



1. General information

Part 1 of the Rules of Practice and Procedure, Broadcasting and Telecom Regulatory Policy CRTC 2010-958 provides the basic structure for a written proceeding that is initiated by an applicant who files an application with the Commission. The Commission posts these applications on its website. The public is given an opportunity to file submissions as Interveners or Respondents within 30 days, and the applicant is given an additional 10 days to respond. The Commission examines all of the written submissions and issues a decision. These proceedings are generally referred to as “Part 1 proceedings.”

If you are seeking amendments to your station’s licence, you will need to submit a separate application using the appropriate form(s) [i.e. Form 301 for changes to conditions of licence and Form 303 for technical changes]. Please note that any amendment application may be processed separately from the renewal application.

Applicants that have any questions related to this application may contact a Commission specialist at 1-866-781-1911.

1.1 Type of station

Call Sign:

CJOT-FM

Select the type of station:

FM undertaking

Select the sub-type of station:

Commercial

1.2 Identification of applicant

Name of licensee:

Corus Radio Inc. (CJOT-FM, Ottawa, Ontario)

Address:

25 Dockside Drive

City / Town:

Toronto

Province / Territory:

Ontario

Postal Code (A1A 1A1):

M5A 0B5

Telephone (999-999-9999):

416-479-7000

Facsimile (999-999-9999):



Email (yourname@yourdomain.com):

corus.regulatory@corusent.com

1.3 Contact person representing the applicant

Name:

Karen Gifford

Title:

Senior Director, Regulatory Compliance and Licensing

Email (yourname@yourdomain.com):

karen.gifford@corusent.com

Telephone (999-999-9999):

416-479-6352

1.4 Sent by

Name:

Asha Ross

Telephone (999-999-9999):

416-479-6555

Email (yourname@yourdomain.com):

asha.ross@corusent.com

1.5 Designated representative

Is there a designated representative?

No

1.6 Declaration of the applicant or its designated representative

I, solemnly declare that:

- a. I am the designated representative of the applicant named in this application and as such have knowledge of all matters declared therein.
- b. The statements made in this application, or any document filed pursuant to any request for further information by the Commission, are (will be) to the best of my knowledge and belief true in all respects.
- c. The opinions and estimates given in this application, or any document filed pursuant to any request for further information by the Commission, are (will be) based on facts as known to me.
- d. I have examined the provisions of the Broadcasting Act, the broadcasting regulations and policies relevant to this application.

Name:

Karen Gifford

Signature date

2022-08-23



Witnessed by:

Name:

Asha Ross

Signature date

2022-08-23

At: (Example: city, province)

Toronto, ON

1.7 Obtaining a copy of the application

Submit a website address or email address where an electronic copy of the application may be requested: (required)

Website

www.corusent.com

1.8 Standard conditions of licence

Please refer to the appropriate Broadcasting Regulatory Policies or Public Notice applicable to radio stations:

- Commercial radio stations – Broadcasting Regulatory Policy CRTC 2009-62 – Conditions of licence for commercial AM and FM radio stations
- Campus and community radio stations – Broadcasting Regulatory Policy CRTC 2012-304 – Standard conditions of licence for campus and community radio stations
- Native radio stations - Public Notice CRTC 2001-70 – Changes to conditions of licence for certain native radio undertakings
- Specialty audio programming service - Broadcasting Public Notice CRTC 2002-53 - New licensing Framework for specialty audio programming services

The licensee is hereby requesting the renewal of the licence under the same terms and conditions as those in the current licence and under the terms and conditions noted in the applicable policy or notice listed above.

Yes

1.9 Other application(s) before the Commission

Are there one or more applications before the Commission regarding this undertaking?

No

2. Programming

**Please note:**

- Section 2 is not applicable to Specialty Audio services and Radio Networks. ENTER "N/A" in each text field.
- For Religious (Church) stations, only section 2.2 is applicable. ENTER "N/A" in sections 2.1 and 2.3.
- The total number of hours and minutes specified in sections 2.2a. and 2.3 must equal the total in section 2.1.

2.1 Number of hours of programming in each broadcast week**Broadcast week**

"Broadcast week" refers to the total number of hours devoted to broadcasting during the 126-hour period extending from 6:00 a.m. to midnight, for seven consecutive days beginning on Sunday.

In each broadcast week, please provide the total number hours of programming that the licensee will broadcast (Maximum of 126 hours)

126

2.2 Local programming

The definition of local programming shall be as set out in paragraphs 207 and 208 of Broadcasting Public Notice 2006-158, as amended from time to time. In making this commitment, the licensee undertakes to broadcast local news, weather and sports, to promote local events, and to provide spoken word content that meets the particular needs and interests of the communities it is licensed to serve.

a. Please specify the amount (hours:minutes) of local programming that you currently broadcast in each broadcast week:

126

b. Please specify the minimum amount (hours:minutes) of local programming that you propose to broadcast in each broadcast week over the next licence term:

The licensee commits to providing a minimum of 42 hours of local programming each broadcast week in accordance with the requirements set out in the Appendix of Broadcasting Regulatory Policy CRTC 2009-62.

