

EXHIBIT 2

**EEO Narrative Statement
August 1, 2020 – July 31, 2022
KNTV
KSTS
San Jose, California**

EEO Outreach

Employment Unit for:

Station KNTV
San Jose, California
Facility ID No. 35280

Station KSTS
San Jose, California
Facility ID No. 64987

August 1, 2020 – July 31, 2022

As set forth in the annual public file reports for 2021 and 2022 submitted with the instant Schedule 396, the Employment Unit used a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of full-time vacancies at the stations. Such resources include both stations' websites, which direct interested applicants to apply for open positions at www.nbcunicareers.com and career-focused sites such as TVNewsCheck.com, LinkedIn.com and MediaBistro.com. The Employment Unit also used additional organizations which were reasonably calculated to reach the entire community; these include the California Employment Development Dept., the National Associations of Black and Hispanic Journalists, and the Asian American Journalist Association (see recruiting organizations listed in the recruitment source data forms in the annual public file reports submitted as Exhibit 1).

The Employment Unit also undertook a variety of non-vacancy-specific outreach initiatives during the reporting period including the following: (1) providing professional developmental opportunities, designed to enhance employee abilities to assume positions of greater responsibility, available to station personnel; (2) establishing and maintaining an internship program designed to give exposure to college students about careers in the broadcast industry; (3) requiring all employees to complete an annual training course on preventing harassment and discrimination in furtherance of ensuring equal employment opportunities in the workplace; and (4) participating in career fairs throughout the reporting period hosted by organizations representing groups in the community, such as the Northern California Diversity Career Fair, the National Association of Black Journalists Convention and Career Fair, the Asian American Journalist Association Annual National Convention, and the Silicon Valley Diversity Career Fair.