

Kotzebue Broadcasting, Inc.
Equal Employment Opportunity

SECTION I--INTRODUCTION

In order to provide equal employment and advancement opportunities to all individuals, employment decisions Kotzebue Broadcasting, Inc., ("KBI") will be based on merit, qualifications, and abilities. KBI confirms its obligations to observe federal and state law with respect to employment opportunities or practices.

1. KBI provides employment opportunities to all employees and applicants without regard to race, color, religion, sex, pregnancy, national origin, ancestry, age, physical or mental disability, citizenship status, marital status, family medical history, genetic information, protected veteran status or any other characteristic protected by law.
2. KBI complies with applicable federal, state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.
3. KBI will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship on KBI.
4. KBI will not tolerate any instances of prohibited discrimination, including racial, sexual or other harassment (refer to KBI Policy - Prohibited Discrimination Including Sexual and Other Harassment).
5. Any applicant or employee with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of their supervisor, the General Manager or the Board Chairman. Applicants and employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination or retaliation will be subject to corrective or disciplinary action as appropriate.

Adopted October 17 2018



Chester L. Ballot, President



Emma Snyder, Secretary