

Broad and Inclusive Outreach Narrative Statement

The Employment Unit consists of WPTZ(TV), Plattsburgh, New York, and WNNE(TV), Montpelier, Vermont. The Employment Unit is dedicated to providing equal employment opportunities and preventing discrimination. Notwithstanding the extraordinary and unusual circumstances presented by the COVID-19 national and international pandemic—which has made accomplishing and conducting certain outreach activities difficult if not unhealthy and potentially dangerous for a significant portion of the period covered by the two accompanying annual EEO public file reports—the Employment Unit has achieved broad and inclusive outreach in the following ways:

- The Employment Unit makes job vacancy notifications available to a wide variety of recruitment sources, such as sources that have requested notifications, media-based trade organizations, and internet websites.
- The Employment Unit maintains a database of recruitment sources that contains numerous broadcast- and nonbroadcast-related recruiting sources throughout the Employment Unit's communities, including media-related trade associations with substantial participation by women and minorities. The Employment Unit periodically reviews and modifies its recruitment source database.
- The Employment Unit participates in a variety of job and career fairs and hosts interns.
- Employment Unit personnel also participate in myriad activities sponsored by community organizations and by educational institutions that are intended to further the exposure of members of the public and students to opportunities for careers in broadcasting and journalism.
- The Employment Unit maintains training programs to assist employees in learning new skills to help qualify them for higher-level positions.
- The Employment Unit provides training to managers and supervisors relating to anti-discrimination, as well as diversity, equity, and inclusion.
- Relevant Employment Unit personnel review and discuss outreach efforts and hiring practices on a periodic basis.

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Additional information concerning the Employment Unit's broad and inclusive outreach is contained in the Employment Unit's EEO public file reports.