

ANNUAL DIVERSITY REPORT
REPORTING PERIOD: July 1, 2015 – June 30, 2016

DIVERSITY OVERVIEW

Nashville Public Television is committed to ensuring that its workforce and governing boards reflect the diversity found in the communities it serves. Central to NPT's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. NPT strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.

Nashville Public Television seeks a diverse workforce and governing body through distinct personalities and capabilities of each individual within the group. On a personal level, the diversity of an individual is defined by his or her cultural and personal differences, as well as life and professional experiences.

Nashville Public Television believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes disability, religious belief, age, culture, sexual orientation, physicality, education and socio- economic status.

Nashville Public Television is an equal opportunity employer and will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability and marital status.

DIVERSITY – GOVERNING BOARD

Board appointments are based on merit and candidates will be considered with due regard for the benefits of diversity on the Board. We are committed to a diverse and inclusive culture where Directors believe their views are heard, their concerns are attended to, and they serve in an environment where bias, discrimination and harassment on any matter are not tolerated.

The Nominating Committee has developed the following measurable objectives for monitoring diversity progress on the board. When a vacancy occurs, the Nominating Committee will . . .

- a. Review the population statistics in NPT's designated market area (DMA), compared to the current make-up of the board as it relates to race and gender diversity.
- b. Determine the DMA statistics in which the board is achieving success and where the board has less than the desired percentage of the DMA.

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- c. Select candidates based on the skills, knowledge, and experience he/she can bring to the board, with due regard to the area(s) of diversity where the board has less than the desired percentage of the DMA.
- d. The main objective is for the board composition to increasingly become more aligned with NPT's designated market area (DMA)
- e. The ultimate goal is for the board composition to mirror NPT's designated market area (DMA).

The NPT Board of Directors is comprised of 20 voting members (9 males [45%] and 11 females [55%]). The governing board includes 3 [15%] minority (African-American) members.

The Community Advisory Board is comprised of 28 members (16 females [57%] and 12 males [43%]). Eleven (39%) of the CAB members are minorities.

SENIOR MANAGEMENT DIVERSITY POLICY

Nashville Public Television's senior management team is committed to fostering, cultivating and preserving a culture of diversity and inclusion in the community to ensure equal employment opportunities to all qualified individuals without regard to race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or any other characteristic protected by law.

NPT is committed to serving the needs of its diverse audience and the entire community through programming and outreach services. To ensure these commitments, NPT's management and operations, programming strategies, and outreach efforts reflect the diversity of NPT's designated market area (DMA).

NPT's senior management diversity goals and objectives are applicable – but not limited – to our practices and policies on employee selection, promotions, and an ongoing development of

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a work environment built on the premise of diversity equity, and continued inclusion of diversity on the senior management team to at least mirror NPT's DMA.

NPT's senior management team of four (4) includes two females (50%) and two males (50%). One member of the senior management team is a minority (Hispanic), which represents 25%. These female and minority statistics are well above that of NPT's designated market area (DMA) statistics.

EMPLOYEE DIVERSITY POLICY

Nashville Public Television is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the organization's achievements as well.

We embrace our employees' differences in race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or any other characteristic protected by law.

Nashville Public Television diversity goals and objectives are applicable—but not limited—to our practices and policies on recruitment and selection, striving to mirror NPT's designated market area (DMA); compensation and benefits; professional development and training; and the ongoing development of a work environment built on the premise of diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of Nashville Public Television have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action. Employees who believe they have

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been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from their supervisor or human resources.

During the reporting period, NPT's workforce was comprised of 35 employees. Our workforce ranged in age from the early-20s to the mid-70s, and our female to male staff ratio was approximately 46%/54%. The racial and ethnic diversity of NPT's staff represents the spectrum of diversity of talent available in the local market, and includes employees who identify as: White (83%), African-American (11%), Asian-American (3%), and Hispanic (3%). NPT's workforce incorporates the broadest spectrum of diversity, reflecting the inclusiveness of NPT's employment practices and of our workplace.

EEO STATEMENT

In order to provide equal employment and advancement opportunities to all individuals, NPT does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or any other characteristic protected by law. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. Further, NPT will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship.

Any employees with questions or concerns about any type of alleged discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or Human Resources. Employees can raise concerns and make truthful reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

NPT's Federal Communications Commission (FCC) EEO Report is available in the FCC public file on NPT's website at www.wnpt.org and in the FCC public file at <https://stations.fcc.gov>. NPT files the annual statistical reports with the Corporation for Public Broadcasting (CPB), (SAS) Station Activities Survey and (SABS) Station Activity Benchmarking Study.

