

NARRATIVE STATEMENT

The Employment Unit seeks to maintain the diversity of its staff.

The Employment Unit posts positions internally at its Stations, advertises on-air for job opportunities, corporately posts job openings on the Internet, and works with educational institutions to interest young graduates to work in radio and television broadcasting.

The principal effort for promoting the Employment Unit has been to participate actively in job fairs, including by serving as a co-sponsor. The Employment Unit believes that active participation in job fairs enables it to inform both the community and potential employees as to broadcasting and careers in broadcasting at the Employment Unit. The Employment Unit expects that, through its participation in job fairs, that it can establish its reputation throughout the community and secure a pool of potential employment candidates as positions open on its staff as well as being recognized as a respected employer in the minority community it has long served.

The Employment Unit also recognizes the importance of career advancement on the part of its existing staff. To that end, the Employment Unit has a mentoring program and works to keep its management team apprised of EEO compliance requirements.

The Employment Unit awaits future openings on its staff when it can carry out further its diversity efforts.