



Board of Visitors

September 14, 2026

UA Cossatot embraces diversity and is committed to improving the lives of those in our region by providing quality education, outstanding service, and relevant industry training.

UA Cossatot Mission Statement

**Board of Visitors Meeting
Lockesburg, Arkansas
September 14, 2026**

UA Cossatot Lockesburg Middle School Community Room

- I. Light Meal Served: 11:30 AM

- II. Opening Prayer:

Open Meeting:

Introduce Guests:

- III. Staff Reports
 - A. Chancellor’s Report by Steve Cole4-6
 - B. Financial Report by Charlotte Johnson7-19
 - C. Academic Services Report by Ashley Aylett20-22
 - D. Public Services & Workforce Development Report by Tammy Coleman.....23-28

- IV. Action Items
 - No. 1 Approve Minutes of July 13, 2026, Board Meeting.....30-33
 - No. 2 Review Potential Selling of UA Cossatot Land.....34-58

- V. Adjournment:
 - Motion:
 - Second:

Board of Visitors meeting schedule:

- July 13, 2026 UAC Lockesburg Middle School-Community Room
- September 14, 2026 UAC Lockesburg Middle School-Community Room
- November 2, 2026 UAC Lockesburg Middle School-Community Room
- January 11, 2027 UAC Lockesburg Middle School-Community Room
- March 1, 2027 UAC Lockesburg Middle School-Community Room
- May 3, 2027 UAC Lockesburg Middle School-Community Room

VI. Information Items

1. Employee Changes60

COSSATOT COMMUNITY COLLEGE
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

SUBJECT: Chancellor's Report

DR. STEVE COLE

Institutional Overview & Enrollment Update

Preliminary numbers for the current term indicate a slight decrease in overall headcount and student semester credit hours (SSCH) compared to last academic year. While healthcare disciplines seem to be a larger percentage decrease in numbers, concurrent high school enrollment has increased. The modest dip may be aligning with broader demographic shifts across our four-county footprint—primarily smaller regional high school graduating classes and a competitive local job market drawing prospective adult learners directly into employment.

A minor enrollment decline is not an occasion to retrench; it is a catalyst to operate smarter. UA Cossatot remains fiscally sound and committed to long-term stability by running lean and adapting proactively before external pressures dictate our actions.

To strengthen institutional performance, safeguard the budget, and elevate student success, the college will explore using applied artificial intelligence (AI) and predictive analytics across four key operational areas:

- **Predictive Retention & Early Alerts:** Data models analyze student engagement metrics (learning management system activity, early coursework completion, and attendance markers) within the first three weeks of class. Rather than waiting for midterm deficiency notices, advisors and faculty step in early with targeted academic interventions, lifting retention and course completion rates.
- **Optimized Course Scheduling:** Predictive enrollment analytics evaluate historical progression trends and student program maps across De Queen, Nashville, Ashdown, and online offerings. This enables academic deans to identify low-yield course sections well before the term begins, consolidate classrooms, and strategically assign adjuncts—substantially lowering instructional overhead while protecting degree paths.
- **Administrative Workflow Automation:** Standardized, high-volume tasks in admissions processing, basic financial aid queries, and transcript routing may be streamlined using automated, AI-assisted tools. This would cut operational lag and reallocates frontline staff time toward direct student recruitment, hands-on advising, and regional employer partnerships.
- **Precision Recruitment:** We are already deploying marketing resources to enhance recruitment and student engagement and will keep honing those assets.

Fiscal Outlook & Looking Ahead

We will explore using AI to assist us in conservative budget planning, robust grant acquisition (including USDA and federal awards), and disciplined overhead management. This would include having AI assess all of our expenses to make sure we are not missing any inefficiencies/opportunities.

The college's financial condition remains stable. UA Cossatot continues to lead the state in affordability and return on investment through our aggressive Open Educational Resources (OER) initiative and 2+2 transfer pathways.

By adopting smart, AI and data-informed technologies today, we can ensure UA Cossatot maintains the institutional agility needed to deliver quality education and career training throughout southwest Arkansas.

Our Current Charlotte Meter: 7.0

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Steve Cole', with a stylized flourish at the end.

Dr. Steve Cole

Chancellor

COSSATOT COMMUNITY COLLEGE
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

SUBJECT: Financial Report

CHARLOTTE JOHNSON

Cossatot Community College of the University of Arkansas
Summary of Unrestricted & Auxiliary Revenues/Expenditure Report
As of June 2026

<u>REVENUES</u>	Fiscal Year 2024-2025		Fiscal Year 2025-2026	
	ACTUAL	BUDGETED	ACTUAL	BUDGETED
General Revenue	\$3,758,255.00	\$3,757,578.00	\$3,750,333.00	\$3,750,333.00
Workforce 2000	1,350,337.20	1,350,337.00	1,350,337.20	1,350,337.00
Tuition & Fees	4,322,630.98	4,432,287.00	4,551,307.20	4,652,245.00
Sales Tax Revenue	1,786,867.91	1,824,900.00	1,802,841.86	1,807,066.00
Other Income	456,573.22	473,000.00	796,056.04	775,556.00
Auxiliary Revenues (Book, Café, Sports)	480,038.76	917,500.00	757,813.85	1,131,500.00
TOTAL REVENUES	\$12,154,703.07	\$12,755,602.00	\$13,008,689.15	\$13,467,037.00
<u>EXPENDITURES</u>				
Salaries	\$6,359,641.12	\$6,329,093.00	\$6,615,683.68	\$6,816,077.00
Fringe Benefits	1,588,229.96	1,906,945.00	1,655,263.28	2,159,723.00
Travel, Conf. Expenses, Prof. Dev.	223,355.42	256,525.00	124,698.69	176,395.00
Supplies & Services	2,946,232.63	2,537,979.00	2,769,916.86	2,833,453.00
Utilities/Telephone	257,018.57	465,610.00	264,359.24	362,550.00
Professional & Administrative Fees	132,124.74	240,075.00	114,711.52	230,145.00
Miscellaneous Other	537,651.91	449,395.00	497,554.58	396,714.00
Debt Service *	129,605.86	267,300.00	193,289.24	270,000.00
Capital Outlay	55,162.07	302,680.00	424,304.45	221,980.00
TOTAL EXPENDITURES	\$12,229,022.28	\$12,755,602.00	\$12,659,781.54	\$13,467,037.00
Net Increase (Decrease) for Year	(\$74,319.21)	\$0.00	\$348,907.61	\$0.00
Unrestricted Balance at Beginning of Year	\$3,284,863.00	\$3,350,000.00	\$2,413,337.45	\$3,641,420.00
Fund Balance at End of June	\$3,210,543.79	\$3,350,000.00	\$2,762,245.06	\$3,641,420.00

