

I. General Policy KRJC/KTSN Holiday and Humboldt Broadcasting has a policy to afford equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination. It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to insure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex. To make this policy effective, and to insure conformance with the Rules and Regulations of the Federal Communication Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. Responsibility for implementation Jennifer L. Ford General Manager will be responsible for implementing KRJC/KTSN EEO program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training, and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin, or sex.

III. Policy dissemination To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following efforts will be made: The station's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin, or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination. Appropriate notices will be posted informing applicants and employees that the station is an equal opportunity employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination. In any advertising for job openings the station will include a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited, and that we are an Equal Opportunity Employer. IV. Recruitment To ensure that information concerning each full-time vacancy is widely disseminated we propose to use, but not be limited to, the attached list of recruitment sources consistent with the requirements of 47.C.F.R. Section 73.2080: EMPLOYMENT LIST The Elko Shopper 1250 Lamoille Highway Elko, NV 89801 (775)777-7467 EDPF 3720 Idaho Street Elko, NV 89801 (775)738-3118