



STRONGER TOGETHER

**Diversity
Equity and
Inclusion**

What's Happening

- World Kindness Day is an international observance on November 13th. It is a global day that promotes the importance of being kind to each other, to yourself, and to the world. The purpose of this day is to help everyone understand that compassion for others is what binds us all together. This understanding has the power to bridge the gap between nations.

Content Club

- ▶ [Breath of this Land](#)
- ▶ [Kindness Can Be the Norm](#)
- 📖 [History of Veterans Day](#)

Let's Recognize

- Native American Heritage Month is recognized in November, meant to celebrate the rich and diverse cultures, traditions, histories, and contributions of Native Americans.
- November 11th is Veterans Day. Veterans Day is a federal holiday that is observed annually and is dedicated to honoring military veterans who have served in the United States Armed Forces — in wartime or peacetime — living or deceased.

Toolkit & Resources

The last quarter of the year is sometimes called the 'season of stress.' Katz Media's parent company iHeartMedia, offers a variety of employee services for all times of year. The Employee Assistance Program (EAP) specifically, is free to all employees and their dependents. Our EAP provider, New Directions, offers a variety of support options, including:

- Confidential resources that help you connect with a behavioral health expert 24/7/365 who can assess your needs and make any necessary referrals
- Coaching services
- Childcare resources
- Legal consultations
- Other support for daily living needs

Katz staff can contact New Directions at 800-624-5544 or online at eap.ndbh.com.

Staff Spotlight: Alyson Lerner



Alyson Lerner, Director of Sales and Team Manager, has been working at Katz for 21 years. She began her career as an assistant at Eagle, was a research analyst, and was promoted into sales in 2004. She was then promoted to Team Manager and Director of Sales in 2017 and works exclusively with the Hearst Television properties. Alyson is married and has two sons, Spencer and Shane, and they live on Long Island. She spends her weekends watching their sporting activities: basketball, lacrosse, football, and baseball. She recently learned to play Canasta.