

## EEO Narrative Regarding Outreach Efforts

Scripps Broadcast Holdings, LLC (“Scripps”), the licensee of the employment unit comprised of KRIS-TV and Class A stations K09YZ-D, K22JA-D and K31KK-D (collectively, “KAJA-TV), is an equal opportunity employer dedicated to a broad outreach in recruitment efforts for broadcast job opportunities. This narrative describes some of the outreach initiatives the employment unit has participated in over the past two years that make the unit’s recruitment successful.

Over the past two years, the unit has participated in a number of community events sponsored by organizations representing groups in the community interested in broadcast employment opportunities, including presentations at a local high school (West Oso High School) and Texas A&M University (Kingsville). In each instance, station personnel met with students to discuss broadcasting and journalism careers in the media industry.

For the last two years, Scripps has sponsored training to management level personnel with regard to equal employment opportunity and prevention of discrimination. These events were attended by various station management. The training is designed to provide managers with insight and skills relating to the development of a workplace environment free of harassment, intimidation and discrimination.

Scripps also sponsors an Education Assistance Program designed to enable station personnel to acquire skills that could qualify them for higher level positions. In the last two years, the employment unit had two employees participate in this program.

The employment unit also runs on-air spots highlighting vets within the company, encouraging veterans to apply for work with Scripps. This is done with the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be aware of such opportunities.