

BROAD AND INCLUSIVE OUTREACH NARRATIVE STATEMENT

Cedar-Rapids TV License Company, LLC (the “Employment Unit”) is an Allen Media Broadcasting company (“Allen Media”).

Allen Media acquired KWVL(TV), Waterloo, IA, on August 2, 2021, as authorized in FCC File No. 0000145328. Accordingly, the scope of the Employment Unit’s responses in the instant report and this exhibit is limited to the period commencing on August 2, 2021.

The Employment Unit and Allen Media are dedicated to providing equal employment opportunities and preventing discrimination. The Employment Unit achieves broad and inclusive outreach in the following ways:

- Notices concerning job openings are posted on the Employment Unit’s and other Internet websites.
- The Employment Unit maintains a database of recruitment sources that contains numerous recruiting sources throughout the community. The Employment Unit periodically reviews and modifies its recruitment source database. Notices concerning job openings are sent to these recruitment sources.
- The Employment Unit regularly engages in outreach initiatives designed to promote broadcasting career opportunities, assist individuals interested in pursuing and advancing in a career in broadcasting, and to inform and educate members of the public as to employment opportunities in broadcasting, including the following initiatives:
 1. The Employment Unit participates in job fairs.
 2. The Employment Unit participates in activities with educational institutions relating to career opportunities in broadcasting.
 3. The Employment Unit has an on-going internship program designed to assist college students acquire skills needed for broadcast employment.
 4. The Employment Unit provides training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Additional information concerning the Employment Unit’s broad and inclusive outreach is contained in the Employment Unit’s EEO Public File Reports.

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