

**Exhibit—Broad Recruitment Efforts Statement**

WCWW-LD, South Bend, IN, is commonly owned with and shares one or more employees with stations WBND-LD, South Bend, IN, and WMYS-LD, South Bend, IN (collectively, the “Stations”).<sup>1</sup>

The Stations have worked to achieve broad and inclusive outreach to all segments of their community to ensure that they provide equal employment opportunities. During the two-year period prior to filing the renewal application, the Stations recruited broadly for open job vacancies and have been successful in maintaining a diverse workforce. The Stations broadly disseminated notice of new job vacancies to a variety of sources, including local colleges and universities like Ball State, Columbia College and Full Sail University, career services organizations, on-air announcements, and websites. The Stations also engaged in supplemental activities, including the 2019 and 2020 career fairs and conferences for both the National Association of Black Journalists and National Association of Hispanic Journalists.

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<sup>1</sup> As such, this Narrative Statement treats the Stations as comprising a single employment unit.