2.3 Other source(s) of programming

In each broadcast week, what is the total number of hours of programming that originate from another source (i.e. is not considered to be "local" programming)?

N/A

2.4 News

Please refer to the Appendix of Broadcasting Regulatory Policy 2010-819 for the definition of News (see Content Subcategory 11: News).

Please note:

- The sum of the hours in i), ii) and iii) must be equal the total number of hours: minutes dedicated to news indicated in) a.

a. Specify how many hours: minutes per broadcast week will be devoted to news in each broadcast week over the next licence term:

00:45



b. Please provide a breakdown of the number of hours: minutes per broadcast week to be dedicated to local, national and international news.

i) Local and regional news (Hours: minutes / broadcast week):

00:32

ii) National news (Hours: minutes / broadcast week):

00:09

iii) International news (Hours: minutes / broadcast week):

00:04

3. Employment equity / On-air presence

Information relating to employment equity is available in Implementation of an employment equity policy, Public Notice CRTC 1992-59, 1 September 1992, and Amendments to the Commission's Employment Equity Policy, Public Notice CRTC 1997-34, 2 April 1997.

The Commission requires that the applicant respond to questions regarding employment equity on behalf of the undertaking as a whole, with reference to all of its employees in aggregate; that is, employees of all undertakings for which it holds licences.

Information relating to on-air presence and voice-overs is set out in Consultations Regarding On-air Job Categories to be Included in the Employment Equity Plans of Broadcasters, Public Notice CRTC 1994-69, 10 June 1994, and Amendment to Reporting Requirements for Employment Equity in On-air Positions, Public Notice CRTC 1995-98, 19 June 1995.

Please select one of the following:

The licensee is subject to the Employment Equity Act (applicable to federally-regulated employers with 100 or more employees). The licensee keeps a record of the total number and percentage of on-air employees (full-time, part-time and temporary), including voice-overs, from each designated group, as well as the total number of all on-air employees who were employed in the last year. A copy of this record is available upon request.

4. Cultural diversity

When the Commission refers to cultural diversity, it is referring to the inclusion of groups that have been traditionally under-represented in broadcasting: ethno-cultural minorities, Aboriginal peoples, as well as persons with disabilities. Such under-representation includes these groups' presence and portrayal on the air and their participation in the industry.

As set out in Canadian Association of Broadcasters Best Practices for Diversity in Private Radio; Reporting requirements on cultural diversity for commercial radio operators, Broadcasting Public Notice CRTC 2007-122, 2 November 2007 (Broadcasting Public Notice 2007-122), the Commission expects all radio broadcasters to follow the Canadian Association of Broadcasters' best practices for diversity in radio in order to incorporate and reflect the reality of Canada's ethno-cultural minorities, Aboriginal peoples and persons with disabilities in their programming.

4.1 For the purpose of meeting the reporting requirements established in Broadcasting Public Notice 2007-122 and in accordance with the definitions set out in paragraph 22 of the same notice,



what is the size of the radio operator? The radio operator shall comply with the corresponding reporting requirement.

Large (annual revenues above \$50 million)

5. Implementation of best practices

For informational purposes and in order to better understand how licensees are reflecting best practices with respect to employment equity / on-air presence and cultural diversity, please provide details on what steps the applicant has taken to implement these best practices and what the applicant has planned in the next licence term with regard to these initiatives.

Corus is committed to being transparent and unwavering in taking the necessary actions to rid our organization of any form of racism or systemic barriers, and to create an inclusive culture—one in which equity and diversity can thrive.

In June 2020, Corus engaged the services of DiversiPro, a third-party equity, diversity and inclusion consultancy firm, with expertise in anti-Black racism, to help us bring about systemic change at Corus.

In the Fall of 2020, Corus presented a multi-year, 15-point Diversity, Equity & Inclusion Action Plan that lays out our key initiatives and progress in four key focus areas: Leadership, Workplace Culture, Diversity/Representation, and Internal Operations. The plan is updated every quarter (the most recent update can be found on our Corus website).

The following are some of the highlights from the past year per Key Focus Area:

1. Leadership:

- Inclusive leadership education was developed with an external vendor and rolled out to People Leaders at Corus.
- The Board established a new 'people and culture' component within the annual incentive plan for executive leadership
- Regular monthly DEI updates to the Executive Leadership Team (ELT) and quarterly DEI updates to the Board of Directors
- Seven ELT members currently serving as Executive Sponsors to Corus Employee Resource Groups.

