

NARRATIVE STATEMENT

Malkan Interactive Communications (“MIC”) seeks to maintain the diversity of its staff. MIC recognizes that its Employment Unit is in a smaller market, is limited in size, and job openings have been few. As a result, its need for new employees is infrequent and the Employment Unit works, within that limited pool of potential employees, to recruit and maintain a diversified workforce.

The Employment Unit posts positions internally at its Stations, advertises on-air for job opportunities, posts job openings on relevant sites on the Internet in order to secure employment referrals, and works with educational institutions to interest students in working in radio broadcasting.

The principal effort for promoting the Employment Unit has been to participate actively in job fairs. MIC believes that, in doing so, it can establish its reputation throughout the community and secure a pool of potential employment candidates should positions open on its staff in the future as well as being recognized, in its local radio market, as a respected employer.

In addition, MIC recognizes the importance of career advancement on the part of its existing staff. To that end, the Employment Unit works diligently to train and promote staff. It also works to ensure that its management staff are trained as to EEO requirements and compliance.

MIC wishes to advise that the 2020-2021 period was an especially difficult one for EEO initiatives owing to the Covid 19 pandemic. The job fair that it hosts could not be undertaken and there were no virtual ones that it could participate. Likewise, the

Employment Unit was not in a position to undertake alternative initiatives as its limited staff was required to preserve the Stations' economic survival and deal with the potential impact on employee health and safety. MIC expects to return to its regular EEO efforts in the year commencing on April 1, 2021.

The Employment Unit awaits future openings on its staff when it can put into place its outreach efforts.