Cossatot Community College of the University of Arkansas
Accounts Receivable Month and Yearly Comparison
As of June 2026

Student Accts Receivables (less allowances)	<u>Jul-24</u> <u>\$1,179,989.28</u>	<u>Jul-25</u> <u>\$2,230,743.88</u>	<u>Yearly Change</u> <u>\$1,050,754.60</u>	<i>*All Fall Charges came on 7-15-25</i>
Student Accts Receivables (less allowances)	<u>Aug-24</u> <u>\$2,356,807.44</u>	<u>Aug-25</u> <u>\$3,072,896.81</u>	<u>Yearly Change</u> <u>\$716,089.37</u>	
Student Accts Receivables (less allowances)	<u>Sep-24</u> <u>\$1,648,561.73</u>	<u>Sep-25</u> <u>\$1,943,043.75</u>	<u>Yearly Change</u> <u>\$294,482.02</u>	
Student Accts Receivables (less allowances)	<u>Oct-24</u> <u>\$1,552,133.72</u>	<u>Oct-25</u> <u>\$1,646,075.74</u>	<u>Yearly Change</u> <u>\$93,942.02</u>	
Student Accts Receivables (less allowances)	<u>Nov-24</u> <u>\$1,273,226.76</u>	<u>Nov-25</u> <u>\$2,353,556.38</u>	<u>Yearly Change</u> <u>\$1,080,329.62</u>	<i>* Spring Charges started on 11-15-25 This is a new process from previous years</i>
Student Accts Receivables (less allowances)	<u>Dec-24</u> <u>\$2,081,547.00</u>	<u>Dec-25</u> <u>\$2,610,811.30</u>	<u>Yearly Change</u> <u>\$529,264.30</u>	
Student Accts Receivables (less allowances)	<u>Jan-25</u> <u>\$2,553,503.71</u>	<u>Jan-26</u> <u>\$3,013,596.45</u>	<u>Yearly Change</u> <u>\$460,092.74</u>	
Student Accts Receivables (less allowances)	<u>Feb-25</u> <u>\$1,668,969.60</u>	<u>Feb-26</u> <u>\$2,112,560.20</u>	<u>Yearly Change</u> <u>\$443,590.60</u>	
Student Accts Receivables (less allowances)	<u>Mar-25</u> <u>\$1,357,317.38</u>	<u>Mar-26</u> <u>\$1,220,876.74</u>	<u>Yearly Change</u> <u>(\$136,440.64)</u>	
Student Accts Receivables (less allowances)	<u>Apr-25</u> <u>\$1,415,369.78</u>	<u>Apr-26</u> <u>\$1,358,582.70</u>	<u>Yearly Change</u> <u>(\$56,787.08)</u>	
Student Accts Receivables (less allowances)	<u>May-25</u> <u>\$1,312,198.32</u>	<u>May-26</u> <u>\$1,331,524.80</u>	<u>Yearly Change</u> <u>\$19,326.48</u>	
Student Accts Receivables (less allowances)	<u>Jun-25</u> <u>\$974,217.95</u>	<u>Jun-26</u> <u>\$888,425.56</u>	<u>Yearly Change</u> <u>(\$85,792.39)</u>	

Cossatot Community College of the University of Arkansas
Grants & Other Restricted Programs
As of June 2026

Grants	Expiration Date	Total Award Amount Remaining	Earned to Date
Adult Education ABE Grant	6/30/2026	\$214,640.89	199,828.60
Adult Education General Education Diploma GAE Grant	6/30/2026	266,595.64	250,198.91
Adult Education D & E (Direct & Equitable)	6/30/2026	115,659.27	115,659.27
Adult Education EL/Civics Grant	6/30/2026	22,938.00	22,938.00
Adult Education C/I Grant	6/30/2026	21,363.34	21,363.34
Adult Education SNAP State Grant	6/30/2026	22,546.22	22,546.22
Adult Educaiton State Carryover Grant	6/30/2026	18,486.72	18,486.72
ACE-Career Coaches State Grant	6/30/2026	229,219.00	210,878.57
ACE-Career Coaches High School Share	6/30/2026	205,718.91	196,844.25
Carl Perkins Grant	6/30/2026	123,973.00	123,973.00
Perkins Reserve Funds	6/30/2026	46,939.00	46,935.62
ACE-JAG De Queen Grant	6/30/2026	62,498.40	51,334.66
ACE-JAG Nashville Grant	6/30/2026	64,798.40	55,211.86
Career Pathways (TANF funds)	6/30/2026	352,207.00	321,785.68
Trauma EMS Training Grant	6/30/2026	2,963.00	2,963.00
Title III ALIGN Grant - 5 Yrs (\$2,226,660)	9/30/2025	558,093.19	162,224.86
EDA Wellness Education Learning and Living - 5 Yrs (2,000,000)	8/4/2026	1,239,661.00	158,087.26
Weyerhaeuser Giving Fund - Technology Grant 2025 Carryover	6/30/2026	17,560.31	17,560.31
Broadband Expansion Initiative (BEI) Grant Continuing	6/30/2026	264,995.59	257,836.97
Fiber Engineer Grant Continuing	6/30/2026	325,324.25	320,808.68
Economic Development Comm Block Grant Carryover	6/30/2025	271,004.07	221,868.73
Arkansas Community Foundation Delivering the Dream 2024 Carryc	12/31/2024	6,923.43	-
Domtar WEC Grant 2025	12/31/2025	18,023.60	18,023.59
Domtar WEC Grant 2026	12/31/2026	35,000.00	17,342.67
DOL POWER Grant - 4 Yrs (\$1,597,031)	2/28/2027	795,791.00	522,800.91
AACC Cyberskills Grant Carryover	2/28/2024	5,446.45	2,865.73
ADHE SOR Collegiate Recovery Funding Grant	9/29/2026	15,000.00	15,000.00
DOL Youthbuild II 2023 Grant - 3 Yrs (\$)	9/30/2026	335,631.00	259,473.65
USDA NIFA Lead Grant	8/14/2028	351,942.00	112,161.02
NSF HIS STEM Grant	9/30/2025	59,218.00	55,950.65
NIFA AG & Vet Tech Grant	2/28/2030	650,000.00	35,940.57
Sevier County FRIENDS 2025	12/31/2025	40,000.00	39,903.62
Sevier County FRIENDS 2026	12/31/2026	80,567.00	46,801.98
Sevier County Chamber 2026	12/31/2026	50,000.00	20,384.74
Little River County Intermodal FY2026	6/30/2026	79,475.00	79,475.00
Howard County Development 2025	12/31/2025	35,108.11	32,831.97
Howard County Development 2026	12/31/2026	65,000.00	45,056.39
ARNEC Consortium	6/30/2026	363,012.00	184,569.46
		\$7,433,322.79	4,287,916.46

