

## EEO PUBLIC FILE REPORT

This report covers full time vacancy recruitment data for the period February 1, 2012 – January 31, 2013.

**1) Employment Unit: El Dorado, Arkansas**

- 2) Unit Members (Stations and Communities of License):** KIXB – El Dorado, Arkansas  
KMRX – El Dorado, Arkansas  
KAGL – El Dorado, Arkansas  
KMLK – El Dorado, Arkansas  
KELD-AM – El Dorado, Arkansas  
KELD-FM – Hampton, Arkansas

**3) EEO Contact Information for Unit Member:**

<b>Mailing Address:</b>  2525 North West Avenue El Dorado, Arkansas 71730	<b>Telephone Number: (870) 862-7777</b>
	<b>Contact Person: Anna Canterbury</b>
	<b>E-mail Address: anna@noalmark.com</b>

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hire</b>
1. Copy Writer	Eldoark.com
2. Account Executive	Promoted Part Time Employee
3. Sales Manager	Walk In

**Station KIXB, KMRX, KAGL, KELD-AM, KMLK, KELD-FM is an Equal Opportunity Employer**

1) Job Title: Copy Writer

Date hired: March 26, 2012

Referral Source: Eldoark.com

<b>Recruitment Sources Notified of Job Vacancy</b>	<b>Source Contact Person</b>	<b>Source Address</b>	<b>Source Phone Number</b>	<b>Number of Interviewees Referred by Source</b>	<b>Did Source Request Notification Pursuant to Prong 2? (Yes/No)</b>
South Arkansas Workforce Development	Donna Rainey	523 East 6 <sup>th</sup> Street El Dorado, Arkansas 71730	870.863.0218	0	No
South Arkansas Community College	Heath Waldrop	300 South West Avenue El Dorado, Arkansas 71730	870.862.8131	0	No
Arkansas Broadcasters Association	Jim McCall	2024 Arkansas Valley Drive Little Rock, Arkansas 72212	800.844.3216	0	No
Eldoark.com Community Guide	Heather Canterbury	202 West 19 <sup>th</sup> El Dorado, Arkansas 71730	870.862.0202	3	No
Drew County Branch NAACP	President Brenda Binns	P.O. Box 512 Monticello, AR 71655	870.460.9190	0	No
Arkansas Chapter of LULAC	Carlos Cervantes	P.O. Box 55103 Little Rock, Arkansas 72215	501.219.2460	0	No
Arkansas Minority Health Commission	Idonia Trotter	1123 South University Little Rock, Arkansas 72204	501.686.2720	0	No
Grambling Chapter of the NAACP	Claud Aker	403 Main Street Grambling, Louisiana 71245	318.247.3811	0	No
Conquest House	Rev. D.R. Dredd	616 West Block El Dorado, Arkansas 71730	870.881.9850	0	No
Union County Chapter AARP	Unknown	824 Camp Street El Dorado, AR 71730	Unknown	0	No
Little Rock Chapter NAACP	Dale Charles	P.O. Box 1933 Little Rock, AR 72203	501.376.7399	0	No
Pine Bluff Chapter of the NAACP	Ernest Brown, Jr	P.O. Box 9064 Pine Bluff, AR 71611	870.536.4113	0	No
Hot Springs Chapter of the NAACP		P.O. Box 1105 Hot Springs, AR 71913	501.624.2873	0	No
South Arkansas Leader	Brooke Burger	2525 North West Avenue El Dorado, Arkansas 71730	870.863.6126	0	No

