

BROAD AND INCLUSIVE OUTREACH NARRATIVE STATEMENT

The Employment Unit is composed of commonly owned television stations KNPG-LD, Saint Joseph, MO; KNPN-LD, Saint Joseph, MO; and KCJO-LD, Saint Joseph, MO.

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:

- Notices concerning job openings are posted on the websites of the Employment Unit and its parent company, as well as other websites.
- The Employment Unit and its parent company maintain a database of recruitment sources that contains numerous recruiting sources throughout the community. The Employment Unit and its parent company periodically review and modify the 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, to 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:
 - The Employment Unit maintains training programs to assist employees in learning new skills to help qualify them for higher-level positions.
 - The Employment Unit participates in activities with educational institutions relating to career opportunities in broadcasting.
 - The Employment Unit's personnel who have substantial responsibility for making hiring decisions participate in job fairs.
 - The Employment Unit participates in events with community group interested in broadcasting.
 - The Employment Unit offers an internship program designed to assist members of the community, specifically students in the field of journalism, to gain hands-on experience and to acquire skills needed for broadcast employment.

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