

### WMGT-TV EEO Narrative

WMGT-TV maintains a strong EEO program and engages in broad recruitment for each of its full-time job openings. It contacts a variety of recruitment sources for each such job opening. Further, the station keeps a high profile in the community as a method of widely publicizing the availability of job opportunities in the broadcasting industry.

Further, the station's General Manager and Business Manager/Staff Accountant work in tandem to complete the station employment unit's job vacancy postings and notifications in sync with internal policies and applicable EEO rules and policies. All EEO data for each job opening is collected by each hiring manager using our internal EEO forms for all interviewee sessions. The managers are then responsible for sending all completed hire data forms to the Business Manager/ Staff Accountant for each vacancy.

The department managers all work to ensure that recruitment, postings and an open dialogue environment are monitored and communicated regularly throughout the hiring process and shared in leadership team meetings attended by all managers. Also, all vacant positions and the qualifications needed for each position to succeed are discussed with the General Manager along the way towards best candidate selection. The managers recruit and seek out station outreach initiatives for consideration and participation throughout the ongoing year and together decide to which events time and resources should be allocated. These events are all powered by the managers, who are themselves in attendance, often together with support staff, depending on the nature of the events selected for participation.

For job applicants, the employment unit's status as an Equal Opportunity Employer (EOE) appears in all the job vacancy postings, no matter which source is used in notifying, including all postings featured on 41NBC.com under our About US section under JOBS.