

### **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, station and employment unit-related websites, and third-party job-related websites.

The employment unit also undertook a variety of non-vacancy-specific outreach initiatives including establishing a “Lunch & Learn” training program designed to enable employees to learn and gain skills for advancement to higher level positions, participating in a company-wide workshop “Leading with the Speed of Trust” designed to provide tools, training, and resources to current leaders to implement within their teams, hosting a virtual event for the Girl Scouts of Central California’s media program wherein the employment unit’s female leadership discussed careers in broadcasting, participating in a company-wide mentorship program, participating in sexual harassment and discrimination training, attending a number of webinars on topics such as “Report Card on Race,” “Recruiting, Hiring and Retaining Individuals with Disabilities,” and “Rethinking Diversity and Inclusion at Work,” and providing tours to educate college students about careers in broadcasting.