<b>Texas Association of Broadcasters</b>	<b>Craig Bean</b>	<b>502 East 11<sup>th</sup> Street Suite 200 Austin, Texas 78701</b>	<b>512.322.9944</b>	<b>0</b>	<b>No</b>
<b>Arkansas Workforce Center at Camden</b>	<b>Patrick Strickland</b>	<b>232 Adams NW P.O. Box 68 Camden, Arkansas 71701</b>	<b>870.836.5024</b>	<b>0</b>	<b>No</b>
<b>Arkansas Workforce Center at Magnolia</b>		<b>214 S. Washington Magnolia, Arkansas 71753</b>	<b>866.433.1274</b>	<b>0</b>	<b>No</b>
<b>Tennessee Association of Broadcasters</b>	<b>Jill Green</b>	<b>50 Music Square W Suite 900 Nashville, TN 37203</b>	<b>615.321.1626</b>	<b>0</b>	<b>No</b>
<b>New Mexico Broadcasters Association</b>	<b>Suzanne Strong</b>	<b>2333 Wisconsin NE Albuquerque, NM 87110</b>	<b>505.881.4444</b>	<b>0</b>	<b>No</b>
<b>Oklahoma Association of Broadcasters</b>	<b>Nancy Strub</b>	<b>6520 North Western Suite 104 OKC, OK 73116</b>	<b>405.848.0771</b>	<b>0</b>	<b>No</b>
<b>Louisiana Association of Broadcasters</b>	<b>Candace Armstrong</b>	<b>660 Florida Street Baton Rouge, LA 70801</b>	<b>225.267.4522</b>	<b>0</b>	<b>No</b>
<b>Radio-Info.com IN3 Media, Inc.</b>	<b>Diana Fleming</b>	<b>P.O. Box 812030 Chicago, IL 60681-2030</b>	<b>None Available</b>	<b>0</b>	<b>No</b>
<b>On Air Announcements</b>	<b>Patrick Thomas Operations Mgr.</b>	<b>2525 North West Ave El Dorado, AR 71730</b>	<b>870.863.6126</b>	<b>0</b>	<b>No</b>
<b>Thespacity.com</b>	<b>Heather A Canterbury</b>	<b>202 West 19<sup>th</sup> El Dorado, AR 71730</b>	<b>870.862.0202</b>	<b>0</b>	<b>No</b>
<b>Hobbsamerica.com</b>	<b>Amie Ramirez</b>	<b>619 North Turner Hobbs, New Mexico</b>	<b>505.397.4969</b>	<b>0</b>	<b>No</b>

**3 Interviews for this position**

1) Job Title: Account Executive Date hired: July 3, 2012 Referral Source: Promoted Part Time Employee

Recruitment Sources Notified of Job Vacancy	Source Contact Person	Source Address	Source Phone Number	Number of Interviewees Referred by Source	Did Source Request Notification Pursuant to Prong 2? (Yes/No)
South Arkansas Workforce Development	Donna Rainey	523 East 6 <sup>th</sup> Street El Dorado, Arkansas 71730	870.863.0218	0	No
South Arkansas Community College	Heath Waldrop	300 South West Avenue El Dorado, Arkansas 71730	870.862.8131	0	No
Arkansas Broadcasters Association	Jim McCall	2024 Arkansas Valley Drive Little Rock, Arkansas 72212	800.844.3216	0	No
Eldoark.com Community Guide	Heather Canterbury	202 West 19 <sup>th</sup> El Dorado, Arkansas 71730	870.862.0202	2	No
Drew County Branch NAACP	President Brenda Binns	P.O. Box 512 Monticello, AR 71655	870.460.9190	0	No
Arkansas Chapter of LULAC	Carlos Cervantes	P.O. Box 55103 Little Rock, Arkansas 72215	501.219.2460	0	No
Arkansas Minority Health Commission	Idonia Trotter	1123 South University Little Rock, Arkansas 72204	501.686.2720	0	No
Grambling Chapter of the NAACP	Claud Aker	403 Main Street Grambling, Louisiana 71245	318.247.3811	0	No
Conquest House	Rev. D.R. Dredd	616 West Block El Dorado, Arkansas 71730	870.881.9850	0	No
Union County Chapter AARP	Unknown	824 Camp Street El Dorado, AR 71730	Unknown	0	No
Little Rock Chapter NAACP	Dale Charles	P.O. Box 1933 Little Rock, AR 72203	501.376.7399	0	No
Pine Bluff Chapter of the NAACP	Ernest Brown, Jr	P.O. Box 9064 Pine Bluff, AR 71611	870.536.4113	0	No
Hot Springs Chapter of the NAACP		P.O. Box 1105 Hot Springs, AR 71913	501.624.2873	0	No
South Arkansas Leader	Brooke Burger	2525 North West Avenue El Dorado, Arkansas 71730	870.863.6126	2	No

