

### **Narrative Statement**

In an effort to reach as diverse an employee pool as possible, Nevada County Broadcasters utilizes many different employee sources when seeking candidates to fill our fulltime job openings. There are numerous community colleges and four year universities, two broadcast trade associations, employment agencies and service agencies that service minorities and women.

Our efforts routinely include providing internships at the station to high school and higher educational candidates, co-sponsoring a job fair in the Grass Valley area twice per year, showcasing opportunities in all areas of broadcasting, while attending regional Job Fairs in cities such as Sacramento, Folsom, Rancho Cordova, etc. We also participate in local career fairs targeting students for entry level broadcasting careers. KNCO prides itself in being a community involved radio station. The staff is involved in a number of service clubs and organizations, sits on boards of non-profit organizations, and volunteers in community events throughout the year. These activities also expose career opportunities within Nevada County Broadcasters.

We employ a total of seven persons.