

### **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 on-air announcements, station websites, and third-party job-related websites. The employment unit also undertook a variety of non-vacancy-specific outreach initiatives, including hosting a number of interns from universities as well as a high school, and working with elementary students to create holiday-themed messages that were aired on the stations to educate the community and students about careers in broadcasting.