

Form 396
Narrative Statement Regarding EEO Outreach

During the license term, the WXTV-DT, WFUT-DT, and WFTY-DT 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 it serves.

As reflected in the two attached Annual EEO Public File Reports, the employment unit notifies a wide assortment of recruitment sources to widely disseminate notice of full-time job vacancies to qualified applicants. For example, the employment unit posts notifications of full-time vacancies with LinkedIn, the New York State Broadcasters Association Inc., and the New Jersey Broadcasters Association. To broaden outreach even further, the employment unit notifies organizations designed to reach women and minorities, including, for example, the Women in the Arts and Media Coalition Inc. and the New York Women in Communications Inc. The employment unit also advertises job vacancies by contacting regional academic institutions, such as the Connecticut School of Broadcasting, The University of Scranton, Pace University, and Southern New Hampshire University. During the 2021-2022 and 2022-2023 reporting periods, the employment unit broadly publicized the vacancies filled through these and other measures.

In addition, the employment unit personnel who have substantial responsibility in making hiring decisions regularly participate in career and job fairs. For example, in April 2021 and April 2022, the employment unit participated in the National Association of Hispanic Journalists’ annual scholarship event, on October 6, 2021, in the Montclair University’s mentoring and leadership program, on December 14 and 15, 2021, in the Seton Hall University virtual mentoring and leadership forum, on October 18, 2022, in the Felician College career forum and on June 24, 2022, in the American Dream School’s mentoring and leadership program. Additionally, the employment unit created a virtual college fair which took place from April 30 to May 3, 2021, and from April 6 to April 11, 2022.