

NARRATIVE STATEMENT

Entravision's El Paso Employment Unit seeks to maintain the diversity of its staff and is proud of the robust efforts it has undertaken to do so.

The Employment Unit posts positions internally at its Stations, as well as in local newspapers, career centers, area college and university student employment service offices, broadcast association employment services, career websites, and on websites maintained by the Stations and the Stations' licensee. Among the sources the Employment Unit relies on are those that serve the Latino community.

The Employment Unit has also maintained a diversified set of initiatives aimed at promoting minority and female participation in broadcasting and equal employment opportunity at the Employment Unit and in the local community. In this regard, the Employment Unit has participated actively in job fairs, which the Employment Unit has sponsored or been a participant in.. The Employment Unit believes that it can establish its reputation in the community in this manner, while working with local business organizations, to enable the Employment Unit to secure a pool of potential employment candidates when positions open on its staff in the future.

Consistent with its participation in job fairs and the posting of openings at academic institutions, the Employment Unit also maintains an internship program, which had been interrupted by the Covid-19 pandemic, with local academic institutions that offer academic work related to the broadcasting industry such as journalism, video production, engineering, marketing and communications. Once again, the Employment Unit believes that the internship and mentoring efforts will provide it with possible employment candidates should the need arise.

