

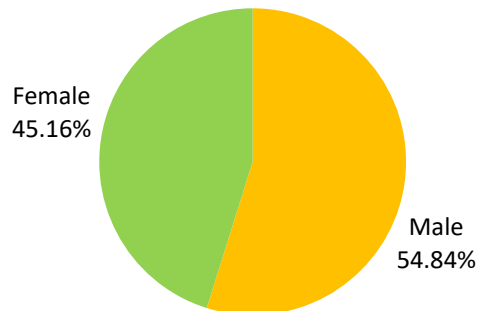
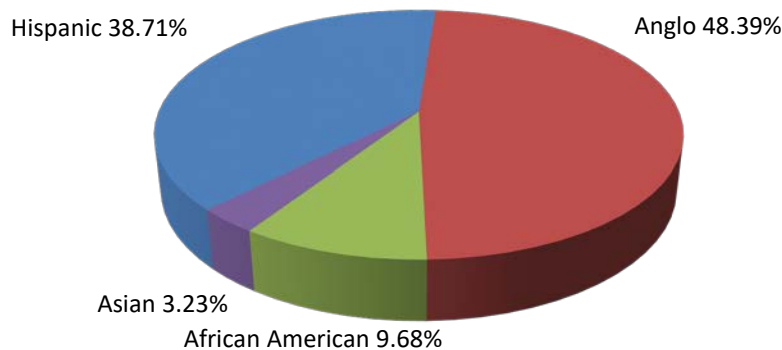
## 2019 Annual Report on Diversity

Alamo Public Telecommunications Council dba 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 2019 thirteen Board positions were filled. The nomination process included a slate of diverse candidates. Nine of the twelve positions filled were filled by candidates from diverse groups. Five of the positions were filled by Board members elected to a second term.

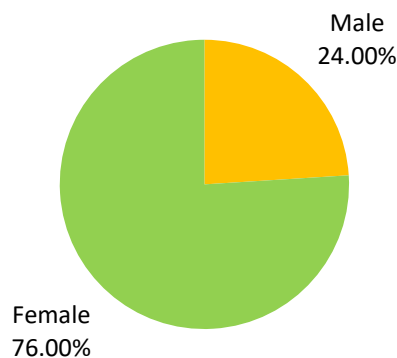
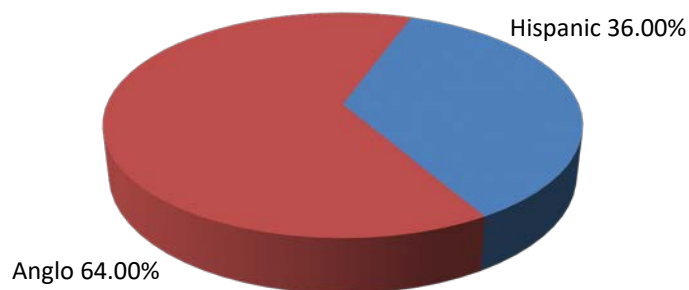
Below are charts that reflect the current make-up of our Governing Board that reflect its diversity.



### 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 and are eligible to serve two consecutive terms. 2018 was the first year of the most recent Board cycle.

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



### Workforce

During fiscal 2019 KLRN filled six regular full time positions and four regular part-time positions. 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 positions filled, all were filled by candidates from diverse groups. KLRN was successful in increasing the diversity of our staff. Two senior management positions were filled during the year, both with diverse candidates.

As part of KLRN’s internship program to introduce public broadcasting to students we worked with seven interns over the course of 2019. 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 serves at risk diverse communities in San Antonio. Two of the interns were students participating in work study programs at their college and university. The remaining intern was participating in traditional college/university internship programs as part of their degree program.

The charts below depict the diversity of KLRN’s workforce at the end of fiscal 2019.