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EMPLOYMENT STATISTICS

NPT has been deliberate in all of its employment practices to ensure that employment opportunities are widely disseminated, that all applicants and employees are welcomed and treated fairly and equally, and that policies and practices are administered in an unbiased and objective manner at all times. NPT has demonstrated its commitment to workplace diversity through a number of policy statements in compliance with equal opportunity and nondiscrimination, including the NPT Equal Employment Opportunity policy statement, the NPT Code of Business Ethics, and the Diversity policy statement in the NPT Employee Handbook. In addition, NPT completes annual statistical employment compliance reports.

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HIRING GUIDELINES & STATEMENT OF DIVERSITY PRINCIPLES

As a community based, public media organization, it is NPT's policy to serve, employ, and to be governed by individuals of broadly diverse backgrounds representative of the community and audience we serve.

As an employer and a non-for-profit business, NPT is committed to employing and developing the skills of a broadly diverse workforce. We see this not only as a part of our public trust, but also as good business practice. We acknowledge that the best business practice is to treat each employee as an individual, with a unique set of traits, knowledge base, background, skills and culture. We are a stronger organization when we have people of diverse backgrounds, people who bring to bear different styles of thinking and have faced different challenges in life. We recognize that, historically, there have been real or perceived barriers to entrance to some groups.

As a not-for-profit organization, NPT recognizes the value in having a governing board that is representative of the community and the diversity within the community. We benefit from hearing diverse voices, and desire to be accountable to the community for our service.

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HIRING & DIVERSITY GOALS

To implement these broad objectives, NPT has established the following formal diversity goals/actions:

- Review recruitment practices for the Board to determine whether those practices accomplish the inclusion of diverse candidates for Board election slates.
- With respect to the Community Advisory Board (CAB), review community organizations represented on the advisory board to ensure representation of the diversity of the community.
- In order to ensure recruitment of individuals from a wide variety of sources, with special attention to seeking out candidates from groups that are currently under-represented in our workforce, NPT will:
 1. Continue to participate in minority or other diversity job fairs each fiscal year;
 2. Continue to make clear in our recruitment practices at all levels that we evaluate candidates based only on job requirements.
 3. Continue to provide regular, periodic training to managers and staff on diversity, non-discrimination, and equality of opportunity in the workplace.
 4. Assess the diversity of our workplace by completing an annual report of NPT's hiring goals, guidelines, employment statistics, and actions undertaken in these areas and posting the annual report on NPT's website.

It is acknowledged that these goals and actions will change from time to time to reflect changing circumstances and opportunities.

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On November 11, 2015, NPT presented its annual diversity report to the governing board and reviewed with it its diversity goals and those practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines.

On Wednesday, September 16, 2015, Vice President and CFO, Kathy McElroy participated in a web seminar offered by the Public Media Business Association entitled "PMBA Toolkit: Back to Basics: The FCC's EEO Requirements" which provided an FCC-oriented Equal Employment Opportunity compliance review.

On Wednesday, September 30, 2015, HR administrator, Frances Pratt participated in a web seminar offered by the Corporation for Public Broadcasting entitled "CSG Diversity and Transparency" which provided information about diversity requirements for Community Service Grant recipients.

On Wednesday, December 9, 2015, HR administrator, Frances Pratt participated in an on-line webinar offered by the Public Media Business Association entitled "Labor & Employment Law Update" which included current issues and information about notable changes from various federal agencies including the NLRB, EEOC, and DOL.

On Wednesday, January 13, 2016, NPT staff attended a diversity training seminar presented by Baker, Donelson, Bearman, Caldwell & Berkowitz, PC entitled "Implicit Bias: What is it? What can you do about it?" The program provided staff with insights and methods for improving self-awareness of their implicit biases and steps that can be taken to counteract them.

NPT producer Linda Wei has been selected as one of eight inaugural Next Generation Leadership (NGL) Senior Editorial Fellows by the Corporation for Public Broadcasting. This year-long program, which began January 25, 2016, is designed to expand diversity among senior and executive producers and other content development leaders across public media worldwide by providing professional enrichment, leadership training, mentoring to examine opportunities and barriers in the field, and strategic training to succeed in today's complex media landscape.

NPT's job openings were posted on the NPT website and announcements were sent to over 50 organizations in the community to ensure wide and diverse dissemination.

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INTERNSHIP PROGRAM

NPT provides an internship program for community members to acquire job skills. The following provides information on the internship program for this reporting period:

College Students:

NPT's internship program allows individuals to gain hands-on broadcasting experience. The internships are unpaid, however, students are encouraged to obtain college credits through their colleges and universities. For the reporting period, there were seven (5) interns, 4 females and 1 male, from the following universities: Murray State, Carleton College, Belmont University, Tennessee State University and Pepperdine University.

High School Student:

In recent years, NPT has partnered with Harpeth Hall High School to provide a three-week internship program to a high school female student interested in broadcasting. The student receives hands-on experience in the areas of production, marketing, development, administration and human resources. The internship participant during the winter of 2015 was a minority female.