

EEO Narrative Statement

Zimmer Corporation

Zimmer Radio, Inc. (“Zimmer”) is an equal opportunity employer. Zimmer does not discriminate on the basis of race, gender, national origin, color, or religion. Zimmer feels that its efforts have met the EEO requirements set forth by the FCC to achieve broad and inclusive outreach for stations. As vacancies come open they are being posted to a broad array of recruitment resources including on-line through on-line agencies.

As reflected in the attached Annual EEO Public File Reports, Zimmer has taken a number of efforts to achieve broad and inclusive outreach for the above stations/employment unit over the period of time covered by this report. In addition to Zimmer’s broad outreach to fill specific open positions at the Stations, Zimmer has participated in several outreach activities over the past 2 years.

During job candidate searches, Zimmer utilizes the Stations’ websites by placing job openings on the websites. Zimmer additionally places radio advertisements of job openings on each of the Stations, and has company representatives attend local job fairs. Zimmer believes that, through the steps described above, it has succeeded in achieving broad and inclusive outreach in its hiring practices.