

## **EAST TEXAS BROADCASTING, INC. EEO POLICY STATEMENT**

East Texas Broadcasting, Inc. is an equal opportunity employer committed to meeting its Stations' EEO obligations. We have established, maintain, and carry out a positive continuing program of specific practices designed to ensure broad outreach, equal opportunity and nondiscrimination in every aspect of station employment policy and practice. East Texas Broadcasting, Inc. achieves broad and inclusive outreach whenever it has a hiring opportunity. Periodic announcements broadcast over the stations welcome organizations interested in referring candidates for our hiring availabilities to notify us that they would like to receive notices whenever there is a job vacancy to be filled. All organizations that express an interest in notification of new hiring opportunities will be provided with notice as soon possible. All of our outreach activities are attended by company personnel with hiring authority as interpreted by the Commission.

In addition, all Employment Unit hiring goes through our assigned EEO Officer, whose responsibility is to ensure the stations are compliant with EEO policies. EEO Memos are posted within our building and a copy is given to all new employees. All new positions, with the exception of an occasional exigent circumstance, are subjected to broad outreach before hiring decisions are made.

In accordance with 73.2080 (b) each manager knows our policy from our periodic manager meetings to send all full-time hiring opportunities to all our recruitment sources including Broadcast1Source and the Texas Association of Broadcasters. We announce openings on our stations and post them to our website. To broaden our larger pool of referral organizations for future positions, East Texas Broadcasting, Inc. belongs to Broadcast1Source and utilizes its resources for notification to the greatly expanded pool of several hundred outreach organizations created by it and the Texas Association of Broadcasters. Periodically we evaluate the effectiveness of our outreach contacts. Our goal is to delete unresponsive contacts and add new outreach organizations and institutions from our area or neighboring states whenever information becomes available to make that possible.

In accordance with 73.2080(c)(4), our management analyzes pay benefits and seniority practices, promotions and selection techniques every time we hire a full time employee based on training opportunities made possible through webinars, emails or other information made possible through broadcaster associations, state resources and other sources. We have no union agreement. The EEO Officer for the company periodically does a comparison of employee salaries to ensure there is no discrimination based on sex, sexual orientation, religion or race in regards to the job assigned and the pay received. Employee pay is based on performance and merit. All benefits (Health Insurance, vacation, sick leave etc) afforded to our employees are the same for everyone and based entirely on length of service and at the sole discretion of each full time employee as to whether or not they avail themselves to the offered benefits. It is the ongoing policy of our company to ensure that all decisions made concerning employees are made based on job performance and not discriminatory.

Our advertising sales agreements state that the station does not discriminate in the sale of advertising time and will accept no advertising which is placed with intent to discriminate on the basis of race, ethnicity, religion, sex or sexual orientation.