

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT EXHIBIT

Discrimination Complaints

To the licensee's knowledge, one complaint of discrimination was filed against it during the current license term.¹ Following is a brief description of the complaint, which was resolved with no finding of any violations by the licensee:

On October 29, 2019, Kaylah M. Simmons, a former Multimedia Journalist for the station, filed a charge of discrimination with the Equal Employment Opportunity Commission alleging discrimination based on race, sex, and retaliation (Charge No. 440-2019-07578). On November 24, 2020, Ms. Simmons filed a complaint against the station in the United States District Court of the Northern District of Illinois based on the same claims (Case No. 20-CV-50406). Ms. Simmons subsequently dismissed her claims, with no admission by the licensee of wrongdoing or liability or unlawful conduct of any kind.

Broad and Inclusive Outreach Narrative Statement

The licensee is dedicated to providing equal employment opportunities and preventing discrimination. Notwithstanding the extraordinary and unusual circumstances recently presented by the COVID-19 pandemic, the licensee has achieved broad and inclusive outreach in the following ways:

- Notices concerning job openings are posted on the licensee's and other Internet websites.
- The licensee maintains a database of recruitment sources that contains numerous recruiting sources throughout the community. The licensee periodically reviews and modifies its recruitment source database. Notices concerning job openings are sent to these recruitment sources.
- The licensee regularly engages in outreach initiatives designed to promote broadcasting career opportunities, to assist individuals interested in pursuing and advancing in a career in broadcasting, and to inform and educate members of the public as to employment opportunities in broadcasting, including the following initiatives:
 1. The licensee has established an internship program designed to assist students in the fields of journalism, broadcasting, communications, and related fields gain hands-on experience and acquire skills needed for broadcast employment.
 2. The licensee provides numerous training opportunities designed to enable station personnel to acquire skills that could qualify them for higher-level positions;

¹ The license for WREX(DT), Rockford, IL, was last renewed on October 10, 2014, in FCC File No. BRC DT-20130801AOG. Accordingly, the current license term commenced on October 10, 2014. *See Fox Television Stations, Inc.*, FCC 18-97, 33 F.C.C. Rcd. 7221, ¶ 32 (2018).

3. The licensee participates in activities with educational institutions relating to career opportunities in broadcasting.
4. When applicable, the licensee lists upper-level category openings in job banks or newsletters of media trade groups and other organization whose membership includes substantial participation of women and minorities, including Black College Radio & Television, Illinois Broadcasters Association, Black Women's Network, American Business Women's Association, and American Association of Blacks in Energy.
5. The licensee provides training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Additional information concerning the licensee's broad and inclusive outreach is contained in the licensee's EEO Public File Reports.

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