

**NARRATIVE STATEMENT**

The Employment Unit seeks to maintain the diversity of its staff.

The Employment Unit posts positions internally at its Stations, advertises on-air for job opportunities, corporately posts job openings on the Internet, seeks out entities that work with female and minority populations, and works with educational institutions to interest young graduates to work in broadcasting.

The principal effort for promoting the Employment Unit has been to participate actively in job fairs, where it can inform both the community and potential employees as to broadcasting and careers in broadcasting at the Employment Unit. The Employment Unit believes that, in doing so, it can establish its reputation among the community and secure a pool of potential employment candidates as positions open on its staff as well as being recognized as a respected employer in the communities it has long served. While the pandemic detrimentally affected the Employment Unit's ability to participate in job fairs, the Employment Unit is hopeful that, in the post-pandemic environment, it can resume its job fair efforts.

The Employment Unit works to ensure that its employees can develop their careers through an active mentoring program and keeps its management staff apprised of current EEO requirements through EEO training.

The Employment Unit awaits future openings on its staff when it can put into place its outreach efforts.