

### EEO Complaints During Current License Term

As previously reported in response to an EEO audit in 2018, on February 5, 2018, WXXV-TV terminated the employment of Dowl Williams as a master control operator for unsatisfactory work quality and failure to follow instructions. Following his termination, Mr. Williams filed EEOC Charge Number 423-2018-01024 on March 3, 2018, with the United States Equal Employment Opportunity Commission ("EEOC") and alleged that he had been a victim of unlawful racial discrimination. WXXV-TV responded to the complaint and explained the circumstances of Mr. Williams's termination. The EEOC has dismissed the complaint based upon a finding that no statutory violation had been established.

On January 27, 2020, a current employee filed a charge with the EEOC, Charge # 425-2020-0430, which alleged unlawful discrimination based on sex, retaliation, and equal pay violations. WXXV-TV responded with a statement submitted to the EEOC, which states that the charge is without merit, and that all of WXXV-TV's actions were based on legitimate, non-discriminatory business reasons and were completely unrelated to any unlawful animus. This matter remains pending.