Cossatot Community College of the University of Arkansas
Schedule of Bank Accounts
As of June 2026

Name of Account	Bank Name	Balance
Cash Fund Account	Farmer's Bank & Trust	\$3,673,471.43
General Revenue Account - Unrestricted	State Treasury	0.00
Financial Aid	Farmer's Bank & Trust	152,936.33
Scholarship Fund	First State Bank	581.91
Student Organizations	First State Bank	52,382.69
	Total	<u>\$3,879,372.36</u>

****Bank Balance as of June 2025 \$3,581.885.81***

**Cossatot Community College of the University of Arkansas
Schedule of Investments - Certificate of Deposits
As of June 2026**

Amount	Rate	Maturity Date	Bank	Term
College Funds on Certificate of Deposit				
\$339,071.98	4.00%	3/29/2027	Horatio State Bank	12 months
\$331,048.15	4.25%	6/26/2026	Horatio State Bank	12 months
\$331,444.58	4.75%	8/28/2026	Horatio State Bank	12 months
<u>\$123,834.67</u>	3.45%	11/6/2026	Diamond Bank	12 months
<u>\$1,125,399.38</u>			Total College CD Funds	

***CD Balance as of June 2025 \$1,079,571.03**

**University of Arkansas Pooled Investments
As of June 2026**

	<i>Beginning Balance 7/1/2025</i>	<i>Net Change</i>	<i>Ending Balance 6/30/2026</i>
Tier 2 Investments	567,280.09	16,180.00	583,460.09

*** UA Pooled Balance as of June 2025 \$567,280.09**

Cossatot Community College of the University of Arkansas
Schedule of Endowment Funds
As of June 2026

Endowment Funds on Certificate of Deposit				
Amount	Rate	Maturity Date	Bank	Term
\$75,000.00	4.00%	8/28/2026	Horatio State Bank	12 months
<u>\$75,000.00</u>				Total Endowment CD's
Balance				
Endowment Funds in Checking				
\$187,232.95			Farmer's Bank & Trust	
<u>\$187,232.95</u>				Total Endowment Checking
<u>\$262,232.95</u>				Total Endowment Funds

**Endowment Fund Balance as of June 2025 \$210,537.28*

Cossatot Community College of the University of Arkansas
Summary of Unrestricted & Auxiliary Revenues/Expenditure Report
As of July 2026

<u>REVENUES</u>	Fiscal Year 2025-2026		Fiscal Year 2026-2027	
	ACTUAL	BUDGETED	ACTUAL	BUDGETED
General Revenue	\$321,949.53	\$3,750,333.00	\$348,180.15	\$3,859,461.00
Workforce 2000	112,510.20	1,350,337.00	112,528.10	1,350,337.00
Tuition & Fees	190,651.06	4,652,245.00	189,430.42	5,761,071.00
Sales Tax Revenue	151,608.59	1,807,066.00	163,549.83	1,808,600.00
Other Income	45,749.51	775,556.00	59,771.02	577,295.00
Auxiliary Revenues (Book, Café, Sports)	3,295.14	1,131,500.00	6,575.00	1,025,420.00
TOTAL REVENUES	\$825,764.03	\$13,467,037.00	\$880,034.52	\$14,382,184.00
<u>EXPENDITURES</u>				
Salaries	\$403,200.60	\$6,816,077.00	\$407,476.16	\$7,129,417.00
Fringe Benefits	122,708.83	2,159,723.00	149,453.75	2,447,558.00
Travel, Conf. Expenses, Prof. Dev.	11,811.43	176,395.00	11,992.47	166,120.00
Supplies & Services	827,973.67	2,833,453.00	536,910.75	2,701,349.00
Utilities/Telephone	25,641.61	362,550.00	29,209.46	366,050.00
Professional & Administrative Fees	17,100.00	230,145.00	12,665.00	124,195.00
Miscellaneous Other	16,390.50	396,714.00	7,655.17	991,815.00
Debt Service *	0.00	270,000.00	0.00	265,200.00
Capital Outlay	32,655.04	221,980.00	718.06	190,480.00
TOTAL EXPENDITURES	\$1,457,481.68	\$13,467,037.00	\$1,156,080.82	\$14,382,184.00
Net Increase (Decrease) for Year	(\$631,717.65)	\$0.00	(\$276,046.30)	\$0.00
Unrestricted Cash Balance at Beginning of Year	\$2,413,337.00	\$3,641,420.00	\$2,762,245.00	\$3,641,420.00
Fund Balance at End of July	\$1,781,619.35	\$3,641,420.00	\$2,486,198.70	\$3,641,420.00

Cossatot Community College of the University of Arkansas
Accounts Receivable Month and Yearly Comparison
As of July 2026

	Jul-25	Jul-26	Yearly Change	
Student Accts Receivables (less allowances)	<u>\$2,250,409.88</u>	<u>\$2,826,383.39</u>	<u>\$575,973.51</u>	<i>*All Fall Charges came on 7-1-26</i>

Cossatot Community College of the University of Arkansas
Grants & Other Restricted Programs
As of July 2026

