

## **EEO Outreach**

As set forth in the EEO public file reports submitted with the instant Schedule 396, the employment unit used a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of full-time vacancies at the stations, including area colleges and universities, professional and industry organizations, and third-party job-related websites. The employment unit also undertook a variety of non-vacancy-specific outreach initiatives including participating in a company-wide mentorship program, providing seminars to promote communications skills for all employees, and participating in a number of job fairs and speaking engagements to educate the community and students about careers in broadcasting. In addition, although the employment unit created an internal leadership development program called LEAD and planned to host an internship program for the 2020 academic school year, the leadership development program and internships had to be cancelled due to the COVID-19 pandemic.