

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Burlington- Evesham Township Police Department**

**1997**

*Reporting Requirement: N.J.S.A. 52:17B-4.10*

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

### ***Applicant and Hiring Process Summary***

Burlington- Evesham Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 to December 31, 2022 the agency received applications for law enforcement officers. The agency's hiring process is not governed by Civil Service Regulations.

---

For Burlington- Evesham Township Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:  
Non-Civil Service Examination List

---

During the hiring process, Evesham Township Police Department included the following elements to identify the most qualified applicants:  
Formal Application  
Interview Board  
Preference for applicants who are "local" or "county" residents  
Drug Testing  
Medical Exam  
Psychiatric Exam

During the hiring process, Evesham Township Police Department considers an applicant to be appointed Upon successful completion of the Academy .

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

## Annual Summary of Law Enforcement Diversity: Applicant Summary

	#	% of Total Applicants
Total Applicants	49	-
Total Applicants Appointed	16	33%
Total Applicants Not Appointed	33	67%

	#	% of Total Applicants
Direct Hire Applicants	44	90%
Transfer Applicants	4	8%
Waiver Applicants	1	2%
CSC Exam Exempt Direct Hire Applicants	0	0%

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

## Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

		Total Applicants	% of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
<b>Gender</b>	Total Male	42	86%	37	4	1
	Total Female	7	14%	7	0	0
	Total X or Non-Binary	0	0%	0	0	0
<b>Sexual Orientation</b>	LGBTQ+	2	4%	2	0	0
	Not LGBTQ+	47	96%	42	4	1
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%	0	0	0
	Total Asian alone	3	6%	3	0	0
	Total Black or African American alone	5	10%	5	0	0
	Total Native Hawaiian/ other Pacific Islander alone	0	0%	0	0	0
	Total White alone	34	69%	29	4	1
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	1	2%	1	0	0
	Total Hispanic or Latino	6	12%	6	0	0
<b>Age</b>	Total 18-29	35	71%	30	4	1
	Total 30-39	10	20%	10	0	0
	Total 40-49	2	4%	2	0	0
	Total 50-59	2	4%	2	0	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Gender, Race & Age Demographics

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	3	4	0	28	0	1	6
Female	0	0	1	0	6	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	3	5	0	34	0	1	6

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	30	5	0	0	1	4	0	23	0	1	6
Age: 30-39	8	2	0	0	1	1	0	8	0	0	0
Age: 40-49	2	0	0	0	1	0	0	1	0	0	0
Age: 50-59	2	0	0	0	0	0	0	2	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

## Annual Summary of Law Enforcement Diversity: Applicants

### Applicants: Sexual Orientation Demographics

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	1	1	0	0	0	0	0	1	0	0	1
Not LGBTQ+	41	6	0	0	3	5	0	33	0	1	5

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	1	0	0	0	0
Not LGBTQ+	34	9	2	2	0	0

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Appointed Applicants: Gender, Race, & Age Demographics**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	1	1	0	9	0	0	3
Female	0	0	1	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	2	0	10	0	0	3

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	10	2	0	0	0	2	0	7	0	0	3
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	2	0	0	0	1	0	0	1	0	0	0
Age: 50-59	2	0	0	0	0	0	0	2	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Appointed Applicants: Sexual Orientation Demographics**

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	14	2	0	0	1	2	0	10	0	0	3

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	0	0	0	0	0	0
Not LGBTQ+	12	0	2	2	0	0



Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Not Appointed Applicants: Gender, Race, and Age Demographics**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	2	3	0	19	0	1	3
Female	0	0	0	0	5	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	3	0	24	0	1	3

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	20	3	0	0	1	2	0	16	0	1	3
Age: 30-39	8	2	0	0	1	1	0	8	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Not Appointed Applicants: Sexual Orientation Demographics**

	Male	Female	X or Non-Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	1	1	0	0	0	0	0	1	0	0	1
Not LGBTQ+	27	4	0	0	2	3	0	23	0	1	2

	Age: 18-29	Age: 30-39	Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+	1	1	0	0	0	0
Not LGBTQ+	22	9	0	0	0	0

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

***Not Appointed Applicant- Reasons***

	<b>% of Total Not # Appointed Applicants</b>		<b>% of Total Not # Appointed Applicants</b>	
Academy Failure	1	3%	Failed Background check- other	0 0%
Applicant Withdrawal	1	3%	Failed Drug Test	0 0%
Defer	0	0%	Interview Panel Recommendation	0 0%
Did not meet minimum qualifications	0	0%	Other	30 91%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	1 3%
Failed background check- Financial	0	0%	Residency Requirement	0 0%
			Written Exam	0 0%

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Not Appointed Applicants- Reasons by Gender & Race**

**Male Applicants**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	1
Applicant Withdrawal	0	0	1	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	2	2	0	19	0	1	2

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Not Appointed Applicants- Reasons by Gender & Race**

**Female Applicants**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	1	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	4	0	0	0

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Not Appointed Applicants- Reasons by Gender & Race**  
**X or Non-Binary Applicants**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

### ***Current Officers and Promotional Process Summary***

Burlington- Evesham Township Police Department is a Municipal law enforcement agency. During the time period covering January 1, 2022 to December 31, 2022 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

---

For Burlington- Evesham Township Police Department in the above time period, the promotional included the following methods of identifying qualified officers:  
Non-Civil Service Promotional Examination List  
Promotional Interview

