

## **DIVERSITY POLICY**

WLJT-DT is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, ethnicity, family or marital status, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

WLJT-DT's diversity initiatives are applicable-but not limited- to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of WLJT-DT have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill their responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Policy adopted by the West Tennessee Public Television Council Board of Directors on September 19, 2012.

It is the responsibility of all board of directors and employees to comply with this policy and to report violations or suspected violations in accordance with this policy.

#### Diversity Goal:

WLJT makes every reasonable effort to ensure that our workforce, board of directors and community advisory board are representative of the population from which it is drawn. Managers, supervisors and board members are responsible for ensuring equal opportunity and achieving progress towards a more representative workforce and board membership.

#### Recruitment:

WLJT recruits people from West Tennessee, the State of Tennessee, and the United States. We believe that our employees and board members from many different backgrounds provide us with valuable knowledge for understanding complex local and national communities. We participate in scholarship programs to communication students that embrace the skills related to television broadcasting. We participate in programs sponsored by educational institutions relating to career opportunities in broadcasting. We also provide paid internship and unpaid externship programs to educational institutions.

WLJT follows an Equal Employment Opportunity program, approved by the FCC and utilized in all recruitment decisions.

#### Diversity practices:

WLJT will develop and implement a diversity training program for management, appropriate staff and governing board members for training on an annual basis. Diversity training will encompass raising awareness about issues surrounding diversity and developing diversity management skills.

#### Additional initiatives:

WLJT will include individuals representing diverse groups in internships or paid externships designed to provide meaningful professional level experience in order to reflect the diversity of the communities WLJT serve and to further public broadcasting's commitment to education.

WLJT will also include qualified diverse candidates in any slate of candidates for elected governing boards that WLJT controls.

Management and appropriate staff will participate in diversity training programs when provided via webinar or conference.

WLJT will interview at least one qualified diversity candidate for each senior leadership position hire when available.