

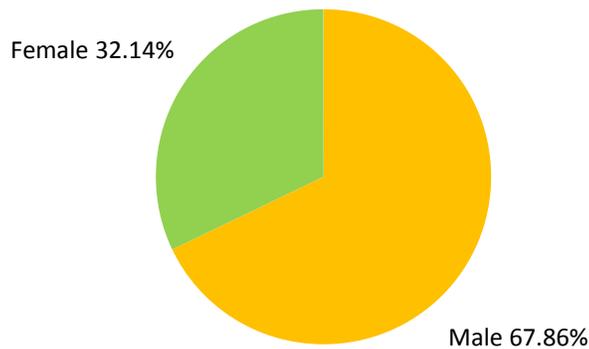
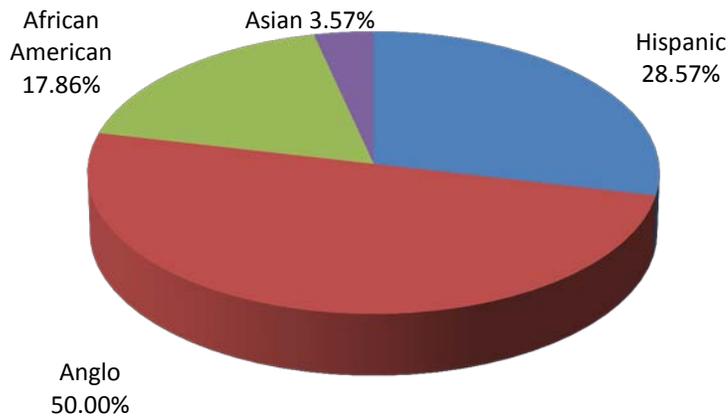
2014 Annual Report on Diversity

KLRN believes that it can become more diverse by believing in and following its diversity policy and implementing procedures and programs that support increasing diversity. We understand that being aware of and striving for diversity is an ongoing process. As part of that process, KLRN will continually develop its diversity program. This annual report is part of that process.

Governing Board

As part of the nomination process recruiting a diverse slate of candidates that reflect our community and that fill the Board's need to add certain expertise, such as legal, fundraising and finance, is an important goal. Our goal was to have the majority of candidates be from diverse groups. During fiscal 2014 five Board positions were filled. The nomination process included a slate of diverse candidates. Three of the five positions filled were filled by candidates from diverse groups.

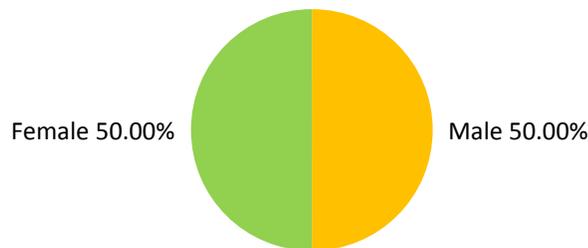
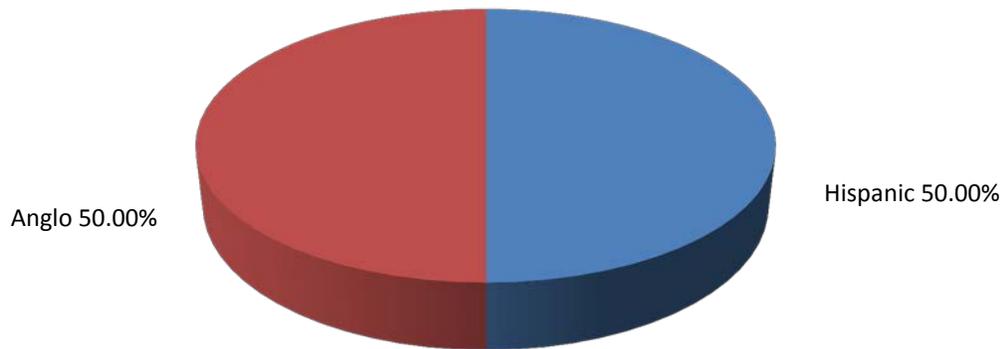
Below are charts that reflect the current make-up of our Governing Board that reflect its diversity.



Community Advisory Board

Recruiting for nominations to the Community Advisor Board (“CAB”) include requirements that the Board reflect the ethnic, geographic and occupational diversity of our community. The Board also considers diversity in age when selecting nominees. CAB members serve a concurrent two year term. 2013 was the first year of the most recent Board cycle. As such there were no Board changes since all positions serve the same two year cycle.

Below are charts that reflect the current make-up of our Community Advisory Board that reflect its diversity.



Workforce

At the start of fiscal 2014 KLRN knew it would be filling full time positions for at least six staff positions during the year. Ten staff positions were filled during the year. Our diversity goal was to attract qualified candidates from diverse groups for all the positions. KLRN was successful in meeting this goal for all of the positions except one of the staff positions. Despite the position being widely disseminated we received only a few resumes. Of the ten staff positions filled, six were filled by candidates from diverse groups. KLRN was successful in increasing the diversity of our staff. No senior management positions were filled during the year.

As part of KLRN's internship program to introduce public broadcasting to students we worked with five interns over the course of 2014. Four interns were from diverse groups. Three of the interns were part of the City of San Antonio's Ambassador Program, that KLRN participates in. The program works with local businesses to provide internships to college students from San Antonio and targets students from diverse groups.

The charts below depict the diversity of KLRN's workforce at the end of fiscal 2014.