---

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

## Annual Summary of Law Enforcement Diversity: Current Officers Summary

		#	% of Total Officers
	Total Officers	100	-
	Total Officers Eligible for Promotion	57	57%
	Total Officers Applied for Promotion	35	35%
	Total Officers Promoted	11	11%
<b>Gender</b>	Total Male	78	78%
	Total Female	14	14%
	Total X or Non-Binary	0	0%
<b>Race/ Ethnicity</b>	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	2	2%
	Total Black or African American alone	6	6%
	Total Native Hawaiian or other Pacific Islander alone	0	0%
	Total White alone	81	81%
	Total Two or more races alone	1	1%
	Total Other alone	0	0%
	Total Hispanic or Latino	10	10%
<b>Age</b>	Total 18-29	33	33%
	Total 30-39	23	23%
	Total 40-49	31	31%
	Total 50-59	11	11%
	Total 60-69	2	2%
	Total 70+	0	0%



Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

## Annual Summary of Law Enforcement Diversity: Current Officers and Promotions

### Current Officers

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	1	5	0	65	0	0	7
Female	0	1	1	0	9	0	0	3
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	2	6	0	74	0	0	10

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	20	0	0	0	1	5	0	23	0	0	4
Age: 30-39	20	1	0	0	0	0	0	20	1	0	2
Age: 40-49	27	3	0	0	1	0	0	26	0	0	4
Age: 50-59	9	0	0	0	0	0	0	11	0	0	0
Age: 60-69	2	0	0	0	0	1	0	1	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

***Officers Eligible for Promotion***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	1	0	0	45	0	0	2
Female	0	0	0	0	4	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	0	0	49	0	0	3

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	5	2	0	0	0	0	0	7	0	0	0
Age: 30-39	17	1	0	0	0	0	0	17	1	0	2
Age: 40-49	24	2	0	0	1	0	0	25	0	0	1
Age: 50-59	2	0	0	0	0	0	0	3	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

Burlington- Evesham Township Police Department  
January 1, 2022 to December 31, 2022

**Officers who Applied for a Promotion**

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	28	0	0	1
Female	0	0	0	0	2	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	30	0	0	2

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	3	1	0	0	0	0	0	4	0	0	0
Age: 30-39	12	1	0	0	0	0	0	12	1	0	2
Age: 40-49	14	1	0	0	0	0	0	15	0	0	0
Age: 50-59	0	0	0	0	0	0	0	1	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

***Officers Promoted***

	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Male	0	0	0	0	9	0	0	0
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	10	0	0	0

	<i>Male</i>	<i>Female</i>	<i>X or Non- Binary</i>	<i>American Indian or Alaska Native alone</i>	<i>Asian alone</i>	<i>Black or African American alone</i>	<i>Native Hawaiian / other P. I. alone</i>	<i>White alone</i>	<i>Two or more races alone</i>	<i>Other alone</i>	<i>Hispanic or Latino</i>
Age: 18-29	1	0	0	0	0	0	0	1	0	0	0
Age: 30-39	2	0	0	0	0	0	0	3	0	0	0
Age: 40-49	6	1	0	0	0	0	0	7	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

**Officers Promoted**

	<i>Promoted to Sergeant</i>				<i>Promoted to Lieutenant</i>				<i>Promoted to Captain</i>			
	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>X or Non-Binary</i>	<i>Total</i>
American Indian or Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American alone	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian / other P. I. alone	0	0	0	0	0	0	0	0	0	0	0	0
White alone	4	0	0	4	1	1	0	2	2	0	0	2
Two or more races alone	0	0	0	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0	0	0	0

Agency Name:  
Year:

**Burlington- Evesham Township Police Department**  
**January 1, 2022 to December 31, 2022**

### *Additional Narrative*

**Narrative Prompts:** A detailed assessment as to whether representation has improved for any previously identified underrepresented groups  
A description of the data used to determine the existence of any underrepresentation.  
Any new or modified Program goals to be implemented in the upcoming year

The primary goal of the Evesham Township Police Department's recruitment activities is to attract the most qualified candidates for employment that will enable the agency to work toward its long-term goal of employing a full-time sworn workforce that is representative of the overall available workforce. In order to accomplish this long-range goal, a Recruitment Plan (Program) was created and implemented for the purpose of providing objectives to be met throughout the year and more specifically during the hiring process. An analysis and review of the Recruitment Plan is completed on an annual basis. A 2022 review of the demographics was completed in order to determine if the agency's ethnic and gender composition within the sworn ranks were in approximate proportion to the makeup of the available workforce within the composite of Evesham Township's demographics. This was done by comparing the demographics of the current sworn law enforcement population for the agency against the demographics of the available workforce within Evesham Township. Statistics used for this analysis were issued by the United States Census Bureau. In examining this data, it was determined that the Asian population is underrepresented within the sworn law enforcement ranks of the Evesham Township Police Department. Therefore, new objectives have been added to the Recruitment Plan to assist the department in reaching the above mentioned underrepresented population. Special emphasis is placed on notifying minority-focused organizations, local civic groups and associations, New Jersey Police Academies, and various law enforcement associations and online resource sites. Modifications to some of the Department's community outreach programs have been made and officers will be attending job fairs at local colleges and universities. In addition to that, a theme of diversity, equality and inclusiveness was formally reinforced Department-wide through a department pledge and advertised for the community on our social media forums. The Department also invested in a recruitment video with banner that has been displayed at different community events making access to information and applications much easier for interested candidates. We have also reinstated our internship program and advertised the same.