



East Tennessee Public Communications Corporation 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, management and Board Members 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', management and Board Members differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make all of us unique.

East Tennessee Public Communications Corporations diversity initiatives are applicable but not limited to our EEO practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; 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, management and Board Members.**
- ❖ Teamwork and employee participation, permitting the representation of all groups and employee perspectives. Board Members participation through management in representing all groups.**
- ❖ Work/life balance through fair work schedules to accommodate employees' varying needs. Balance in fair Board Meeting schedule to accommodate needs.**
- ❖ Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity. Board participation in contributions to the community we serve with respect for diversity.**

All employees, management and Board of Directors Members of East Tennessee have a responsibility to treat others with dignity and respect at all times. All are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and all other station sponsored and participative events. All employees are required to attend annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject disciplinary action. Any Management or Board of Directors found to have exhibited any inappropriate conduct or behavior against others may be subject disciplinary action by Board of Directors.

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. Board of Directors or Management 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 Executive Committee Member representing the Board of Directors