

## EEO Narrative Statement

LeSEA Broadcasting of South Bend, Inc. (LBSB), licensee of WHME-TV, is a religious broadcaster with five or more full-time employment positions in the station employment unit, and has elected to and does apply a religious qualification to all of its full-time positions. Pursuant to ¶128 of the FCC's *Second Report & Order, Review of the Broadcast and Cable EEO Rules and Policies*, 17 FCC Rcd 24018 (2002), as a religious broadcaster, LBSB is not required to comply with the broad outreach recruitment requirement or the menu options set forth the FCC's EEO rule. Rather, LBSB is required to make a reasonable, good faith effort to recruit applicants when a full-time vacancy arises without regard to race, color, national origin, or gender from among those who are qualified based upon their religious belief or affiliation. For the full-time positions that it filled during the relevant period, LBSB used multiple successful sources to find applicants who shared its religious beliefs.