

### EEO Outreach

As set forth in the 2019/2020 and 2020-2021 EEO public file reports submitted with this Schedule 396, WCED Radio, LLC 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 periodicals, area colleges and universities, professional and industry organizations, employment agencies, station websites, and third-party job-related websites.

WCED Radio, LLC also undertook a variety of non-vacancy-specific outreach initiatives including maintaining an FCC/EEO compliance training program, a leadership/mentoring program for junior executives to advance in management, and participation in job fairs to promote general outreach as well as specific vacancies.