

### **Model EEO Report/Recruitment Sources – Juneau Market**

This Model EEO Program Report is being filed by BTC USA Holdings Management, Inc. (“BTC”) as the proposed assignee in a pending assignment application and the proposed transferee in a pending transfer of control applications (LMS File Nos. 0000202572 and 0000202560) (collectively, the “Applications”) for the full-power broadcast stations listed in those applications (collectively, the “Stations”) which are located in the Juneau, Alaska market. The Stations will be operated by BTC as a combined employment unit.

It is BTC’s policy to provide equal opportunity to all qualified individuals without regard to their race, color, religion, national origin, gender, age, disabilities, or any other characteristics protected by law. The proposed assignee will use recruitment sources designated to inform the Stations’ community of the availability of full-time job vacancies at the Station employment unit. Specific Recruitment sources will vary, depending upon the position to be filled, but may include the state employment offices, local employment agencies, internet employment websites, local newspapers, area colleges and universities, on-air announcements, and the stations’ websites.

Specific recruitment sources may include:

- University of Alaska Southeast
- Whalesong Student Newspaper
- Alaska Broadcasters Association
- The Juneau Empire
- Capital City Weekly
- Indeed.com
- Monster.com
- Referrals