Grants	Expiration Date	Total Award Amount	Earned to Date
		Remaining	
Adult Education ABE Grant	6/30/2027	\$214,640.89	15,833.99
Adult Education General Education Diploma GAE Grant	6/30/2027	260,386.62	16,343.46
Adult Education D & E (Direct & Equitable)	6/30/2027	126,110.43	4,991.31
Adult Education C/I Grant	6/30/2027	21,363.34	213.76
Adult Education SNAP State Grant	6/30/2027	22,546.22	1,816.47
ACE-Career Coaches State Grant	6/30/2027	214,079.00	17,254.73
ACE-Career Coaches High School Share	6/30/2027	185,580.00	15,224.65
Carl Perkins Grant	6/30/2027	91,428.00	5,221.57
ACE-JAG De Queen Grant	6/30/2027	50,599.00	4,876.43
ACE-JAG Nashville Grant	6/30/2027	60,801.00	5,560.61
Career Pathways (TANF funds)	6/30/2027	280,022.00	16,031.16
Trauma EMS Training Grant	6/30/2027	2,822.00	390.41
EDA Wellness Education Learning and Living - 5 Yrs (2,000,000)	8/4/2026	1,081,573.74	832,799.90
Arkansas Community Foundation Delivering the Dream 2024 Carryover	12/31/2026	6,923.43	-
Domtar WEC Grant 2026 Carryover	12/31/2026	17,657.33	3,034.82
DOL POWER Grant - 4 Yrs (\$1,597,031)	2/28/2027	272,990.09	27,386.81
AACC Cyberskills Grant Carryover	2/28/2027	2,580.72	-
DOL Youthbuild II 2023 Grant - 3 Yrs	9/30/2026	76,157.35	13,441.28
USDA NIFA Lead Grant	8/14/2028	239,780.98	9,719.59
NIFA AG & Vet Tech Grant	2/28/2030	614,059.43	5,125.29
Sevier County FRIENDS 2026	12/31/2026	33,765.02	4,792.74
Sevier County Chamber 2027	6/30/2027	84,300.00	4,864.68
Little River Economic Development FY2027	6/30/2027	83,470.00	6,787.38
Howard County Development 2026	12/31/2026	35,108.11	5,184.71
ARNEC Consortium	6/30/2027	380,832.00	8,743.41
		\$4,459,576.70	1,025,639.16

Cossatot Community College of the University of Arkansas
Schedule of Bank Accounts
As of July 2026

Name of Account	Bank Name	Balance
Cash Fund Account	Farmer's Bank & Trust	\$2,049,518.95
General Revenue Account - Unrestricted	State Treasury	460,519.35
Financial Aid	Farmer's Bank & Trust	154,027.52
Scholarship Fund	First State Bank	581.94
Student Organizations	First State Bank	51,981.41
	Total	\$2,716,629.17

****Bank Balance as of July 2025 \$3,918,436.31***

**Cossatot Community College of the University of Arkansas
Schedule of Investments - Certificate of Deposits
As of July 2026**

Amount	Rate	Maturity Date	Bank	Term
College Funds on Certificate of Deposit				
\$340,117.06	3.75%	3/29/2027	Horatio State Bank	12 months
\$332,122.92	4.00%	6/26/2027	Horatio State Bank	12 months
\$332,602.37	4.25%	8/28/2026	Horatio State Bank	12 months
<u>\$124,185.31</u>	3.45%	11/6/2026	Diamond Bank	12 months
<u>\$1,129,027.66</u>			Total College CD Funds	

***CD Balance as of July 2025 \$1,083,431.71**

**University of Arkansas Pooled Investments
As of July 2026**

	<i>Beginning Balance 7/1/2026</i>	<i>Net Change</i>	<i>Ending Balance 7/31/2026</i>
Tier 2 Investments	583,460.09	(680.19)	582,779.90

*** UA Pooled Balance as of July 2025 \$566,797.36**

Cossatot Community College of the University of Arkansas
Schedule of Endowment Funds
As of July 2026

Endowment Funds on Certificate of Deposit				
Amount	Rate	Maturity Date	Bank	Term
\$75,000.00	Horatio State	8/28/2026	Horatio State Bank	12 months
<u>\$75,000.00</u>			Total Endowment CD's	
Balance				
Endowment Funds in Checking				
\$187,746.58			Farmer's Bank & Trust	
<u>\$187,746.58</u>			Total Endowment Checking	
<u>\$262,746.58</u>			Total Endowment Funds	

**Endowment Fund Balance as of July 2025 \$253,574.01*

COSSATOT COMMUNITY COLLEGE OF THE
UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

SUBJECT: Academic Services Report

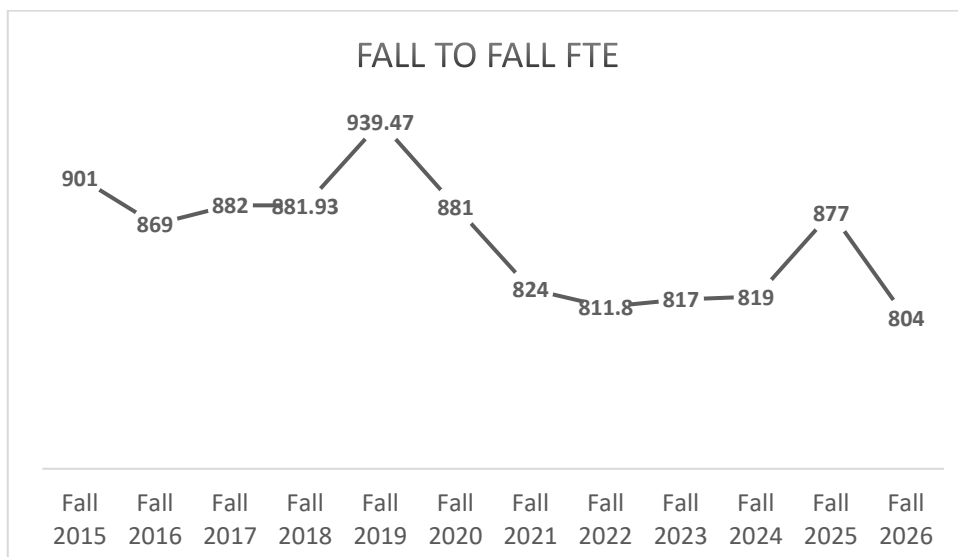
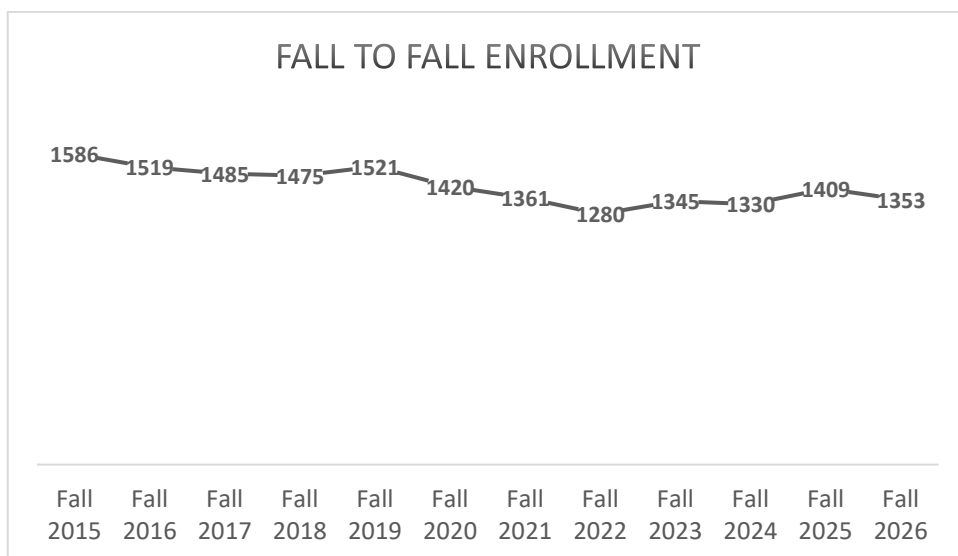
DR. ASHLEY AYLETT

