

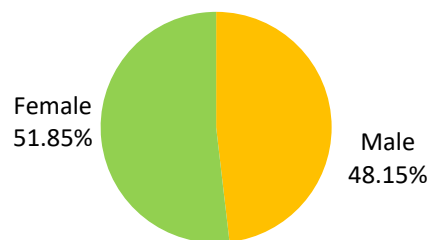
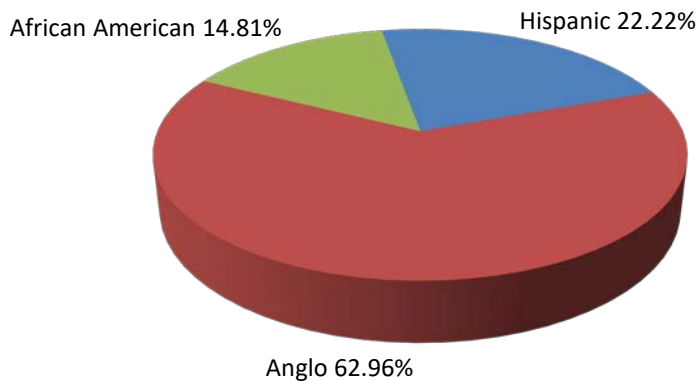
## 2022 Annual Report on Diversity

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 2022 three Board positions were filled. The nomination process included a slate of diverse candidates. All three of the positions filled were filled by candidates from diverse groups. All of Board positions filled, were filled by women increasing the percentage of women on the Board from the prior year.

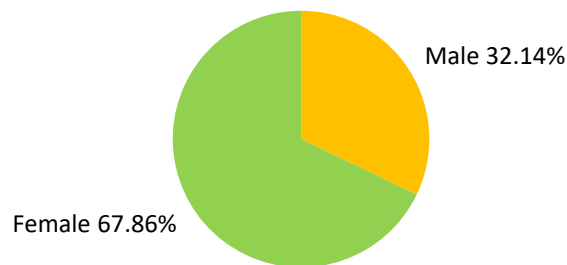
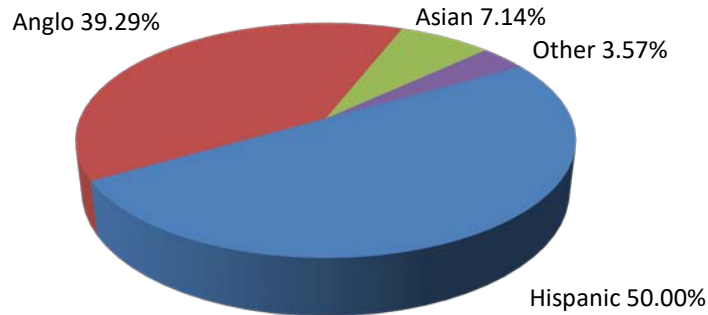
Below are charts that reflect the current make-up of our Governing Board that reflect its diversity.



## 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 2022 KLRN filled three 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, two were filled by candidates from diverse groups. KLRN was successful in increasing the diversity of our staff. One senior management position was filled by a diverse candidate during the year.

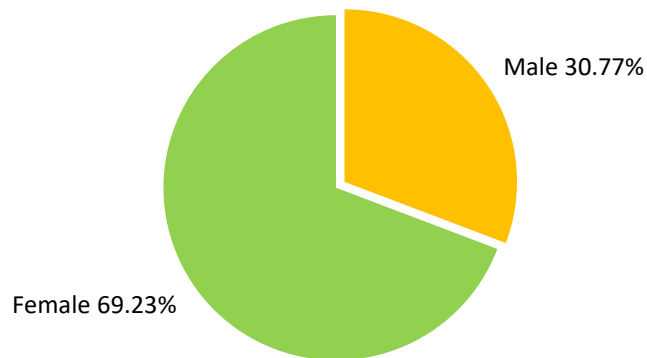
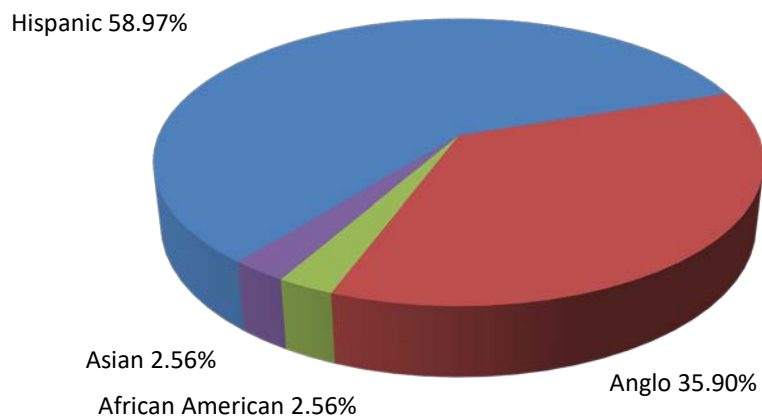
As part of KLRN’s program to introduce public broadcasting to students we worked with two work study students with the University of Texas at San Antonio over the course of 2022. Both were from diverse groups and were hired as part-time employees after they graduated. The station also partnered with San Antonio College to offer a paid production department internship opportunity for recipients of the College’s Rosenda Rios Memorial Endowed Scholarship. The first recipient of the scholarship program was hired for the 2022 Spring semester as an intern and

Year Ended 09/30/22

was from a diverse group. We also had an intern in our Education department that was a participant 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. The intern was hired on as part-time employee after their internship and was from a diverse group. The station also had three interns during the year from the Paid Summer Internship Program for High School Students with Family Service. Family Service serves at risk diverse communities in San Antonio and surrounding communities.

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 2022.



The charts below depict the diversity of KLRN's senior management at the end of fiscal 2022.

