

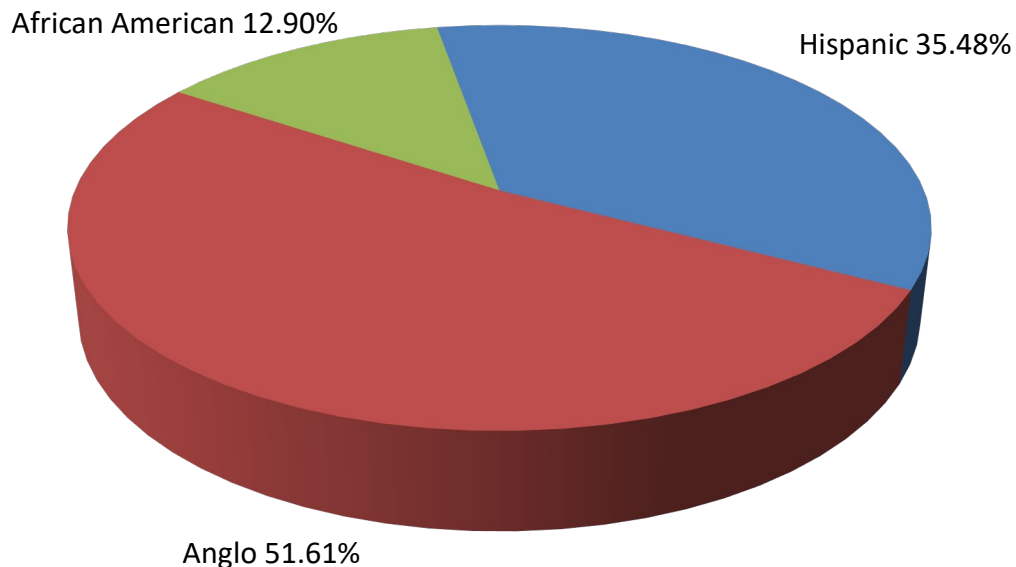
2023 Annual Report on Diversity

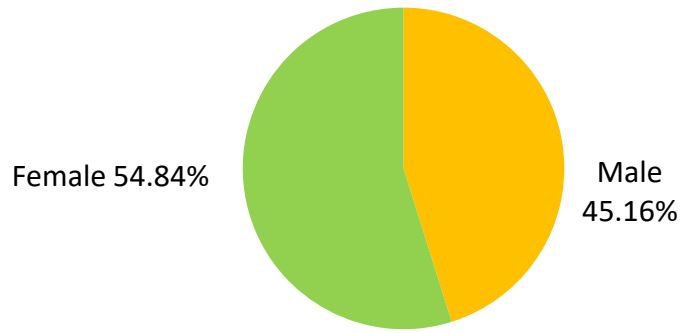
Alamo Public Telecommunications Council dba KLRN believes that it can become more diverse by believing in and following its diversity policy and implementing procedures and programs that support increasing diversity. We understand that being aware of and striving for diversity is an ongoing process. 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 2023 six Board positions were filled. The nomination process included a slate of diverse candidates. All six of the 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.