<b>Texas Association of Broadcasters</b>	<b>Craig Bean</b>	<b>502 East 11<sup>th</sup> Street Suite 200 Austin, Texas 78701</b>	<b>512.322.9944</b>	<b>2</b>	<b>No</b>
<b>Arkansas Workforce Center at Camden</b>	<b>Patrick Strickland</b>	<b>232 Adams NW P.O. Box 68 Camden, Arkansas 71701</b>	<b>870.836.5024</b>	<b>0</b>	<b>No</b>
<b>Arkansas Workforce Center at Magnolia</b>		<b>214 S. Washington Magnolia, Arkansas 71753</b>	<b>866.433.1274</b>	<b>0</b>	<b>No</b>
<b>Tennessee Association of Broadcasters</b>	<b>Jill Green</b>	<b>50 Music Square W Suite 900 Nashville, TN 37203</b>	<b>615.321.1626</b>	<b>0</b>	<b>No</b>
<b>New Mexico Broadcasters Association</b>	<b>Suzanne Strong</b>	<b>2333 Wisconsin NE Albuquerque, NM 87110</b>	<b>505.881.4444</b>	<b>0</b>	<b>No</b>
<b>Oklahoma Association of Broadcasters</b>	<b>Nancy Strub</b>	<b>6520 North Western Suite 104 OKC, OK 73116</b>	<b>405.848.0771</b>	<b>0</b>	<b>No</b>
<b>Louisiana Association of Broadcasters</b>	<b>Candace Armstrong</b>	<b>660 Florida Street Baton Rouge, LA 70801</b>	<b>225.267.4522</b>	<b>0</b>	<b>No</b>
<b>Radio-Info.com IN3 Media, Inc.</b>	<b>Diana Fleming</b>	<b>P.O. Box 812030 Chicago, IL 60681-2030</b>	<b>None Available</b>	<b>0</b>	<b>No</b>
<b>On Air Announcements</b>	<b>Patrick Thomas Operations Mgr.</b>	<b>2525 North West Ave El Dorado, AR 71730</b>	<b>870.863.6126</b>	<b>0</b>	<b>No</b>
<b>Thecapacity.com</b>	<b>Heather A Canterbury</b>	<b>202 West 19<sup>th</sup> El Dorado, AR 71730</b>	<b>870.862.0202</b>	<b>0</b>	<b>No</b>
<b>Hobbsamerica.com</b>	<b>Amie Ramirez</b>	<b>619 North Turner Hobbs, New Mexico</b>	<b>505.397.4969</b>	<b>0</b>	<b>No</b>

**6 Interviews from Sources and 1 interview of a Part Time employee for this position**  
**TOTAL OF 7 INTERVIEWS**

1) Job Title: Sales ManagerDate hired: December 16, 2012Referral Source: Walk – In

<b>Recruitment Sources Notified of Job Vacancy</b>	<b>Source Contact Person</b>	<b>Source Address</b>	<b>Source Phone Number</b>	<b>Number of Interviewees Referred by Source</b>	<b>Did Source Request Notification Pursuant to Prong 2? (Yes/No)</b>
South Arkansas Workforce Development	Donna Rainey	523 East 6 <sup>th</sup> Street El Dorado, Arkansas 71730	870.863.0218	0	No
South Arkansas Community College	Heath Waldrop	300 South West Avenue El Dorado, Arkansas 71730	870.862.8131	0	No
Arkansas Broadcasters Association	Jim McCall	2024 Arkansas Valley Drive Little Rock, Arkansas 72212	800.844.3216	0	No
Eldoark.com Community Guide	Heather Canterbury	202 West 19 <sup>th</sup> El Dorado, Arkansas 71730	870.862.0202	0	No
Drew County Branch NAACP	President Brenda Binns	P.O. Box 512 Monticello, AR 71655	870.460.9190	0	No
Arkansas Chapter of LULAC	Carlos Cervantes	P.O. Box 55103 Little Rock, Arkansas 72215	501.219.2460	0	No
Arkansas Minority Health Commission	Idonia Trotter	1123 South University Little Rock, Arkansas 72204	501.686.2720	0	No
Grambling Chapter of the NAACP	Claud Aker	403 Main Street Grambling, Louisiana 71245	318.247.3811	0	No
Conquest House	Rev. D.R. Dredd	616 West Block El Dorado, Arkansas 71730	870.881.9850	0	No
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Little Rock Chapter NAACP	Dale Charles	P.O. Box 1933 Little Rock, AR 72203	501.376.7399	0	No
Pine Bluff Chapter of the NAACP	Ernest Brown, Jr	P.O. Box 9064 Pine Bluff, AR 71611	870.536.4113	0	No
Hot Springs Chapter of the NAACP		P.O. Box 1105 Hot Springs, AR 71913	501.624.2873	0	No
South Arkansas Leader	Brooke Burger	2525 North West Avenue El Dorado, Arkansas 71730	870.863.6126	0	No
Texas Association of Broadcasters	Craig Bean	502 East 11 <sup>th</sup> Street Suite 200 Austin, Texas 78701	512.322.9944	2	No

