

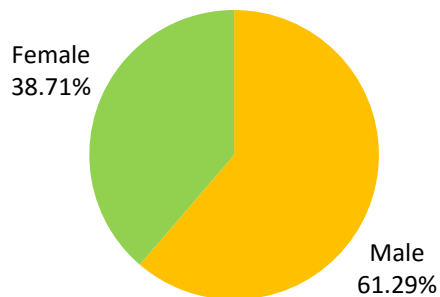
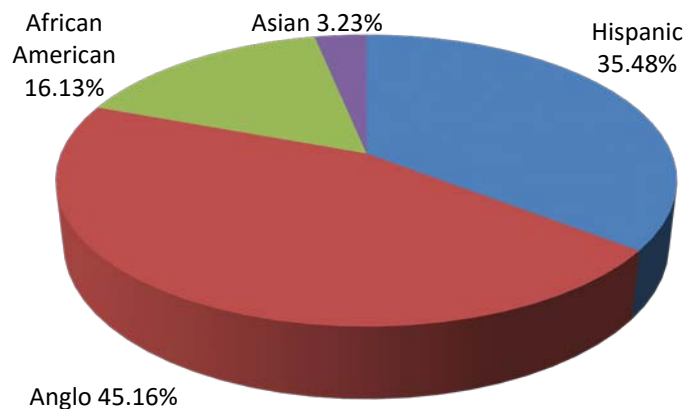
## 2016 Annual Report on Diversity

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 2016 eleven Board positions were filled. The nomination process included a slate of diverse candidates. Eight of the eleven positions filled were filled by candidates from diverse groups. Five of the positions were filled by Board members elected to a second term. KLRN was successful in increasing the diversity of its Governing Board.

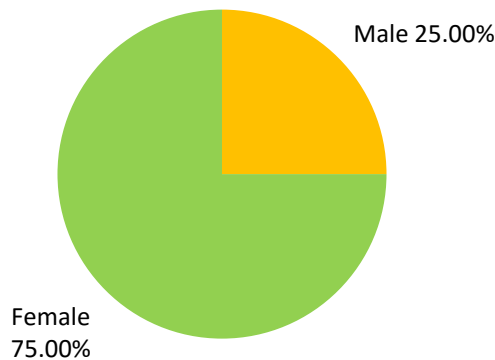
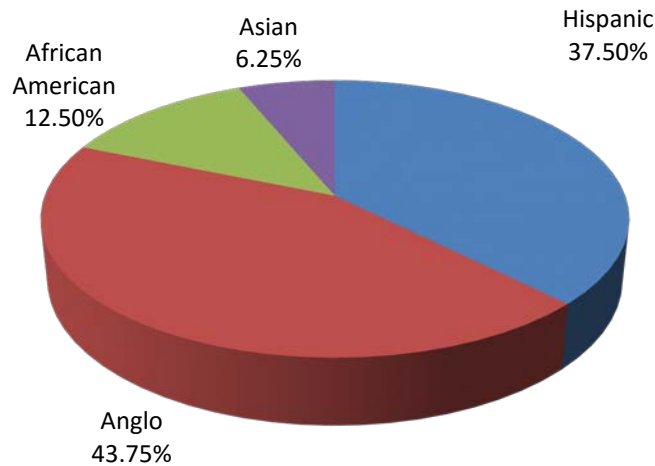
Below are charts that reflect the current make-up of our Governing Board that reflect its diversity.



## 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. 2016 was the second year of the most recent Board cycle. As such there were Board changes for 2016 since all CAB board members 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 2016 KLRN knew it would be filling full time positions for at least two staff positions and 1 part time position during the year. Eight full time staff positions and one part-time position 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. Of the nine staff positions filled, seven 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.

Year Ended 09/30/16

As part of KLRN’s internship program to introduce public broadcasting to students we worked with six interns over the course of 2016. All of the interns were from diverse groups. Two of the interns were part of the City of San Antonio’s Ambassador Program, that KLRN participants in. The program works with local businesses to provide internships to college students from San Antonio and targets students from diverse groups. Another two of the interns were from the Summer Youth Employment Program, partnership with the San Antonio Housing Authority (“SAHA”). SAHA’s serves at risk diverse communities in San Antonio. We also, partnered with UTSA in host two work study students during the year. Both students were from diverse groups. One of the interns was hired to fill a full time position.

The charts below depict the diversity of KLRN’s workforce at the end of fiscal 2016.