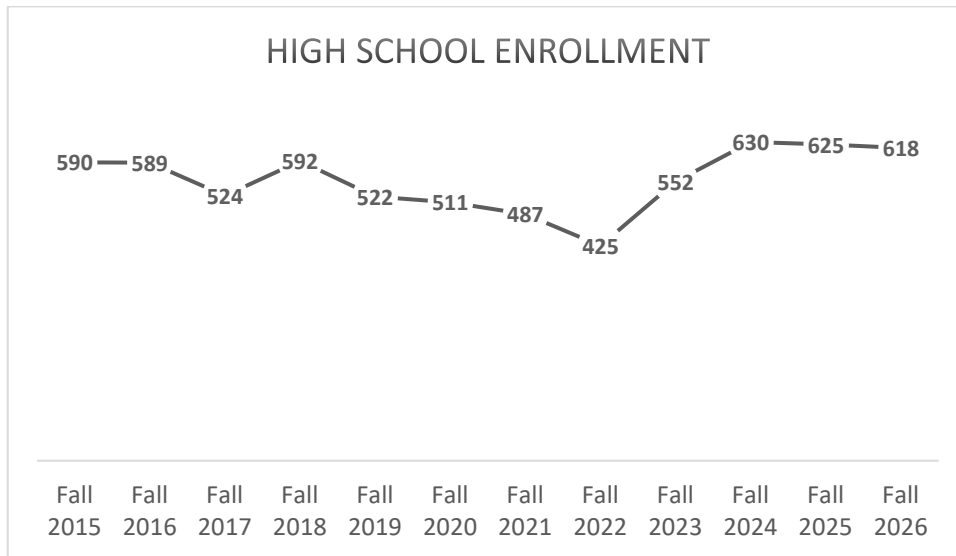
Academic Services Report—September 2026

SUMMER 2026 UPDATE

- We had 64 (52) summer graduates, and 86 (61) credentials were awarded.
- 289 students completed summer courses (301 last summer)

FALL 2026 ENROLLMENT





Adult Education

- 5 GED graduates July 1 - Sept. 2
- Enrollment - 162 students enrolled in Adult Ed services as of 9/02/2026
- Fall Medical Coding and Billing course started Aug. 24
- Fall Paraprofessional Course will start Sept. 8

Medical Education

- OTA Program: 100% pass rate
- LPN Program: 100% pass rate
- PTA Program: 8/9 have passed. One student is still testing.

COSSATOT COMMUNITY COLLEGE
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

SUBJECT: Public Services & Workforce Development

TAMMY COLEMAN

Public Services & Workforce Development Report

Contributing Team Members: Aerial Lineman Instructor, Dennis Davis; Career Pathways Director, Crystal Bell-Hunter; Continuing Education Coordinator, Nancy Tollett; Continuing Medical and Safety Education Coordinator, Waco Jackson; Fiber Network Engineer Instructor, Marty Allen; Workforce Development Coordinator, Michelle Burrell; YouthBuild Job Developer and Placement Specialist, Maria Campos; and Public Services and Workforce Development Director, Tammy Coleman.

1. Rehabilitation Technician

The College's Public Services and Workforce Development and Physical Therapist Assistant (PTA) departments have partnered to offer eligible students who must exit the PTA program before completion an opportunity to earn a Rehabilitation Technician Certificate of Completion.

Students may apply the knowledge and skills gained through their PTA coursework to satisfy the requirements of a newly established Rehabilitation Technician course, allowing them to earn a workforce credential. Rather than serving as an endpoint, the certificate offers students a meaningful achievement while keeping them connected and supported on their path back to the PTA program.

The Rehabilitation Technician Certificate:

- Recognizes prior learning and skills developed in the PTA program
- Provides an industry-relevant workforce credential
- Supports employment opportunities in rehabilitation settings
- Helps students stay connected to their career goals while encouraging continued education and professional advancement
- Offered at no additional cost to eligible students

The certificate is available to qualifying students through referral by PTA Program faculty and staff.

2. Arkansas Trucking Academy

The Arkansas Trucking Academy made the strategic decision to discontinue operations effective June 30, 2026, and UA Cossatot subsequently paused its Commercial Truck Driving program. This decision followed a careful assessment of the academy's long-term financial sustainability. Operating expenses continued to increase beyond what could be supported through a marketable tuition rate. Despite efforts to improve efficiency and identify additional revenue sources, maintaining the program became financially unsustainable. Discontinuing operations was the most responsible course of action to prevent further financial strain and ensure prudent stewardship of resources.

3. **Arkansas Fiber Academy**

Since 2022, the Broadband Expansion Initiative grant from the Arkansas Office of Skills Development (OSD), coordinated through the Arkansas Community Colleges (ACC), has supported the delivery of Arkansas Fiber Academy training programs across the State of Arkansas. As the current grant cycle approaches its scheduled conclusion in October 2026, UA Cossatot paused the Fiber Network Engineer program on August 31, 2026. The Broadband Essentials and Aerial Lineman courses will continue through October 2026, completing the training offerings supported under this funding initiative. The program's impact has helped expand workforce development opportunities and strengthen Arkansas's broadband industry during this funding period.

4. **Section 319(h) Nonpoint Source (NPS) Implementation Grant**

The Nature Conservancy (TNC) in Little Rock, Arkansas, has invited UA Cossatot to partner on a Section 319(h) Nonpoint Source (NPS) Implementation Grant proposal to provide Motor Grader Operator training. The first step is submitting a project pre-proposal for consideration. If selected, the project could receive federal funding through the Environmental Protection Agency (EPA) to support efforts that reduce nonpoint source pollution across Arkansas.