<b>Arkansas Workforce Center at Camden</b>	<b>Patrick Strickland</b>	<b>232 Adams NW P.O. Box 68 Camden, Arkansas 71701</b>	<b>870.836.5024</b>	<b>0</b>	<b>No</b>
<b>Arkansas Workforce Center at Magnolia</b>		<b>214 S. Washington Magnolia, Arkansas 71753</b>	<b>866.433.1274</b>	<b>0</b>	<b>No</b>
<b>Tennessee Association of Broadcasters</b>	<b>Jill Green</b>	<b>50 Music Square W Suite 900 Nashville, TN 37203</b>	<b>615.321.1626</b>	<b>0</b>	<b>No</b>
<b>New Mexico Broadcasters Association</b>	<b>Suzanne Strong</b>	<b>2333 Wisconsin NE Albuquerque, NM 87110</b>	<b>505.881.4444</b>	<b>0</b>	<b>No</b>
<b>Oklahoma Association of Broadcasters</b>	<b>Nancy Strub</b>	<b>6520 North Western Suite 104 OKC, OK 73116</b>	<b>405.848.0771</b>	<b>0</b>	<b>No</b>
<b>Louisiana Association of Broadcasters</b>	<b>Candace Armstrong</b>	<b>660 Florida Street Baton Rouge, LA 70801</b>	<b>225.267.4522</b>	<b>0</b>	<b>No</b>
<b>Radio-Info.com IN3 Media, Inc.</b>	<b>Diana Fleming</b>	<b>P.O. Box 812030 Chicago, IL 60681-2030</b>	<b>None Available</b>	<b>0</b>	<b>No</b>
<b>On Air Announcements</b>	<b>Patrick Thomas Operations Mgr.</b>	<b>2525 North West Ave El Dorado, AR 71730</b>	<b>870.863.6126</b>	<b>0</b>	<b>No</b>
<b>Thespacity.com</b>	<b>Heather A Canterbury</b>	<b>202 West 19<sup>th</sup> El Dorado, AR 71730</b>	<b>870.862.0202</b>	<b>0</b>	<b>No</b>
<b>Hobbsamerica.com</b>	<b>Amie Ramirez</b>	<b>619 North Turner Hobbs, New Mexico</b>	<b>505.397.4969</b>	<b>0</b>	<b>No</b>

**2 Interviews from Sources and 1 interview of someone who walked in after they had heard we had an opening for this position**

**TOTAL OF 3 INTERVIEWS**

**6) Total # of interviewees referred:** For the period from February 1, 2012 through January 31, 2013, this Employment Unit interviewed 13 interviewees for 3 full time positions.

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

**(A) Initiative:** Internship Program

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

See Attached

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**(B) Initiative:** Participation in event sponsored by educational institution

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

On Thursday March 1<sup>st</sup>, 2012; Noalmark Broadcasting Corporation Vice President B.A. "Sandy" Sanford participated in an event hosted Washington Middle School in El Dorado, Arkansas. Mr. Sanford discussed, with the class, how to apply for jobs in broadcasting, what broadcasters are looking for in a new employee, opportunities for minorities in broadcasting, good commercials versus bad commercials, religion in broadcasting, pay scale for broadcasting. The students then asked Mr. Sanford numerous questions concerning the broadcasting industry, especially radio.

**(C) Initiative:** EEO Training

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

See Attached

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**(D) Initiative:** Wide Dissemination of Openings

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

All Upper Level jobs were listed with: The Arkansas Broadcasters Association; The Texas Association of Broadcasters; The New Mexico Broadcasters Association; The Oklahoma Broadcasters Association; The Louisiana Broadcasters Association and Tennessee Broadcasters Association; all of which have substantial female and minority participation.

