

September 28, 2020

Hank Littick
President
WHIZ
629 Downard Rd
Zanesville, OH 43701-5108

Re: Participation in OAB Employment Law Webinar on September 24, 2020

Dear Hank:

This letter confirms your station employment unit's participation in the OAB's September 24, 2020, employment law webinar conducted by the OAB's outside Ohio counsel. The webinar focused on the practical aspects of promoting diversity and inclusion while complying with state and federal legal requirements. Among the issues presented in the webinar were: a review of the basic legal requirements for prohibiting discrimination and harassment; how to address diversity of political expression in the workplace; the recent Supreme Court decision prohibiting workplace sexual orientation discrimination; and disability discrimination issues when accommodating COVID-related absences.

The FCC's EEO rules state that provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (outreach activity "menu option" 14) qualifies for one credit.

If one or more of the individuals who participated in the webinar (either live as it was conducted or by reviewing the archived webcast after-the-fact) are station personnel who are in management positions, have hiring authority, or have substantial input into hiring, firing, or benefits administration, your employment unit may be able to claim one EEO outreach menu option "credit" for the current FCC EEO reporting period. You may wish to place a copy of this letter in your private EEO file as evidence of your participation in the activity.

Thanks again for your participation. As always, please don't hesitate to contact me if the OAB can be of assistance to you in any way.

Sincerely,



Christine H. Merritt
President