

EEO Narrative Statement

WBIN Media Co., Inc.

WBIN Media Co., Inc. (“WBIM Media”) is committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender, or religion. WBIN Media has taken a number of efforts to achieve broad and inclusive outreach for the stations in this employment unit over the period of time covered by this report as detailed in the Stations’ 2019-2020 and 2020-2021 Annual EEO Reports attached to this EEO Program Report (FCC Form 2100 – Schedule 396).

During job candidate searches, WBIN Media uses a variety of recruiting sources, including local educational institutions, online professional development and recruitment platforms, work force solutions recruiters, and its own air and the stations websites. Through these steps, WBIN Media believes that it has successfully implemented policies and practices to achieve broad and inclusive outreach in its hiring practices.