## INITIATIVE A

### Noalmark Broadcasting Corporation – El Dorado, Arkansas Internship Program

The Noalmark Broadcasting Corporation Internship program is designed to give students and the interested public 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.

The manner in which we notify possible applicants of the program is five fold:

- 1) We announce our program and the openings over the air on each of our six radio stations. The announcements encourage students to contact their high school guidance counselor or college job placement advisor if they are interested.
- 2) We provide applications to high school guidance counselors asking them to inform students of this opportunity.
- 3) We provide applications to college job placement advisors asking them to inform students of this opportunity.
- 4) We announce our summer internship program through El Dorado, Arkansas' community guide web site, <http://www.eldoark.com>
- 5) We announce our summer internship program through our radio station's official web site at <http://www.totalradio.com>

Once we receive applications we review them based upon each applicant's aspirations, references, previous work history, grades, college major (if applicable) and what they believe will be their career choices. Applicants may be interviewed by the General Manager. Once an applicant is deemed qualified and suitable for entry into the internship program, he or she is offered a position with Noalmark Broadcasting Corporation.

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.

It is our goal that Noalmark Broadcasting interns will obtain a well rounded view of the opportunities available in the radio broadcast industry, and an interest in pursuing broadcasting as a course of study and an avocation. We also hope that interns who complete the program will leave Noalmark with invaluable business and professional work experience that will assist them in their careers, even should they choose to enter another profession.

In keeping with our goal to promote female and minority hiring one of the four Interns for this reporting period is a female, another of the four is Hispanic. The four interns are as follows:

- 1) A male student of Southwest Missouri State University. He is currently pursuing degree options at the University of Arkansas Monticello.
- 2) A female college student from the University of Arkansas. She worked in both our on air and traffic departments. Upon graduation from college she plans to attend law school pursue a law degree in Communications Law
- 3) A male student of Louisiana Technical University who worked in our On Air and News Departments. He is pursuing a degree in Mass Communications and is seeking full time employment in the broadcast industry.
- 4) A Hispanic male with previous radio experience who is pursuing full time radio employment. THIS INTERN WAS PROMOTED TO FULL TIME DURING THIS REPORTING PERIOD.
- 5) A female student from South Arkansas Community College who worked in our On Air Department. She is currently evaluating her desired career path.

Station Personnel Involved in this program is:

B.A. "Sandy" Sanford – General Manager  
Sharon Peterson – Office Manager  
Patrick T. Fleming – Operations Manager

**EQUAL EMPLOYMENT OPPORTUNITY AND  
DISCRIMINATION PREVENTION TRAINING  
UPPER LEVEL MANAGEMENT  
MONDAY NOVEMBER 12<sup>th</sup>, 2012**

A training session was held for all upper level management of Noalmark Broadcasting Corporation on Monday, November 12<sup>th</sup>, 2012 at Mt. Ida, Arkansas in conjunction with the Company's strategic planning and educational annual meeting. This session was primarily to train management personnel as to methods of ensuring equal employment opportunity and preventing discrimination

The managers attending the training session for Noalmark were Harry Harlan, Vice President in charge of Noalmark's New Mexico stations and General Manager of Noalmark's Hobbs stations, Aaron Forrister, Sales Manager of the Hobbs stations. Al Lobeck, General Manager of the Bender Group of the stations in Hobbs, B.A. "Sandy" Sanford, Vice President and General Manager of Noalmark's El Dorado, Arkansas stations; Ken Sibley, General Manager of Noalmark's Magnolia, Arkansas stations; Paul Meacham, General Manager of Noalmark's Hot Springs, Arkansas area stations; Kevin Bonner, General Manager of Noalmark's Roswell, New Mexico stations; and Daryl Burkfield, Sales Manager of the Roswell stations. Company President William C. Nolan III along with Senior Vice President, Anna M. Canterbury conducted the session. Both of whom have extensive experience in EEO training, hiring and management.

Mr. Nolan reviewed Noalmark's EEO Policy Statement that was adopted by the Company several years ago. It contains the Company's deep commitment to ensuring equal opportunity in employment and promotions for minorities and females. He pointed out that this Policy goes beyond current FCC rules by requiring the hiring of minorities and females if their qualifications are equal to the qualifications of others. A copy of this Policy is attached for review.

