

Exhibit—Broad Recruitment Efforts Statement

As reflected in the two annual EEO Public File Reports attached, WRCJ-FM strives to achieve broad and inclusive outreach to all segments of its community. During the two-year period prior to filing the renewal application, the station achieved broad outreach by providing notification of each full-time job opening to a large and varied array of sources. The sources include the Michigan Talent Bank, private and State career services organizations, on-air announcements, educational institutions and various other community groups and organizations. In addition, as reflected in the two public file reports, the station also engaged in supplemental activities, including EEO training, job fairs, career days, and other gatherings intended to encourage outreach to persons who otherwise might not be aware of the opportunities.