

BROAD AND INCLUSIVE OUTREACH NARRATIVE STATEMENT

The Employment Unit is part of the Lockwood Broadcast Group and is composed of television station KAKE(DT), Wichita, KS, and satellite television stations KUPK(DT), Garden City, KS, and KLBY(DT), Colby, KS.

The Employment Unit and the Lockwood Broadcast Group are dedicated to providing equal employment opportunities and preventing discrimination. Notwithstanding the extraordinary and unusual circumstances presented by the COVID-19 pandemic—which has made accomplishing and conducting certain outreach activities difficult and potentially dangerous since mid-March 2020—the Employment Unit has achieved 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, including groups whose membership includes substantial participation of women and minorities. The Employment Unit periodically reviews and modifies its recruitment source database. Notices concerning job openings are sent to these recruitment sources as appropriate, based on the type of position advertised.
- 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:
 1. The Employment Unit participates in job fairs.
 2. The Employment Unit participates in events in the community relating to broadcast career opportunities in connection with educational institutions and other organizations in the community.
 3. The Employment Unit operates an internship program in collaboration with local universities.
 4. The Employment Unit participates in the Kansas Association of Broadcasters' job bank.
 5. The Employment Unit provides training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.
 6. The Employment Unit's recruitment sources includes media trade groups whose members includes substantial participation by women and minorities, the Native American Journalists Association, the National Association of Hispanic Journalists, and the NLGJA: The Association of LGBTQ Journalists. When the Employment Unit has applicable upper-level category openings, the Employment Unit lists the openings with these media trade groups as appropriate, based on the type of position advertised.
 7. 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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