

NARRATIVE STATEMENT

The station employment unit consists of WBBR(AM), New York, and two radio stations in different markets that are subject to a time brokerage agreement in which the licensee of WBBR(AM) serves as the broker: KNEW(AM), Oakland, California, and WDCH-FM, Bowie, Maryland. The licensee does not own a station in the same markets as the brokered stations, and therefore pursuant to Section 73.2080(f)(3) of the Commission's rules, licensee has included its recruitment activity for the brokered stations in the EEO public file reports filed for its own station (i.e., WBBR) which is geographically closest to the brokered stations.

The station employment unit uses a variety of recruitment sources designed to inform qualified job applicants in the community about full-time job vacancies. The specific recruitment sources used may vary depending on the position to be filled and may include women and minority organizations, state and local employment agencies, on-air announcements, the station website, and other online resources. Jobs requiring specialized skills may be advertised in professional and trade journals as well as on websites targeted to candidates with such skills. The station will also undertake a variety of non-vacancy-specific outreach initiatives.