The Arkansas Association of Counties has identified a need for accessible, high-quality technical training for motor grader operators. If the grant is awarded, The Nature Conservancy (TNC) will partner with the UA Cossatot, in coordination with the Arkansas Natural Resources Division (ANRD) and the Arkansas Association of Counties (AAC), to deliver training in Principles of Operation, Practical Operational Techniques, and Applied Skills and Reinforcement for current motor grader operators.

Grant Timeline

- July/August: NPS Program issues request for project proposals
- September: NPS Program reviews proposals
- October: Notification of Selection to submit a full project workplan
- November/December: NPS Program staff work with partners to strengthen workplans
- January: Completed workplans are due
- February: Workplans are sent to EPA for comment
- April/May: EPA sends back comments; comments are addressed
- July/August: NPS Program prepares sub-grant agreements (contracts) for project partners
- September: Sub-grant agreements are signed
- Beginning of October: Projects begin

5. **Student Information System**

Workday Student for Workforce Development and Continuing Education has completed the testing phase, and the project has now moved into production. Once the application piece is complete, all elements will be in place to go-live.

6. Continuing Education and Workforce Development

CONTINUING EDUCATION & WORKFORCE DEVELOPMENT	June 2026	July 2026
Hours of Classroom Instruction Offered	341.75	16.16
Registrations Processed	43	30

Courses offered:

- Aerial Lineman: Communications
- Basic Life Support Renewal
- Broadband
- Heartsaver First Aid CPR AED: Total
- HeartCode BLS
- Heartsaver First Aid CPR AED: Total
- Heartsaver First Aid CPR AED with optional topics
- Nursing Assistant
- Hundreds of non-credit courses made available online monthly in partnership with Cengage Learning

7. Career Pathways Initiative

During the FY26 grant cycle, July 1, 2025 – June 30, 2026, the Career Pathways program enrolled 94 participants and supported the attainment of 39 credentials.

CAREER PATHWAYS FY26 Grant Cycle	
Enrollment	94
Credentials Earned Certificate of Proficiency → 4 Technical Certificate → 16 Associate Degree → 11 Certificate of Completion/Industrial Certificate → 7 Career Readiness Certification → 1	39

Programs of study for credentials earned in FY26 included:

- Career Readiness Certification
- Certificate of Completion: Clinical Medical Assistant
- Certificate of Completion: Commercial Truck Driving
- Certificate of Proficiency: Brakes, Suspension, & Steering
- Certificate of Proficiency: Electrical Systems and Engine Performance
- Certificate of Proficiency: Engine Repair & Climate Control
- Certificate of Proficiency: Industrial Motor Controls
- Certificate of Proficiency: SMAW Welding
- Certificate of Proficiency: Teaching
- Technical Certificate: Automotive and Diesel Service Technology

- Technical Certificate: Health Professions
- Technical Certificate: Industrial Technology
- Technical Certificate: Licensed Practical Nursing
- Technical Certificate: Teaching
- Associate Degree: Education K-6
- Associate Degree: General Studies
- Associate Degree: Occupational Therapy Assistant
- Associate Degree: Physical Therapy Assistant
- Associate Degree: Teaching
- Associate Degree: Traditional Registered Nursing

The new fiscal year (FY27) began July 1, 2025, with 78 remaining active participants. With the release of FY27 funding, new enrollments have resumed and are currently ongoing.

8. Career Readiness Certification Services

AR NATIONAL CAREER READINESS CERTIFICATIONS EARNED	June 2026	July 2026
Platinum - Has core employability skills for approximately 99% of jobs profiled by WorkKeys	2	0
Gold - Has core employability skills for approximately 90% of jobs profiled by WorkKeys	1	0
Silver - Has core employability skills for approximately 65% of jobs profiled by WorkKeys	4	1
Bronze - Has Core employability skills for approximately 30% of jobs profiled by WorkKeys	1	0
Total Earned	8	1

UA Cossatot is a one-stop provider for Arkansas National Career Readiness Certification (AR NCRC®). The primary purpose of the *free* Arkansas National Career Readiness Certificate Program is to positively impact the economy in Arkansas by helping job seekers build their workplace skills, respond to employer needs, and increase the likelihood of a job seeker's success.

The CRC team consisting of staff members associated with multiple departments within the college:

- Verify job seekers have an Arkansas Job Link Account
- Administer WorkKeys Curriculum Pretests to determine if the job seeker is ready to take the WorkKeys assessments
- Provide remediation training using WorkKeys Curriculum, if the individual does not score adequately on the WorkKeys Curriculum Pretest

- Conducts WorkKeys Assessments
- Prints and distributes AR National Career Readiness Certificates (AR NCRCs) to successful examinees

9. YouthBuild

YOUTHBUILD Grant Cycle Through July 2026	
Enrollment	62
Credentials Earned GED → 29 Arkansas Workforce Alliance for Growth in Economy (WAGE) Certificates → 27 Heartsaver First CPR AED Certifications → 59 Bloodborne Pathogens → 59 Forklift Operator Certification → 16 OSHA 10: Construction Certifications → 21 OSHA 30: Construction Certifications → 37 National Center for Construction Education Research (NCCER) Core: Introduction to Basic Construction Skills Certifications → 52 Arkansas Certified Nurse Aid License → 04 Phlebotomy Technician Career Certificate → 02	304

All participants have exited the program and the YouthBuild grant will close-out on September 30, 2026.

COSSATOT COMMUNITY COLLEGE
OF THE UNIVERSITY OF ARKANSAS

BOARD OF VISITORS

ACTION ITEMS

Board of Visitors Meeting – September 14, 2026
Action Item No. 1: Approve Minutes of the July 13, 2026, Board of Visitors Meeting.

- 1. **Background information:** This is a routine action for the Board.

- 2. **Why action is needed at this time:** This action is customary at the meeting following the meeting for which the minutes are recorded.

- 3. **Chancellor's Recommendation:** The Chancellor recommends the Board approve the minutes of the July 13, 2026; Board of Visitors Meeting as submitted.

- 4. **Board of Visitors Action:** _____

Motion by:

Seconded by:

Yeas: Nays:

MINUTES OF MEETING
COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF
ARKANSAS BOARD OF VISITORS
July 13, 2026

Chair Mike Cranford convened the regular meeting of the Board of Visitors at 12:07 p.m. in the UA Cossatot Lockesburg Middle School Community Room, following a meal and an invocation.

