

WYLN-LP EEO NARRATIVE STATEMENT

Station has offered internships to students at various high schools and colleges in the viewing area. Recruiting efforts have included contacting area schools and colleges about the internships available, as well as participating in business showcases, job fairs, community initiatives, job shadowing and partnering programs, along with advertising in local newspapers and internally on company bulletin board.

Station management consists primarily by the Station Manager. Manager is responsible for ensuring vigorous enforcement of the Station's policy of equal opportunity. Employees are informed of the equal employment opportunity policy in regular meetings and announcements and their cooperation is enlisted in fulfilling the objectives of the program. The Station communicates its equal employment opportunity policy and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin or sex, and solicits this recruitment assistance on a continuing basis.

All advertisements specify that the Station is an equal opportunity employer. The Station conducts a continuing program to exclude all unlawful forms of prejudice or discrimination based upon race, color, religion, national origin or sex from its personnel policies, practices and working conditions. The Station conducts a continuing review of job structure and employment practices and adopts positive recruitment, job design and other measures needed to ensure genuine equality of opportunity to participate fully in all organization units, occupations, and levels of responsibilities. The Station Manager regularly analyzes the EEO recruitment program in anticipation of future hires. He continually solicits feedback from station employees and explores what approaches are most successful in other businesses, which information may be within employee's purview.