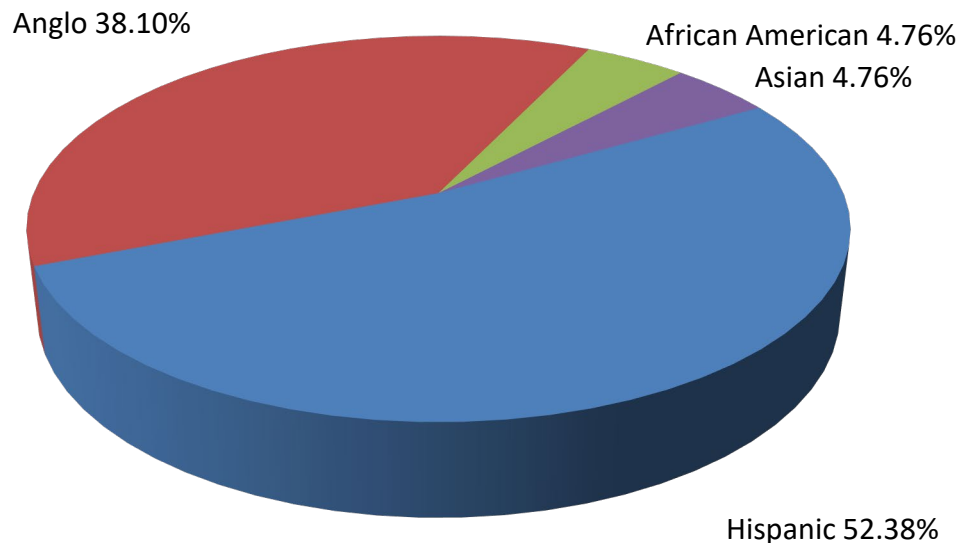


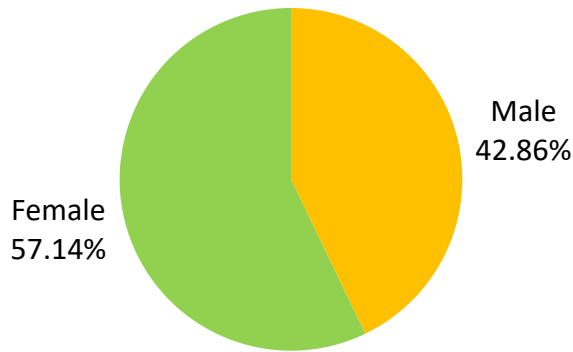


Community Advisory Board

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 and are eligible to serve two consecutive terms. In 2023 fourteen of the Board members returned for their second two-year term and seven new Board members were added.

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





Workforce

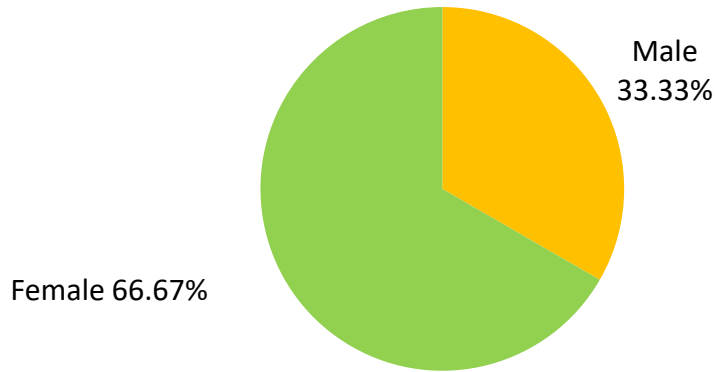
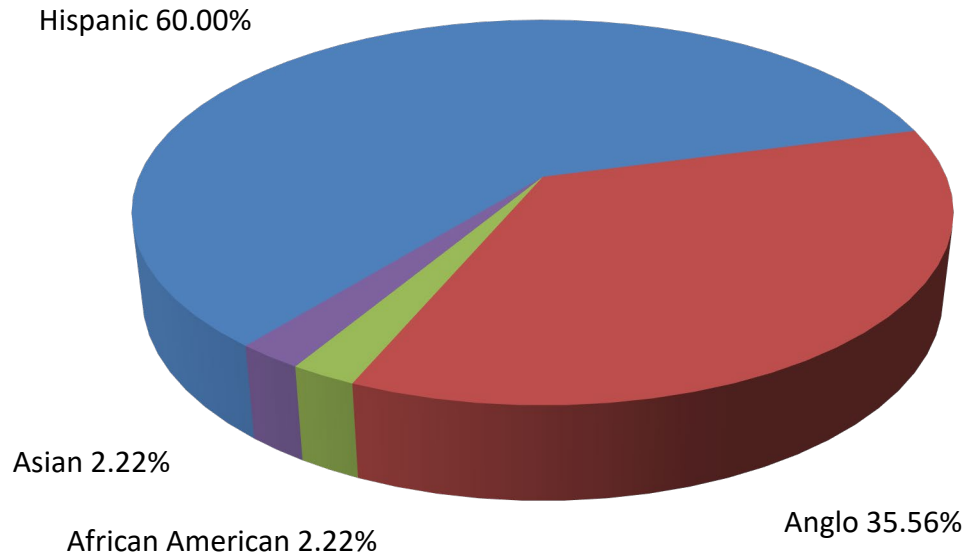
During fiscal 2023 KLRN filled four regular full-time positions. Our diversity goal was to attract qualified candidates from diverse groups for all the positions. KLRN was successful in meeting this goal for all of the full-time positions filled. Of the positions filled, all were filled by candidates 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 program to introduce public broadcasting to students we worked with one work study students with the University of Texas at San Antonio over the course of 2023. The student was from diverse groups. 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 recipient of the scholarship program was hired for the 2022 Fall semester as an intern in our Production Department and was from a diverse group. In addition, another San Antonio College Student was also hired as an intern in our Marketing Department. We also had two interns in our Education department that were participants 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 in our Education Department 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.

