

## **NARRATIVE STATEMENT**

Dick Broadcasting Company, Inc. of Tennessee seeks to maintain the diversity of its staff and is proud of the robust efforts it has undertaken to do so in all of its Employment Units.

The Employment Units post positions internally at its Stations, as well as with local and Internet media, career centers, broadcast association employment services, career websites, state employment service, and other organizations that reach women and minority group members.

The Employment Units have also maintained a diversified set of initiatives aimed at promoting minority and female participation in broadcasting and equal employment opportunity at the Employment Units and in broadcasting. In this regard, the Employment Units have sought to engage in promoting itself primarily through job fairs and through community presentations as to broadcasting and broadcast careers. The Employment Units believe that they can establish their reputation in their communities in this manner, while working with local business organizations, to enable the Employment Units to secure a pool of potential employment candidates when positions open on their staff in the future.

The Employment Units also maintain active internships program with local academic institutions that offer academic work related to the broadcasting industry such as journalism, production, engineering, marketing and communications. The Employment Units believe that the internship efforts will provide it with possible employment candidates should the need arise and to interest students in future broadcast careers.