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October 11, 2021

This letter certifies that one or more hiring managers from **KNCK** attended an Employment seminar sponsored by the Kansas Association of Broadcasters on Monday, October 4, 2021, during the Annual KAB Convention in Wichita.

Entitled "The What and Why of Diversity and Inclusion," this seminar was prepared and presented by LaShonda Garnes, founder of LG Consulting and SVP, director of inclusion, equity and diversity at Fidelity Bank.

This session examined the steps organizations need to consider when building a diversity strategy, with tips on how to create a business case and how to build a customized diversity plan for a broadcast station. Garnes also shared best practices and emerging trends in the Diversity, Equity and Inclusion space.

The KAB arranged this seminar to assist our member stations' general and hiring managers through continuing education to help maintain compliance with the rules and regulations of the Equal Opportunity Employment Commission and the Federal Communications Commission.

Sincerely,

A handwritten signature in blue ink that reads "Allison Mazzei". The signature is written in a cursive, flowing style.

Allison Mazzei
KAB President
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