

ANNUAL REPORT REGARDING DIVERSITY ELIGIBILITY

I. Hiring Goals and Guidelines. WTCI is committed to administering all personnel actions, including hiring, without regard to race, color, religion, sex, national origin, citizenship status, pregnancy, age, disability, genetic information, veteran status, or any other status protected under federal, state, or local law. WTCI also is committed to seeking and maintaining a diverse workforce at all levels and in all areas of the organization.

II. Employment Statistics. See the EEO Public File Report

III. Actions Taken to Satisfy Diversity Eligibility.

A. Diversity in Workforce, Management and Boards. WTCI has established, and the Board has approved, the following policy to express WTCI's formal diversity goals:

It is the Station's policy to seek to develop and maintain a diverse workforce at all levels and in all areas of the organization. It is also the Station's policy to encourage diversity on its Board of Directors. Diversity embodies all the differences—life experiences, work experiences, perspectives, cultures, ethnicity, gender, age and other aspects of life—that make us unique individuals. Inclusion entails building an environment where employee differences are valued, employees are empowered, and diverse Station communities are connected. The Station is committed to enhancing diversity in the workplace in such a way that our community, viewers, customers, and suppliers are aware of our commitment to diversity. We believe that encouraging a diverse, inclusive workplace and Board gives us an advantage in the industry, as it allows us to better understand the markets we serve and be more effective at providing services to our increasingly diverse viewer and customer base. By valuing and leveraging the contributions of all of our employees, we are able to drive better results.

The Station believes promoting diversity in its workforce and Board assists in:

- attracting and retaining a highly talented workforce;
- creating and maintaining a workplace of inclusion;
- enhancing our relationships with our viewers and customers;
- gaining new ideas and innovations; and
- connecting with our community.

B. Review with Board of Directors. WTCI has reviewed with its Board of Directors the practices WTCI has designed to fulfill and reflect its commitment to diversity and equal employment opportunity.

- C. **Board Diversity.** The WTCI Board is committed to including qualified diverse candidates for its board positions. To help expand the scope of qualified diverse candidates for consideration, the Board intends to reach out to its partners in the community, including professional or other organizations supporting the advancement of women and minorities, as well as other employers with a strong commitment to diversity.