

5) Total # of interviewees referred: For the period from May 28, 2020 – May 26, 2021 this Employment Unit interviewed 0 interviewees for 0 full time positions.

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

(A) Initiative: Community Outreach

We participated in two virtual job fairs through the New Mexico Broadcasters Association, July 13, 2020 and November 9, 2020.

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

All jobs are posted on some or all of the following websites: www.nmba.org which is the New Mexico www.allaccess.com, and www.radio-online.com. Jobs openings are also broadcast on this unit's broadcast stations including KBIM-FM which covers multiple markets and reaches a large pool of potential applicants.

(C) 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.

(D) Initiative: EEO & Sexual Harassment Staff Meeting

A Staff Seminar meeting was held on March 21, 2021. 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.