Present:	Barbara Dixon	Tim Pinkerton
	Brenda Tate	Joe Martinez
	Mike Cranford	

Absent:	Barbara Horn	Angie Walker
	Dr. Glenn Lance	Dori Gutierrez

Staff Reports

Dr. Steve Cole presented his report and discussed several current challenges and priorities facing UA Cossatot. A primary concern is the number of full-time positions currently vacant across the College. Dr. Cole explained that the College has experienced a combination of retirements and employees leaving for positions in the public school system. While the College supports employees pursuing opportunities that are beneficial to their families, the vacancies create operational challenges, particularly in positions that directly affect student services and academic programs. Dr. Cole identified several of the positions currently open, including Public Safety Officer, Workforce Coordinator, Food Service Manager, Cybersecurity Instructor, and Agriculture Instructor. He emphasized that some vacancies are more difficult to absorb than others because of their direct impact on students and the College's operations. Dr. Cole explained that the College's compensation packages include significant benefits that may not be fully recognized by prospective employees when reviewing job advertisements. As an example, an entry-level position with a salary of approximately \$35,000 may have nearly \$12,000 in additional annual value when the College's contributions toward health insurance, dental insurance, Social Security, Medicare, and retirement are considered. Dr. Cole reviewed the College's financial position and emphasized that maintaining a balanced budget provides the College with the ability to control expenditures if financial conditions require additional action.

Vice Chancellor Charlotte Johnson presented the Financial Report. For May, unrestricted and auxiliary revenues were approximately \$12.6 million, while expenditures were approximately \$12.2 million. Charlotte reported that revenues remained ahead of expenditures for the period. Accounts receivable was also reviewed. Although the College has generally been reducing its outstanding accounts receivable, the May balance increased because summer student charges began posting during the month. Charlotte stated that the College has improved its collection efforts on older receivables and that the use of a collection agency has been beneficial. The College also received approximately \$40,000 through state income-tax setoff collections. Grant activity was reviewed, with the College having approximately \$7.4 million in grants and approximately \$3.7 million earned as of the end of May. Several grants are multi-year awards. The Board also reviewed the College's cash position. Approximately \$4 million was held in bank accounts at the end of May,

representing a decrease from the previous year. Charlotte stated that rebuilding cash reserves would be a major financial priority during the coming year. Certificates of deposit totaled approximately \$1 million and had increased from the prior year due in part to interest earnings. Pooled investments totaled approximately \$583,000 at the end of May. The investments had increased approximately \$15,000 from the beginning of the year. Endowment funds totaled slightly more than \$260,000, compared with approximately \$209,000 at the same time the previous year. Charlotte explained that the increase was primarily attributable to Title III funds previously awarded to the College for the purpose of strengthening the endowment. Because that grant has ended, future growth is expected primarily through interest earnings and additional contributions.

Dr. Ashley Aylett presented the Academic Services Report noting that the spring semester resulted in 239 graduates who had officially completed their requirements, including completion of grades. Graduation numbers have remained relatively stable over the past several years. The College has also increased the number of degrees and certificates awarded, which is beneficial because state funding is tied in part to completed credentials. The College recently hired a new transfer advisor. Dr. Aylett noted that advising transfer students is a significant responsibility and that the new advisor quickly became involved with students and the enrollment process. The position is expected to improve outreach to students who have not yet enrolled and help students address outstanding balances and other barriers to registration. Dr. Aylett also discussed the continued increase in high school graduates participating in concurrent education opportunities. The State of Arkansas is encouraging increased participation in concurrent courses and credential opportunities for high school students.

Dr. Cole proceeded to provide an update regarding Public Services and Workforce Development Report informing the board of changes occurring within the state's workforce development system. Dr. Cole reported that the College had been notified that certain subsidized workforce programs, including fiber optic-related programs, would need to be discontinued under the current funding structure. Because the College owns the equipment associated with the programs, including trucks and other specialized equipment, efforts are being made to determine whether the programs can be redesigned and offered as short-term training opportunities outside the current subsidized structure. Dr. Cole stated that the College is exploring ways to continue utilizing the equipment and existing instructional expertise rather than simply eliminating the training opportunities.

Action Items:

No. 1 Approve Minutes of May 4, 2026, Board Meeting. Joe Martinez motioned for passage and Brenda Tate seconded the motion. The motion passed with a vote of 5-0.

No. 2 Review College Policy 415: Instructional Staff. Barbara Dixon motioned for review. Brenda Tate seconded the motion. The motion passed by a vote of 5-0.

No. 3 Review College Policy 501: Student Appeals & Complaints. Tim Pinkerton motioned for review and Joe Martinez seconded the motion. The motion passed by a vote of 5-0.

No. 4 Review College Policy 504: Attendance. Brenda Tate motioned for review. Tim Pinkerton seconded the motion. The motion passed by a vote of 5-0.

No. 5 Review College Policy 646: Testing & Verification of Student Identity. Tim Pinkerton motioned for review and Brenda Tate seconded the motion. The motion passed by a vote of 5-0.

No. 6 Review College Policy 650: Calendar and Schedule. Brenda Tate motioned for review. Joe Martinez seconded the motion. The motion passed by a vote of 5-0.

Chair Mike Cranford asked for a motion to adjourn the meeting. Tim Pinkerton made the motion and with a second from Brenda Tate, Chair Mike Cranford adjourned the meeting at 1:04 p.m.

Respectfully submitted,

Angie Walker, Secretary

wg

Board of Visitors Meeting – September 14, 2026

Action Item No. 2: Review Potential Selling of UA Cossatot Land.

1. **Background information:** the Chancellor has offered the possibility of exploring the sale of approximately 10 acres of UA Cossatot property located on the west side of the De Queen campus to a public entity for the potential development of workforce housing. The need for workforce housing is significant throughout the counties served by UA Cossatot, and the development of additional housing could support regional workforce and economic development efforts.

2. **Why action is needed at this time:** No sale would take place without completion of all required reviews, approvals, and legal requirements.

3. **Chancellor's Recommendation:** The Chancellor recommends the Board reviews the potential selling of UA Cossatot Land.

