

EEO PUBLIC FILE REPORT

This report covers full time vacancy recruitment data for the period January 25, 2020 – January 26, 2021.

1) Employment Unit: Noalmark Broadcasting Corporation, 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
KLBQ-FM – Junction City, Arkansas
KDMS-AM -El Dorado, Arkansas

3) EEO Contact Information for Unit Member:

Mailing Address: 2525 North West Avenue El Dorado, Arkansas 71730	Telephone Number: 870.863.6126
	Contact Person: Patrick Nolan
	E-mail Address: Patrick.nolan@noalmark.com

4) Vacancies Filled:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
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NONE

6) Total # of interviewees referred: Due to the effects of the COVID 19 pandemic, there were no interviews during this period, therefore we had no new hires. We maintained our current employees during the the period January 25, 2020 through January 26, 2021.

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, depending to some extent upon the interests of the intern and the needs of the station. Duties may include any combination of on-air work, show production, remote broadcasts, engineering, traffic, billing, administrative assistance, sales, commercial production and board operation. We had one intern during the year -- a college student from the University of Arkansas.

(B) Initiative: Management EEO Training

A training session was held for all upper level management of Noalmark Broadcasting Corporation on December 10, 2020 in conjunction with the Company's strategic planning and professional education annual meeting. Due to the COVID-19 pandemic, this meeting was held on-line via ZOOM. The session entailed a comprehensive review of the FCC EEO regulations and the Company's comprehensive compliance program.

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

Depending on the type of vacancy, job openings are posted on some or all of the following websites: www.eldoark.com, www.allaccess.com, mykmlk.com and www.arkbroadcasters.org/ark. These websites are widely viewed throughout the region and get thousands of hits each month. It is an effective way to showcase our job opportunities to our diverse communities.

(D) Initiative: EEO & Sexual Harassment Staff Meeting

A Staff Seminar meeting was held on December 3, 2020. All full-time employees were required to attend. During the meeting, FCC Rules and Regulations regarding EEO and the company's Sexual Harassment Policy were reviewed.