

5) N/A

6) **Total # of interviewees referred:** For the period from January 27, 2022 – January 25, 2023, this Employment Unit interviewed 0 interviewees for 0 full time position.

7) **Supplemental Recruitment Initiatives:** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

(A) Initiative: Internship Program

During the reporting period, Noalmark Broadcasting Corporation implemented an internship program. The internship program is designed to give students the opportunity to experience the careers available in the radio broadcasting industry. The internship program chooses interns from applicants who express an interest in the radio industry.

Interns are exposed to the various operations of a radio station which may include some combination of on-air work, show production, remote broadcasts, engineering, traffic, billing, administrative assistance, sales, commercial production and board operation, depending to some extent upon the interests of the intern and the needs of the station. We currently have two interns that are college students.

(B) Initiative: Management EEO Training

A training session was held with upper level management on September 26, 2022. The session entailed a comprehensive review of the FCC EEO regulations and the Company's ongoing compliance efforts.

(C) Participation in general outreach efforts through jobs banks, internet programs & similar programs

Jobs are posted on some or all of the following websites sites, depending on the job: accessarkla.com, allaccess.com. These websites get thousands of hits each month, thereby getting the word out about the job openings to many individuals. Jobs are also listed on arkbroadcasters.org, which is the Arkansas Broadcasters Association website. Upper Level jobs are sent to: The Arkansas Broadcasters Association and The New Mexico Broadcasters Association, all of which have substantial female and minority participation.

(D) Initiative: EEO & Sexual Harassment Staff Meeting

A Staff Seminar meeting was held on December 7, 2022. All employees were required to be at this meeting. During the meeting, FCC Rules and Regulations regarding EEO and the company's Sexual Harassment Policy were reviewed.