

**BROADCAST EEO PROGRAM REPORT EXHIBIT FOR
DISCRIMINATION COMPLAINTS FILED DURING THE LICENSE TERM**

The University of North Carolina (“licensee” or “UNC-TV”) has responded in the affirmative to the Broadcast Equal Employment Opportunity Program Report Question that asks: “Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?” Accordingly, the licensee provides the following statement regarding the circumstances:

In 2018, UNC-TV employee Maria Bilinski Shain, then a Visual Arts Specialist/Graphic Design Manager at UNC-TV, complained internally to UNC-TV personnel of age discrimination. Although Ms. Shain did not file a formal complaint at that time, UNC-TV—pursuant to applicable University of North Carolina protocol—promptly engaged the University of North Carolina System Office for Equal Opportunity (the “Office”) to investigate Ms. Shain’s allegations. The Office ultimately issued an 18-page report, exclusive of appendices, which determined that “[b]ased on the information provided, the Investigator does not substantiate a finding of discrimination based on age (or any other protected class, for matter of record).”

Based on the same allegations, Ms. Shain also filed a Charge of Discrimination with the U.S. Equal Employment Opportunity Commission’s Raleigh Area Office, assigned Charge Number 433-2018-01918, on October 9, 2018, against the University of North Carolina. That charge was dismissed on October 24, 2018, because “the EEOC [wa]s unable to conclude that the information obtained establishe[d] violations of the statutes.”

Based on the same allegations, Ms. Shain also filed a lawsuit in the United States District Court for the Middle District of North Carolina, assigned case number 1:19-cv-00101-CCE-JLW, on January 22, 2019, against the University of North Carolina and Ms. Susan Scott, then the Chief Advancement and Marketing Officer at UNC-TV. The Parties settled the case prior to the licensee responding to Ms. Shain’s filed Complaint; as memorialized in the settlement agreement, the University, UNC-TV, and Ms. Scott all expressly continue to “deny any and all liability.” Ms. Shain voluntarily dismissed the lawsuit on May 13, 2019.

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