

EXHIBIT 2

Ramar Communications, Inc.'s Narrative Statement

Ramar Communications Inc. (“Ramar”) is dedicated to eliminating any systematic discrimination from personnel practices, employing and developing a workforce that is representative of the local labor force, and creating an environment that encourages further opportunities for growth and promotion for all Employment Unit employees. The Employment Unit evaluates its EEO recruitment policies on a regular basis, in accordance with 47 C.F.R. § 73.2080(c)(3), to ensure that its outreach efforts are effective in reaching all segments of the communities that are served by the Employment Unit. These evaluations are conducted annually at the time that Ramar’s Annual EEO Public File Report is prepared and filed.

The President of Ramar (who also serves as Station General Manager) retains the ultimate responsibility for ensuring that the Employment Unit’s EEO recruitment program is effective and for making sure that any problems with the recruitment program are resolved appropriately. This includes systematized implementation of the Employment Unit EEO practices and procedures through an agreement with the recruitment software and notice distribution system Broadcast 1 Source. Broadcast 1 Source gives the Employment Unit the tools to manage open job vacancies, to track the distribution of notices of vacancies to recruitment sources, to update and track the recruitment sources used by the Employment Unit, and to track the referral sources of interviewees and hires.

Ramar’s President has primary responsibility for ensuring that the Employment Unit’s EEO recruitment program is effective on a day-to-day basis and for taking action to address any problems with recruitment. Since Ramar began using Broadcast 1 Source, the Employment Unit has centralized the distribution of all job vacancy notices. Ramar sends notice of every vacancy to both the local and larger statewide/national lists of recruitment sources in an effort to more widely disseminate notices of vacancies in the Employment Unit.

In addition, Ramar regularly partners with local schools, colleges, and universities to offer students the opportunity to intern. Representatives from the Employment Unit will participate in the on campus job fairs, connect with students in relevant classes, and work with them to give students real world experience they can apply later in their lives. Ramar is dedicated to reaching all parts of its community and is invested in educating and fostering the next generation of broadcasters.

Within the company itself, the Employment Unit regularly takes steps to ensure that its workforce is representative of the composite labor force. This is done by reviewing employee pay, benefits, and promotion to ensure that the Employment Unit is receiving equal opportunities and there is no discriminatory effect within the company or compared to the community at large. All employment and promotion decisions are based upon the skills, ability, experience, and performance of the applicant and the Employment Unit does not consider race, color, religion, sex, national origin, age, disability, or any other protected characteristic. This is memorialized in the company handbook and each employee is provided with a copy.