

EEO OUTREACH STATEMENT

FM Radio Licenses, LLC is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We engage in a continuing effort to seek out prospective applicants for employment. We contacted agencies in the area of the station to solicit for full-time open positions of employment. Our annual EEO reports reflects those agencies contacted. Those, which requested to be contacted, are so noted. We have found these agencies to be suppliers of possible employment candidates in our continuing outreach program to achieve dissemination of information to a broad section of the community.

FM Radio Licenses, LLC periodically re-evaluates the recruitment sources list for wide dissemination of job vacancies.

FM Radio Licenses, LLC has had a very comprehensive EEO outreach program that is always evolving and changing according to the latest rules and regulations of the FCC as well as job market conditions.

Our EEO policy is outlined in a printed employee Handbook. All employees are required to read the complete policy and verify in writing that they understand all procedures, policies and information outlined in the handbook.

Outreach Program:

All stations contact local agencies, high schools, junior colleges, colleges, universities and technical schools and any other organization requesting information on job vacancies at the stations. The list also includes local community organizations, state broadcasting associations as well as employment related on-line services, and recruitment companies. Each job vacancy is sent out automatically to this list either via email when possible or fax/regular mail.

Job vacancies are posted on all the station websites.

All job vacancies are posted on internal bulletin boards at each station regardless if the opening is in the same market. We have no objection to a current employee moving from one market to another for a better employment opportunity.

Job vacancies are often announced on the air.

We have an in-house employee referral system for certain positions.

We attend job fairs and are plan hosting of our own job fairs.

We are frequently asked to speak to the media, advertising and/or communication classes at our local schools and universities and take the opportunity to when it presents itself.

We have a internship program, however due to the pandemic, we have had no interns for employee safety reasons.

We try extremely hard to widely disseminate every job opening via the internet by using broadly reaching national job websites and the far reaching popular social media sites.

Our training programs for our employees are quite in depth and ongoing.