2. Workplace Culture:

- Three-module training program rolled out to employees at Corus, with a fourth module (mentioned above) focused on Inclusive leadership, for all people leaders.
- Six new Employee Resource Groups (ERGs) formed within the last year
- "Inclusion Index" now part of the quarterly Employee Engagement scoring
- New inclusive wellness offering put in place in 2021

3. Diversity/Representation:

- An enhanced Self-Identification Form launched in 2021 that includes disaggregated race and disability data, and now includes questions related to the 2SLGBTQ+ communities.
- As of May 2022, the new Self-ID form has been completed by over 70% of Corus people.
- A project team was put in place to review our processes related to sourcing, attraction and selection, with a DEI lens.
- We have expanded our network of community stakeholders and partners
- Currently developing a Creative Diversity Strategy focused on diverse and inclusive representation in our content.

4. Internal Operations:

- Employment Systems Review completed for the four federally designated groups
- An enhanced internal process is currently in place for reporting harassment or discrimination, including creation of a dedicated Ethics and Compliance Office
- In Fall of 2021, the DEI Council was relaunched with an updated Charter. The Council continues to be made up of a passionate group of Corus employees that work in news, sales, legal, production, technology and operations and includes people that represent various groups of people, including representation from people with a disability,



women, and racialized communities, including Indigenous peoples. We have also added representation from our Employee Resource Groups to the Council.

6. Ownership

6.1 Has the ownership information relating to the licensee and the legal entities forming part of its ownership structure been submitted through the Data Collection System (DCS) within 12 months from the date of the current application?

Yes

7. Request for documents to be designated as confidential (other than Ownership)

Sections 30 to 34 of the Implementation of new Rules of Practice and Procedure, Broadcasting and Telecom Regulatory Policy CRTC 2010-958, set out a process by which parties to Commission proceedings may file information on the record of a public proceeding in confidence.

A party filing information can "designate" it as confidential at the time it is filed with the Commission (section 31) if it falls into one of the following categories:

1. Information that is a trade secret;
2. Financial, commercial, scientific or technical information that is confidential and that is treated consistently in a confidential manner by the person who submitted it; or
3. Information the disclosure of which could reasonably be expected
 - i. To result in material financial loss or gain to any person;
 - ii. To prejudice the competitive position of any person; or
 - iii. To affect contractual or other negotiations of any person.

At the time that the party files the information it designates as confidential, it must provide an abridged version of the document along with an explanation of how the information falls into a category of information listed in section 31. The party must provide a detailed rationale to explain why the disclosure of the information is not in the public interest (section 32(1)).

The confidential version of the document must be filed separately and must be marked "CONFIDENTIAL" on each page. If the document is filed electronically, each file containing confidential information must include "confidential" in the file name.

The abridged version of the document and the reasons for the designation of information as confidential will be placed on the public record of the proceeding.

Please consult the Procedures for filing confidential information and requesting its disclosure in Commission proceedings, Broadcasting and Telecom Information Bulletin CRTC 2010-961 for the complete process for filing confidential information.



Are you requesting for some information to be designated as confidential?

No

8. Documents to be appended to the application and naming convention of electronic documents

Documents should be submitted in an accessible format (Broadcasting and Telecom Information Bulletin CRTC 2015-242)

The following documents should be submitted as separate electronic documents using the naming convention specified below. The document number (Doc#) indicates the ascending order in which the documents should appear on the public file.

The document name should not exceed 150 characters or include any special characters (% , \$, & , / , () , # , etc).

The document should not be submitted in .xhtml format.

Additional documents (if necessary)

All additional documents must use the following naming convention: Doc# - "Specify name of document".

Attached file(s)

- No files attached

Mandatory documents

Appendix 5 - Ownership Information

Appendix 5 document must use the following naming convention: Doc5 - Appendix 5 - Ownership Information

You do not have to submit this document.

Appendix 5 – Ownership Information (Confidential version)

Appendix 5 confidential document must use the following naming convention: NOT WEB - Doc5 - CONFDOC - Appendix 5 - Ownership Information

You do not have to submit this document.

Appendix 5 – Ownership Information (Abridged version)

Appendix 5 abridged confidential document must use the following naming convention: Doc5 - ABRIDGED VERSION - Appendix 5 - Ownership Information

You do not have to submit this document.

Confidential document(s) (other than Ownership)



All confidential documents must use the following naming convention: NOT WEB - Doc # - CONFDOC - "brief description of the document"

You do not have to submit this document.

Abridged version of each confidential document (other than Ownership)

All abridged confidential documents must use the following naming convention: Doc # - ABRIDGED VERSION - "same description of document for which confidentiality is requested"

You do not have to submit this document.