

Broad and Inclusive Outreach Narrative Statement

The Employment Unit is dedicated to providing equal employment opportunities and preventing discrimination. The Employment Unit has achieved broad and inclusive outreach in the following ways:

- Job openings at WBNX-TV are made available to the public via the station's website, other internet job posting websites, the Ohio Association of Broadcasters job bank, numerous colleges and universities, various job and Cleveland.com, a newspaper website in the station's market.
- The Employment Unit maintains a database of recruitment sources that contains numerous broadcast and non-broadcast related recruiting sources throughout the community. The station periodically reviews and modifies its recruitment source database. Notices concerning job openings are sent to these recruitment sources.
- WBNX-TV has participated meaningfully in a scholarship program in partnership with the Cleveland Area Association of Broadcasters that is designed to assist students interested in pursuing a career in broadcasting.
- Over the most recent two-year period, the station attended four job fairs to promote outreach generally and spoke to groups of students about careers in television.
- WBNX-TV provided training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
- WBNX-TV provided training programs to assist employees in learning new skills to help qualify them for higher-level positions.

Additional information concerning the Employment Unit's outreach activities is contained in the Employment Unit's EEO Public File Reports.

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