

Broad and Inclusive Outreach Narrative Statement

The Employment Unit is dedicated to providing equal employment opportunities and preventing discrimination. The Employment Unit has achieved broad and inclusive outreach in the following ways:

- The Employment Unit has participated in activities with educational institutions, including colleges and area high schools.
- The Employment unit has participated in job fairs and career days, discussing broadcast career opportunities with area job seekers.
- The Employment Unit offered an internship to college students in 2021, allowing the students the opportunity to gain hands-on broadcast employment experience.
- The Employment Unit has conducted station tours for students and community groups, including a tour offered via the Zoom platform during the COVID-19 pandemic.
- The Employment Unit has engaged in an ongoing informal training program in the News and Sales Departments. Veteran news and sales personnel train and mentor producers and multimedia journalists (in news) and account executives (in sales) and help them learn skills to advance in their careers.

It should be noted that the Employment Unit's outreach activities for the bulk of the 2020 EEO reporting period (i.e., March 2020 through year-end 2020) were severely constrained by the COVID-19 pandemic. Activities in which the Unit participated routinely and consistently over the prior years were cancelled due to the ongoing public health emergency. For example, the Employment Unit was unable to attend several scheduled job fairs during 2020. Related to the pandemic and its impact on station operating budgets during the summer months, the Employment Unit was not able to offer its regular internship to students during 2020. These circumstances were outside the Employment Unit's control. The Employment Unit worked diligently to return to more normal outreach activities for the 2021 reporting period, which is demonstrated in the attached report for 2021.

Additional information concerning the Employment Unit's outreach activities is contained in the Employment Unit's EEO Public File Reports.¹

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¹ Please note the 2020 EEO Public File Report was timely prepared and filed in the stations' online public inspection files. The Report was amended in 2021 in connection with a random EEO audit. The amended 2020 EEO Public File Report is submitted with this filing.