

## **Equal Opportunity Employment Policy**

**It is Granite's and KBWB-TV's (KOFY TV) policy to provide equal employment opportunity without regard to race, color, sex, age, disability, religion, national origin, marital status, sexual orientation, ancestry, political belief or activity, or status as a veteran.**

The policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.

It is the policy of Granite and KBWB-TV (KOFY TV) to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). Granite and KBWB-TV (KOFY TV) will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment because of a person's disability. Granite and KBWB-TV (KOFY TV) also will provide reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job.