

EEO NARRATIVE

The station employment unit (“SEU”) consists of the following commonly owned and operated stations : WOTV(TV), Battle Creek, MI FAC ID 10212; WOOD-TV, Grand Rapids, MI FAC ID 36838; WXSP-CD, Grand Rapids, MI FAC ID 36851; WOBC-CD, Battle Creek, MI FAC ID 67001; WOGC-CD, Holland, MI FAC ID 17203; WOHO-CD, Holland, MI FAC ID 28926; WOKZ-CD, Kalamazoo, MI FAC ID 36841; WOLP-CD, Grand Rapids, MI FAC ID 167892; and WOMS-CD, Muskegon, MI FAC ID 67895.

The SEU continuously strives to achieve broad and inclusive outreach and has established EEO policies and procedures which focus on the wide dissemination of information about job opportunities at the SEU to the immediate community via a variety of recruitment sources. It is a fundamental principle and practice of the SEU to prohibit employment discrimination based on race, color, religion, national origin or gender and to ensure equal opportunity to qualified applicants.

Sources targeted for recruitment include, but are not limited to, educational institutions, minority, women’s and local community organizations, state and local area unemployment organizations, and other groups or organizations that assist in job placement. The SEU also participates in job fairs.

In addition to its traditional recruiting efforts, the SEU has an established internship program which recruits candidates from local colleges in order to prepare them for entry-level jobs within the broadcast industry.

The SEU 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.