

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 efforts for promoting the Employment Unit have been to participate actively in local job fairs, undertake an internship program and mentor its employees to provide them with the skills to advance their careers.

The Employment Unit believes that participation in job fairs enables it to inform both the community and potential employees as to broadcasting and careers in broadcasting at the Employment Unit. The Employment Unit expects 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. The Employment Unit has, in the past, co-sponsored a job fair and now that these events can be held in person, looks forward to growing its participation in them.

The Employment Unit also believes that internships are a valuable EEO tool. It allows the Employment Unit to recruit students and to expose them to the operations of a broadcast station. Hopefully, these students can then become ambassadors who proceed to explain to their friends and fellow students, and especially minority-group members, the benefits of working for a broadcast station.

The Employment Unit also believes that mentoring is a valuable EEO tool as it works to provide new employees with the skills necessary to advance their careers and become future leaders of the licensee.

The Employment Unit works to ensure that its management staff is apprised of current EEO requirements.

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