

## **NARRATIVE STATEMENT**

The Employment Unit seeks to maintain the diversity of its staff. This Employment Unit recognizes that the rural area in which it operates is not a diverse one, the Employment Unit is small, and job openings have been limited in recent years. As a result, its pool of potential employees is small and the Employment Unit works, within that limited pool of potential employees, to recruit and maintain a diversified workforce.

The Employment Unit posts positions internally at its Stations, broadcasts announcements on air as to openings, posts job openings on relevant Internet sites, and utilizes the employment bulletin board of its state broadcasters' association.

The principal effort for promoting the Employment Unit as an employer has been to participate actively in local job fairs, where it can inform the community and interested individuals as to broadcasting and careers in broadcasting. The Employment Unit believes that, in doing so, it can establish its reputation at the community level and secure potential employees. Of course, the Covid-19 pandemic has prevented these from taking place in the past year.

The Employment Unit also recognizes the importance of career advancement on the part of its existing staff. To that end, the Employment Unit works diligently to train and promote current staff.

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