

## Monticello Media Equal Opportunity Employer

It is the policy of the Company to provide an equal opportunity for employment, development and advancement to all current and potential employees without regard to age, race, sex, religion, color, creed, national origin, marital status, pregnancy and child-birth or related medical condition, ancestry, handicap, sexual orientation or any other characteristic or condition protected by applicable state or federal law. Equal employment opportunity will be extended to all persons in all aspects of the employee-employer relationship, including recruitment, hiring, upgrading, training, promotion, transfer, discipline, layoff recall and termination.

Nondiscrimination and diversity are foundation principles in our Company. It is company policy to hire and promote the best qualified candidate measured against the requirements of the job and to provide equal employment and advancement opportunities for all individuals without discrimination because of age, race, sex, religion, color, creed, national origin, marital status, pregnancy and child-birth or related medical condition, ancestry, handicap, sexual orientation or any other characteristic or condition protected by applicable state or federal law.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission (FCC), we have adopted an Equal Employment Opportunity Program which includes the following elements:

### 1. Responsibility for the Implementation

George R. Reed, President & Treasurer will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of age, race, sex, religion, d color, creed, national origin, martial status, pregnancy and child-birth or related medical condition, ancestry, handicap, sexual orientation or any other characteristic or condition protected by applicable state of federal law.

### 2. Policy Dissemination

To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy the following communication efforts will be made:

- a) The station's employment application forms will contain a notice informing prospective employees that discrimination of color, creed, national origin, martial status, pregnancy and child-birth or related medical condition, ancestry, handicap, sexual orientation or any other characteristic or condition protected by applicable state of federal law is prohibited and that they may notify the appropriate local, state or federal agency if they believe they have been the victims of discrimination.
- b) Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state, or federal agency if they believe they have been the victims of discrimination.

### 3. Recruitment

It is the policy of the Company to ensure that information concerning each full-time vacancy is widely disseminated so as to encourage the recruitment of a diverse workforce.