



July 14, 2023

Memorandum

To: ABA Board Members

From: Sharon Tinsley, President

Subject: ABA April 24-26, 2023 Board Retreat Session with Universities

I am providing this Memorandum to you with our counsel, Scott Johnson's assistance so you can consider in your discretion including in your station's annual EEO recruitment initiatives appropriate recognition of the Annual Board Retreat held in Montgomery, April 24-26, 2023. As you recall, that session included a two hour program on April 25th with officials of four (4) Universities in Alabama having broadcast related communications programs.

These were:

- Alabama State University represented by Dr. Eric Knox and Dr. Ivon Alcime
- Troy University represented by Dr. Robbyn Taylor
- University of Alabama represented by Dr. Michael Bruce and Dr. Chandra Clark
- University of North Alabama represented by Dr. Pat Sanders

The representatives made a formal presentation of their institution's broadcast curriculum and degree programs, with each having a video component to highlight each particular institution's capabilities in educating broadcast students. Thereafter in the exchange with the Board Member radio and television broadcasters, the discussion focused upon how the institutions can assist broadcasters to become aware of their students' capabilities and skills for a career in broadcasting and how broadcasters can help the institutions to prepare their students for careers in broadcasting. Among the topics were industry employee needs, effective recruitment by broadcasters, and the collective desire of broadcasters and the institutions that students so to speak "hit the ground running" upon graduation to accept jobs for employment at radio and television stations in Alabama.

As the foregoing directly addressed education of students, assistance by Board Member stations in that effort and employment of students by broadcasters, it is felt that the session can be considered by participating Board Members, in their discretion, in connection with their participate in recruitment initiatives described in FCC Rule 73.2080(c)(2).

Feel free to let me know if you have any questions.