

## **BROAD AND INCLUSIVE OUTREACH NARRATIVE STATEMENT**

The Employment Unit is part of the Lockwood Broadcast Group. 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.
- 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 has an internship program in collaboration with local schools.
  3. The Employment Unit created and broadcasts regular announcements encouraging viewers interested in pursuing a broadcast career to visit the websites of the Texas Association of Broadcasters and the Oklahoma Association of Broadcasters to learn about broadcast employment opportunities.
  4. The Employment Unit provides training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

The Employment Unit’s compliance with the FCC’s EEO rules was recently randomly audited by the Investigations and Hearings Division. The Division did not identify any compliance issues during the audit, and, on December 13, 2021, the Division notified the Employment Unit that no further action was required.

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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