

### **EEO Outreach**

As set forth in the EEO public file reports submitted with the instant Schedule 396, the employment unit used a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of full-time vacancies at the stations, including area colleges and universities, local and regional job-related organizations, and third-party job-related websites.

The employment unit also undertook a variety of non-vacancy-specific outreach initiatives including participating in a company-wide mentorship program; providing training on sexual harassment prevention, and discrimination and harassment prevention; participating in a number of diversity and inclusion webinars such as “Supporting Journalists of Color,” “Rethinking Diversity & Inclusion at Work,” “Achieving Inclusive Cultures with Modern Leaders,” and “Workplace Integrity: Do You Qualify as an Ally? (Especially Now)”; participating in seminars on human resources such as “Impacts & Implications of the SCOTUS Decisions on Title VII Workplace Projections,” and participating in job fairs and speaking engagements to educate college students about careers in broadcasting.