

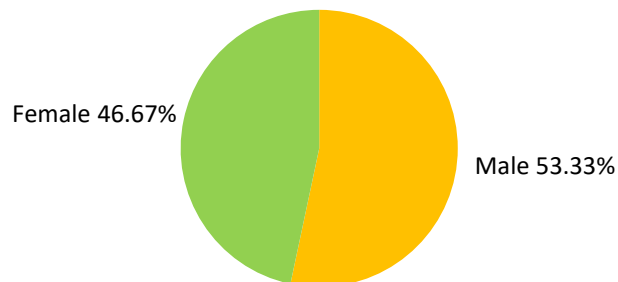
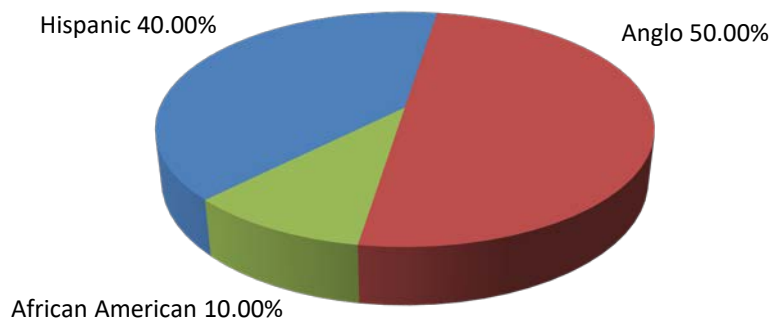
2020 Annual Report on Diversity

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 and specifically to increase the percent of women on the Board. During fiscal 2020 nine Board positions were filled. The nomination process included a slate of diverse candidates. Five of the nine positions filled were filled by candidates from diverse groups. Three of the positions were filled by Board members elected to a second term. The percent of women on the Board increased from the prior year.

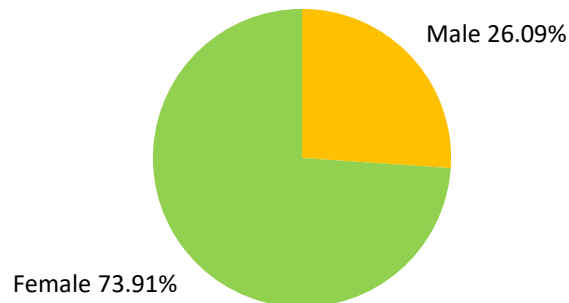
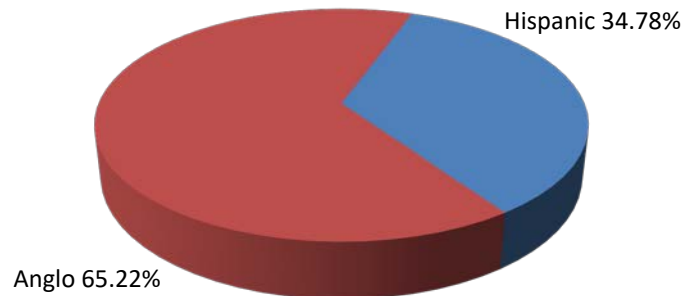
Below are charts that reflect the current make-up of our Governing Board that reflect its diversity.



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.

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



Workforce

During fiscal 2020 KLRN filled five regular full-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. One senior management position was filled during the year with a diverse candidate.

As part of KLRN’s program to introduce public broadcasting to students we worked with two work study students over the course of 2020. Both were from a diverse group and both were eventually hired as part-time employees at the end of their work. Due COVID-19 our internship program, work the City of San Antonio’s Ambassador Program (a program works with local
Year Ended 09/30/20

businesses to provide internships to college students from San Antonio and targets students from diverse groups) as well as our work with interns from the Summer Youth Employment Program, partnership with the San Antonio Housing Authority (SAHA serves at risk diverse communities in San Antonio) were put on hold this year as the programs were not allowing students to work onsite.

KLRN completed and submitted annual reports of the organization’s hiring goals, guidelines, employment statistics, and actions undertaken in these areas. The KLRN FCC EEO Report is available to the public online or by request.

The charts below depict the diversity of KLRN’s workforce at the end of fiscal 2020.

