

BROAD AND INCLUSIVE OUTREACH NARRATIVE STATEMENT

Dothan TV LLC (the “Employment Unit”) is a Lockwood Broadcast Group company.

The Employment Unit’s parent company acquired WDFX-TV, Ozark, Alabama, on January 2, 2019, as authorized in FCC File No. BALCDT-20180828AAJ (the license for WDFX-TV was subsequently assigned, on a pro-forma basis, to Dothan TV LLC on April 22, 2019, as authorized in FCC File No. BALCDT-20190131ABQ). Accordingly, the scope of the Employment Unit’s responses in the instant report and this exhibit is limited to the period commencing on January 2, 2019.

The Employment Unit and Lockwood Broadcast Group are dedicated to providing equal employment opportunities and preventing discrimination. Since the Employment Unit’s acquisition of the station, the Employment Unit has continued to achieve broad and inclusive outreach in the following ways:

- Notices concerning job openings are posted on the Employment Unit’s and other Internet websites.
- The Employment Unit maintains a database of recruitment sources that contains numerous recruiting sources throughout the community. The Employment Unit periodically reviews and modifies its recruitment source database. Notices concerning job openings are sent to these recruitment sources.
- The Employment Unit regularly engages in outreach initiatives designed to promote broadcasting career opportunities, assist individuals interested in pursuing and advancing in a career in broadcasting, and to inform and educate members of the public as to employment opportunities in broadcasting, including the following initiatives:
 1. The Employment Unit created and broadcasts regular announcements encouraging viewers interested in pursuing a broadcast career to visit the Alabama Broadcasters Association’s website to learn about broadcast employment opportunities.
 2. The Employment Unit personnel with substantial responsibility in making hiring decisions participated in a virtual job fair hosted by the Alabama Broadcasters Association, and WDFX-TV aired announcements to notify viewers of the job fair.
 3. When applicable, the Employment Unit lists upper-level category openings in the job bank of the Native American Journalists Association, which is a media trade group whose memberships includes substantial participation by Native Americans.
 4. The Employment Unit provides training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Additional information concerning the Employment Unit’s broad and inclusive outreach is contained in the Employment Unit’s EEO Public File Reports.

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