO RICO TV UNIT STRIVES TO ACHIEVE BROAD AND INCLUSIVE OUTREACH TO ALL SEGMENTS OF ITS COMMUNITY. DURING THE TWO-YEAR PERIOD PRIOR TO FILING THE RENEWAL APPLICATION, THE TV UNIT ACHIEVED BROAD OUTREACH BY PROVIDING NOTIFICATION OF EACH FULL-TIME JOB OPENING TO A WIDE ARRAY OF SOURCES. THE SOURCES INCLUDE, FOR EXAMPLE, NEWSPAPERS, EDUCATIONAL INSTITUTIONS AND VARIOUS OTHER GROUPS AND ORGANIZATIONS. IN ADDITION, AS REFLECTED IN THE TWO REPORTS, THE TV UNIT ENGAGED IN SUPPLEMENTAL ACTIVITIES INTENDED TO ENCOURAGE OUTREACH TO PERSONS WHO MAY NOT BE AWARE OF THE OPPORTUNITIES AVAILABLE IN BROADCASTING OR HAVE NOT YET ACQUIRED THE EXPERIENCE TO COMPETE IN CURRENT VACANCIES.