Mr. Nolan and Mrs. Canterbury then reviewed in detail the FCC's EEO Policy that equal opportunity in employment shall be afforded to all persons, and that no one shall be discriminated against, regardless of race, color, religion, national origin or sex. Both the general and the specific EEO program requirements under the Rules were presented and discussed. Prong Three Initiatives were discussed in detail and each Manager presented such initiatives so far this year. The requirement to periodically assess a station's EEO program and results and to make changes that might enhance the program was also stressed. The specific requirements of the self analysis were discussed. It was stressed that proper record keeping is very important, and record retention requirements of the FCC were reviewed.

There next ensued a presentation and discussion of the Managers' requirement to prepare an Annual EEO Public File Report. The components of the report were discussed in detail. It was stressed that if each station fulfilled its requirements on an ongoing basis throughout the year, and kept adequate records, that the Public File Report would be relatively easy to prepare.

The participants discussed how each manager could be more effective in complying with FCC requirements and the Company's own EEO Policy.

Mr. Nolan and Mrs. Canterbury then reviewed the Company's sexual harassment policy. What constitutes harassment and how to respond to it were discussed in detail with actual cases presented and discussed. If the Company's stations are sensitive to harassment issues, and if the policy is followed, the result will be fairer treatment of employees.

After a discussion of several other Company policies including the dress code and the computer policy, the meeting was adjourned.

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## **NOALMARK BROADCASTING CORPORATION EEO POLICY STATEMENT**

Noalmark Broadcasting Corporation has adopted an EEO policy applicable to all of its stations in accordance with policies and procedures of the Federal Communications Commission and as embodied in Section 73.2080 of the Code of Federal Regulations.

Our policy is that all persons shall be afforded equal opportunity in employment, and that no person shall be discriminated against in employment because of race, color, religion, national origin or sex. We believe strongly in these principles; so it is also our policy that in order to promote diversity and to ensure equal opportunity, that whenever qualifications are essentially equal we will strongly consider giving preference in hiring and promotions to female and minority persons.

Management of Noalmark stations has been instructed to vigorously enforce this equal opportunity policy, and we seek the cooperation of all employees in its implementation. We have attempted to implement measures in recruitment and employment to ensure equality of opportunity, but we also ask that you communicate with station management, or direct with the corporate office, if you see instances of discrimination or think that you have been discriminated against. The corporate office may be contacted at 202 West 19<sup>th</sup> Street, El Dorado, Arkansas 71730, or by telephone at 870/862-0202. All such communications will be promptly and thoroughly investigated.

**Noalmark Broadcasting Corporation  
EEO Narrative Statement  
Public File Report**

The recession and high unemployment rates in our area continued into the year 2012 (our reporting year ends on January 31, 2013). Radio advertising remained stagnant although the political season helped nominally. Accordingly, our hiring was extremely limited. The only full time hires during this period were to fill a position previously vacated several years ago for a Copy Writer, as well as for an Account Executive, and a Sales Manager position which has been vacant for two years. We are happy that we were able to promote, from a part time position, a qualified Hispanic employee for the Account Executive position.

As in the past few years, we diligently recruited in compliance with the Commission's Rules. Although we sent individual letters to the leading minority and female groups that we could identify in the area, we received no applications that could be traced to them. Our interviewees came from a popular local web site, a State Broadcast Association Job Bank, and an area newspaper. We will again look at the female and minority groups in our area and will change up our contact list if we think other groups might be worth contacting.

Looking at our current employee list, we have two minority employees one of whom is Black and the other is Hispanic. We also have seven full time male employees and three full time female employees. One of our minority employees is in a management position. A Black female employee is the principal administrative person for the group and the Hispanic male holds an important role in our outside marketing department.

We have continued our Internship Program and we see it as one of the best ways to find females and minorities and to help them develop skills so that they can pursue a career in broadcasting if they so choose. As the attachment indicates, four interns were utilized at our stations.

Several years ago we adopted our own EEO Policy that goes beyond the Commission's requirements and we are dedicated to complying with it. It asserts our goal to give preference to minorities and females in hiring when qualifications are essentially the same. That is our goal; the same as the goal of our own EEO Policy as well as of the Commission's rules and regulations.