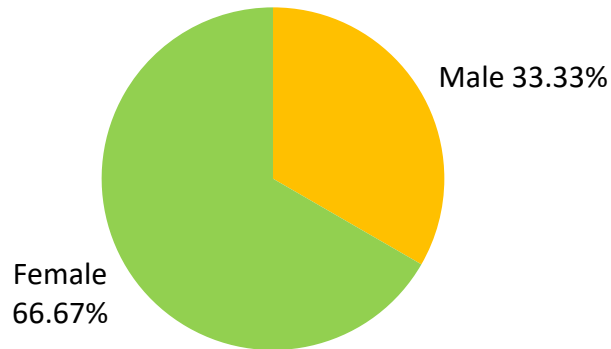
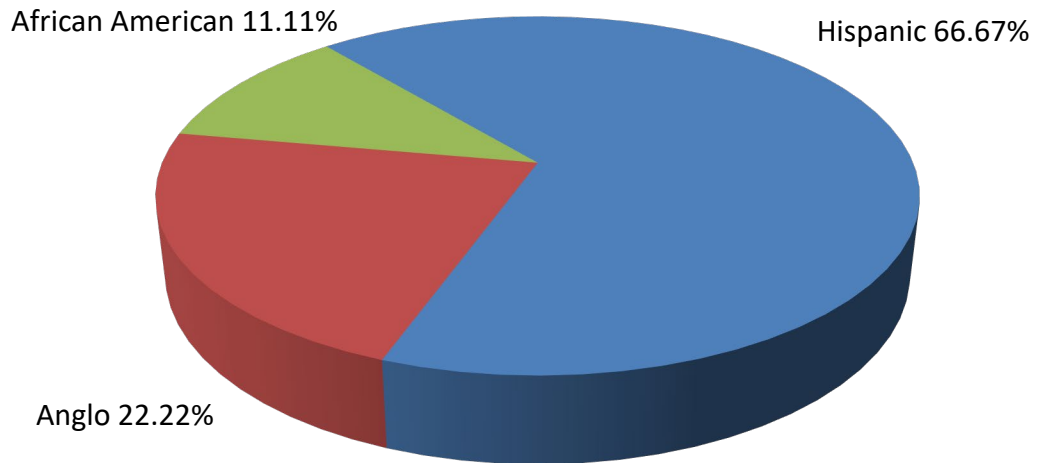
KLRN completed and submitted annual reports of the organization's hiring goals, guidelines, employment statistics, and actions undertaken in these areas. The KLRN FCC EEO Report is available to the public online or by request.

The charts below depict the diversity of KLRN's workforce at the end of fiscal 2023.

Year Ended 09/30/23



The charts below depict the diversity of KLRN's senior management at the end of fiscal 2023.



Progress made in last two to three years to increase diversity

The governing Board of the station had a specific goal of increasing the number of women on the Board. The Board was successful, increasing the percentage of women on the Board from 45.16% in 2021 to 54.84% in 2023. The number of Hispanic Board members also increased from 32.26% in 2021 to 35.48% in 2023.

The station’s Community Advisory Board also increased its diversity by adding African American representation that had been absent and increasing the percentage of Hispanic Board members from 50.00% in 2021 to 52.38% in 2023.

The station offers internships in Production, Marketing, Education and Development. The internships were previously unpaid unless they were paid through a University or other sponsor. In the last year the station has started its own paid internship program in addition to continuing to work with Universities and other internship sponsors. This has allowed us to attract interns from diverse backgrounds that would otherwise pass us over

due to the internships being unpaid. The station also increased the percentage of Hispanic staff members from 58.14% in 2021 to 60.00% in 2023.

Diversity plans for coming year

The station will continue to recruit interns for our internship program from varying race, gender and cultural backgrounds. Because interns are recruited from the student population of the San Antonio MSA, the pool of applicants for internships represents the diversity of the population.

Station management will continue to arrange for diversity training opportunities for all management and staff.

The station will recruit for open positions from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences, and characteristics, and talents that reasonably reflect the diverse needs and interests of the communities served requiring a diverse slate of candidates who represent the diverse nature of the population that we serve.