

Narrative Statement for
EEO Program Report
KMYA-DT, Camden, Arkansas
February 1, 2021

The information in this report covers the period from the acquisition of station KMYA-DT in March 2018 by LR Telecasting, LLC through January 31, 2021.

Turnover has been relatively low throughout this time. During the second year prior to the filing of the license renewal application (i.e. February 1, 2019 to January 31, 2020), LR Telecasting, LLC needed to fill six fulltime vacancies. As detailed on the EEO Public File report for that year, 14 applicants for those positions came from a variety of non-discriminatory sources, including Indeed.com, the Arkansas Broadcasters Association, ziprecruiter.com, Facebook/Facebook ads and the University of Arkansas. In addition, Station KMYA also ran ads seeking applicants over its own air and announced the job openings on its website.

During the year immediately prior to the date of this exhibit (February 1, 2019 through January 31, 2020) the station had six job openings, all for sales positions. Six non-discriminatory recruitment sources produced applicants for these positions. Nineteen of the applicants were considered well enough qualified to warrant interviews. Despite the disruptions occasioned by the COVID19 Pandemic in terms of conducting interviews and checking the applicants' references, three of those were hired.

As openings occur in the future, KMYA will continue to employ the equal-opportunity recruitment sources that have proved productive in the past, as reflected by our Public File Reports.

During the past year, as the result of restrictions imposed by the Pandemic, it has not been possible for KMYA-DT to participate in job fairs, conventions, workshops, community events or similar activities, much less host them. (See Section 73.2080(c)(2)(i), (ii), (iii), (iv), (x), (xi) and (xvi).) Nevertheless, throughout the term of LR Telecasting's ownership of KMYA-DT, it provided training to management-level personnel as to methods of ensuring equal

employment opportunity and preventing discrimination. (Section 73.2080(c)(2)(xiv).)

As a result, all employees who make decisions regarding recruitment, evaluation, selection, promotion, compensation, training, and termination have been instructed to make certain that no person is discriminated against because of race, color, religion, national origin or sex.