

FORM 396

EXHIBIT 2

EEO Narrative Statement

December 1, 2020 – November 30, 2022

EEO Outreach

Employment Unit for:

Station WVIT
New Britain, Connecticut
Facility ID No. 74170

Station WRDM-CD
Hartford, Connecticut
Facility ID No. 10153

Station WDMR-LD
Springfield, Massachusetts
Facility ID No. 10154

December 1, 2020 – November 30, 2022

As set forth in the annual public file reports for 2021 and 2022 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. Such resources include stations' websites, which direct interested applicants to apply for open positions at www.nbcunicareers.com. The Employment Unit also used additional organizations which were reasonably calculated to reach the entire community (*see* annual public file reports).

The Employment Unit also undertook a variety of non-vacancy-specific outreach initiatives during the reporting period including the following: (1) providing professional developmental opportunities, designed to enhance employee abilities to assume positions of greater responsibility, to station personnel; (2) establishing and maintaining an internship program designed to give exposure to college students about careers in the broadcast industry; (3) requiring all employees to complete an annual training course on preventing harassment and discrimination in furtherance of ensuring equal employment opportunities in the workplace; and (4) participating in career fairs throughout the reporting period hosted by organizations representing groups in the community, such as the National Association of Black Journalists, the National Association of Hispanic Journalists and the Asian-American Journalists Association.