

## **Station Employment Unit Narrative Statement**

As demonstrated by the two attached EEO public file reports, the station employment unit (SEU) is committed to achieving broad and inclusive outreach for all full-time positions that it fills. The SEU employs a variety of sources to reach and recruit potential candidates including local and national sources. Its job fair/mixer participation, mentorship, and other outreach efforts in the surrounding communities ensure that the SEU is well connected to the communities it serves and positioned to effectively manage its workforce for advancement. The SEU takes its EEO responsibilities seriously and will continue to do so.

After changes in personnel and marketing for the 3 stations licensed to SMG Massena, LLC and the 3 stations licensed to SMG Ogdensburg, LLC, a decision was made to combine the 6 stations for the 2021-22 EEO public file report period into one station employment unit under the FCC's definition of that term. The 2021-22 EEO public file report therefore includes all six stations in the SEU, while the 2020-21 EEO public file report only included three stations in the SEU.