

## Equal Employment Opportunity Policy

It is the policy of our stations to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or gender in all personnel actions, including recruitment, evaluation, selection, promotion, compensation, training, discipline, and termination.

It is also the policy of our stations to promote the realization of equal employment opportunity through positive, and continuing specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or gender.

To make this policy effective, and to ensure that we comply with the requirements of the Federal Communications Commission, we have developed an Equal Employment Opportunity Program. Copies of the program are available to all interested persons upon request to the General Manager of US Stations, LLC located at 125 Corporate Terrace, Hot Springs, Arkansas 71913.

We would like your cooperation and assistance in our efforts to recruit, hire, train and promote qualified women and minorities. In this regard, if you know of a qualified individual that would be interested in any open positions with the stations, we would encourage you to invite them to apply with the stations.

All applicants and employees are entitled to Equal Employment Opportunity. If you believe you have been discriminated against, you have the right to notify the Federal Communications Commission, 1919 M Street NW, Washington, DC 20544 or at [www.fcc.gov](http://www.fcc.gov) or your local office of the Arkansas Employment Security Division.