

## **Cox Media Group EEO Statement**

Cox Media Group (“CMG”), the parent company of KIRO-TV, is committed to creating an inclusive and diverse working environment. We blend our unique experiences, perspectives, and talents together to create an amazing team. Although we are alike in many ways, we all have our own way of looking at situations, expressing ourselves, and contributing to the business. It’s the diversity of backgrounds, experiences and viewpoints that drives our success and reflects the communities we serve.

We provide equal employment, equitable development, and advancement opportunities and do not discriminate against anyone based on race, color, religion, sex, pregnancy, national origin, age, veteran status, disability, genetic information, sexual orientation, gender identity or expression, or any other legally protected category.

As part of our commitment to providing equal employment opportunities, we provide reasonable accommodations to qualified individuals with disabilities, and/or for religious observances or practices.

**Internal/External Career Site and Outreach:** CMG continues to refresh and enhance our Career site to be more interactive and engaging to advance CMG as an “Employer of Choice”, which supports our efforts in attracting and hiring diverse talent. Additionally, KIRO-TV creates annual action plans to promote field-based activities increasing our presence and building relationships with universities and industry trade schools focused on Media, Broadcasting and Journalism. During the past year, the station sponsored an intern program, and one student from a local school participated in the program. CMG also partners with Circa, which allows us to post all our jobs to state job board agencies, diversity, and disadvantaged outreach organizations.

Over the last two years, KIRO-TV has participated in multiple job fairs and outreach programs designed to inform students and recent graduates about career opportunities in the broadcast industry, including AAJA, NABJ and Bates Technical College.

**Programmatic Activities. Training:** At CMG, we encourage and support continuous learning and development, ongoing feedback, career conversations, and knowledge-sharing that provides employees with the skills and knowledge to be successful in their current role and prepares them for future career opportunities. KIRO-TV is committed in supporting on-going development for all employees. Over the last two years, employee training has been designed to allow the acquisition of new skills that would qualify staff members for advancement and/or promotions in their field of work for Sales, News and Creative Services. KIRO-TV has also participated in the NAB broadcast leadership training program, focusing on diversity and inclusion. In addition to internal training, the station also gives employees the opportunity to develop diverse new programs, such as Western Washington Gets Real, and Your Voices, comprehensive programs including weekly news coverage, quarterly specials, digital resources and public service announcements that highlights and celebrate diversity, equity and inclusion in the local community.

The station is also committed in provided training to its managers and employees regarding EEO compliance, including sexual harassment.