

WNIN Diversity Policy

It is the policy of WNIN to provide equal opportunity in employment and increase representation of people of color, women and other historically underrepresented groups at all levels through the use of all available personnel tools to recruit, hire, train and promote qualified individuals. It is the intent of this policy to ensure that all citizens have equal opportunity to compete for and obtain employment with WNIN. WNIN is committed to building and maintaining a work force of various cultures, including individuals from diverse backgrounds that reflect the population we are dedicated to serving. Each hiring authority is expected to contribute to the support of this commitment.

WNIN is committed to fostering, cultivating and preserving a culture of diversity and inclusion in its workforce, its Board of Directors and its interaction with the communities we serve. 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 and Board invest in our work represents a significant part of our culture, our reputation and achievements.

We embrace and encourage our differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

WNIN's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; 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 perspectives.
- Selection and development of a diverse workforce and Board of Directors that represents the diversity of the communities we serve.
- The contributions we make to promote a greater understanding and respect for the diversity.

All employees of WNIN 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 and in our personal lives.

Discrimination of any type will not be tolerated. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action including and up to termination.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from WNIN's HR officer or the President and General Manager.