

## EQUAL OPPORTUNITY HIRING POLICY

Big Thicket Broadcasting of Wyoming, Inc. is an Equal Opportunity Employer (EOE). The Company provides equal employment opportunities to all employees and applicants without regard to race, color, religious creed, sex, national origin, ancestry, citizenship, status, pregnancy, childbirth, physical disability, mental disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender, medical condition, or sexual orientation in accordance with applicable federal, state and local laws. In addition, the Company complies with applicable state and local laws governing nondiscrimination in employment in every location in which the Company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

## NON - DISCRIMINATION POLICY

Big Thicket Broadcasting of Wyoming, Inc. and its station(s) do not discriminate in advertising contracts on the basis of race or ethnicity and will not accept any advertising which is intended to discriminate on the basis of race or ethnicity. Advertiser represents and warrants that it is not purchasing advertising time on Big Thicket Broadcasting of Wyoming, Inc. or its station(s) that is intended to discriminate on the basis of race or ethnicity.