

**FCC Form 396**  
**Narrative Statement Regarding EEO Outreach**

During the license term, the KAKW-DT, KTFO-CD, KXLK-CD employment unit (the “employment unit”) undertook a number of measures to achieve broad and inclusive outreach in connection with specific station employment opportunities and to disseminate information about broadcasting employment opportunities in general throughout the community that the stations serve.

The employment unit notifies a wide assortment of recruitment sources to broadly disseminate notice of full-time job vacancies to qualified applicants. For example, the employment unit posts notifications of vacancies to Internet job banks targeted to individuals seeking broadcast employment, such as Univision.com, and Tvjobs.com. To broaden outreach further, the employment unit also advertises job vacancies by contacting regional academic institutions and universities, such as the University of Texas, Texas A&M University, Rice University, and Concordia University, and by notifying organizations whose membership includes a substantial number of women and minorities, such as the Texas Association of Broadcasters. During the 2020-2021 and the 2021-2022 reporting periods, the employment unit broadly publicized each of the vacancies filled through these and other measures.

In addition, the employment unit engages in supplemental outreach activities that help provide information about opportunities in broadcasting in general. The employment unit also reaches out to the community by participating in job and career days, such as hosting the Students Training and Employment Program (STEP) on April 9, 2020, September 16 & 17, 2020, February 10 & 11, 2021, July 30, 2021, September 3, 2021, September 29, 2021, February 10, 2022. Additionally, the employment unit participated at the Winter Job virtual career fair on December 10, 2020, with Lee Hecht Harrison; on February 9, 2021, at the Lamar University Virtual Coffee & Connect career fair; at the Austin College Virtual Spring Career Fair on February 23, 2021; at the Prairie View University Communications Virtual Career Fair on February 25, 2021; at the South Texas College 2021 Jaguar Experience Virtual Transition Fair on March 26, 2021; at the University of Texas Employer Career Fair Training on December 1, 2021; at the Workforce Virtual Career Fair on December 9, 2021; and at the Spring 2022 Virtual Houston Baptist University Career Fair on March 2, 2022.

The employment unit also provides training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination, such as on March 2, 3, and 4, 2021 when the regional human resources generalist, Waleska Rivera, held management and training sessions, for supervisors, managers and department heads for the stations that have hiring capabilities, regarding the FCC’s EEO rules, methods of ensuring equal employment opportunities and preventing discrimination.

Finally, as described above, the employment unit lists upper-level category openings with organizations whose membership includes substantial participation of women and minorities, including the Texas Association of Broadcasters.