

### Burt Broadcasting, Inc. EEO Narrative

Burt Broadcasting, Inc. has enjoyed a small but very stable staff during the last license term. The staff currently consists of only nine full-time and nine part-time employees, and the employment unit has had no full-time job vacancies during the entire license term. Indeed, turnover is very rare, and in the past few years, the employment unit has had only a handful of part-time job vacancies, primarily for board operators for remotes. Nonetheless, the promotion of equal employment opportunity is important to the licensee, and the stations have engaged in general outreach activities that serve to remind the residents of its community of the possibility of employment in the broadcasting industry generally. The stations maintains a high profile in the community as a method of maintaining the visibility of the stations, their activities, and the possibility of joining the team of employees that carries them out.

Furthermore, the employment unit makes all applicants and employees aware of its EEO policies. The fact that Burt Broadcasting, Inc. is an equal opportunity employer is posted on its stations' websites and printed on all job application forms. In order to reach and remind current employees, posters outlining EEO rules and policies are prominently posted at the stations' studio location.