4. **Board of Visitors Action:** _____

Motion by:

Seconded by:

Yeas:

Nays:

FROM: Duane Alspaw Arkansas Appraisal Services 1017 West Maple Ave De Queen, AR 71832 Telephone Number: 9032765050 Fax Number: TO: FRIENDS 183 College Drive De Queen AR. 71832 E-Mail: jaybunyard@hotmail.com Telephone Number: 8706422190 Fax Number: Alternate Number:			INVOICE <table><tr><th colspan="2">INVOICE NUMBER</th></tr><tr><td colspan="2"></td></tr><tr><th colspan="2">DATES</th></tr><tr><td>Invoice Date:</td><td>08/17/2026</td></tr><tr><td>Due Date:</td><td></td></tr><tr><th colspan="2">REFERENCE</th></tr><tr><td>Internal Order #:</td><td>0000123</td></tr><tr><td>Lender Case #:</td><td></td></tr><tr><td>Client File #:</td><td></td></tr><tr><td>FHA/VA Case #:</td><td></td></tr><tr><td>Main File # on form:</td><td></td></tr><tr><td>Other File # on form:</td><td></td></tr><tr><td>Federal Tax ID:</td><td></td></tr><tr><td>Employer ID:</td><td></td></tr></table>		INVOICE NUMBER				DATES		Invoice Date:	08/17/2026	Due Date:		REFERENCE		Internal Order #:	0000123	Lender Case #:		Client File #:		FHA/VA Case #:		Main File # on form:		Other File # on form:		Federal Tax ID:		Employer ID:	
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Lender Case #:																																
Client File #:																																
FHA/VA Case #:																																
Main File # on form:																																
Other File # on form:																																
Federal Tax ID:																																
Employer ID:																																
DESCRIPTION																																
Lender: FRIENDS Purchaser/Borrower: Property Address: De Queen Industrial Park Subdivision Lot 1, 6 and 7 City: De Queen County: Sevier Legal Description: See attached Parcel Client: FRIENDS State: AR Zip: 71832																																
FEES				AMOUNT																												
Appraisal				2,000.00																												
SUBTOTAL				2,000.00																												
PAYMENTS				AMOUNT																												
Check #:	Date:	Description:																														
Check #:	Date:	Description:																														
Check #:	Date:	Description:																														
SUBTOTAL				0.00																												
TOTAL DUE				\$ 2,000.00																												



APPRAISAL OF REAL PROPERTY



LOCATED AT

De Queen Industrial Park Subdivision Lot 1, 6 and 7
De Queen, AR 71832
See attached Parcel

FOR

FRIENDS
183 College Drive, De Queen AR 71832

OPINION OF VALUE

152,000

AS OF

8/12/2026

BY

Duane Alspaw
Arkansas Appraisal & Inspection Services
1017 W Maple Ave
De Queen, AR 71832-3911
(870) 642-2312
aaisorder@gmail.com

USPAP Compliance Addendum

Loan #

File #

Client	FRIENDS		
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7		
City	De Queen	County	Sevier
		State	AR
		Zip Code	71832
Client	FRIENDS		

APPRAISAL AND REPORT IDENTIFICATION

This Appraisal Report is one of the following types:

- ☐ Appraisal Report
- This report was prepared in accordance with the requirements of the Appraisal Report option of USPAP Standards Rule 2-2(a).
- ☒ Restricted Appraisal Report
- This report was prepared in accordance with the requirements of the Restricted Appraisal Report option of USPAP Standards Rule 2-2(b). The intended user of this report is limited to the identified client. This is a Restricted Appraisal Report and the rationale for how the appraiser arrived at the opinions and conclusions set forth in the report may not be understood properly without the additional information in the appraiser's workfile.

The Scope of Work was determined to do a restricted report using only the market value. This is a restricted use appraisal and used only for the purpose of determining market value. This appraisal report is not intended for lending purposes. The income and cost approach was not used due to this being a land only report. Per scope of work the subject site is zoned for R-2 and will be used for the purpose in accordance with the present Zoning.

ADDITIONAL CERTIFICATIONS

I certify that, to the best of my knowledge and belief:

- The statements of fact contained in this report are true and correct.
- The report analyses, opinions, and conclusions are limited only by the reported assumptions and are my personal, impartial, and unbiased professional analyses, opinions, and conclusions.
- I have no (or the specified) present or prospective interest in the property that is the subject of this report and no (or specified) personal interest with respect to the parties involved.
- I have no bias with respect to the property that is the subject of this report or the parties involved with this assignment.
- My engagement in this assignment was not contingent upon developing or reporting predetermined results.
- My compensation for completing this assignment is not contingent upon the development or reporting of a predetermined value or direction in value that favors the cause of the client, the amount of the value opinion, the attainment of a stipulated result, or the occurrence of a subsequent event directly related to the intended use of this appraisal.
- My analyses, opinions, and conclusions were developed and this report has been prepared, in conformity with the Uniform Standards of Professional Appraisal Practice.
- This appraisal report was prepared in accordance with the requirements of Title XI of FIRREA and any implementing regulations.

PRIOR SERVICES

- ☒ I have NOT performed services, as an appraiser or in any other capacity, regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment.
- ☐ I HAVE performed services, as an appraiser or in another capacity, regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment. Those services are described in the comments below.

PROPERTY INSPECTION

- ☐ I have NOT made a personal inspection of the property that is the subject of this report.
- ☒ I HAVE made a personal inspection of the property that is the subject of this report.

APPRAISAL ASSISTANCE

Unless otherwise noted, no one provided significant real property appraisal assistance to the person signing this certification. If anyone did provide significant assistance, they are hereby identified along with a summary of the extent of the assistance provided in the report.

ADDITIONAL COMMENTS

Additional USPAP related issues requiring disclosure and/or any state mandated requirements:

MARKETING TIME AND EXPOSURE TIME FOR THE SUBJECT PROPERTY

- ☒ A reasonable marketing time for the subject property is 30-120 day(s) utilizing market conditions pertinent to the appraisal assignment.
- ☐ A reasonable exposure time for the subject property is day(s).

APPRAISER

SUPERVISORY APPRAISER (ONLY IF REQUIRED)

Signature

Name

Date of Signature

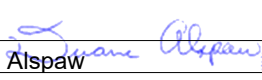
State Certification #

or State License #

State

Expiration Date of Certification or License

Effective Date of Appraisal





Duane Alspaw

08/18/2026

CR2278

AR

06/30/2027

8/12/2026

Signature

Name

Date of Signature

State Certification #

or State License #

State

Expiration Date of Certification or License

Supervisory Appraiser Inspection of Subject Property

Did Not

Exterior-only from Street

Interior and Exterior



SUMMARY OF SALIENT FEATURES

SUBJECT INFORMATION	Subject Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7
	Legal Description	See attached Parcel
	City	De Queen
	County	Sevier
	State	AR
	Zip Code	71832
	Census Tract	0803.00
	Map Reference	Virtual Map
PRICE & DATE	Contract Price	\$
	Date of Contract	N/A
PARTIES	Client	FRIENDS
	Client	FRIENDS
DESCRIPTION OF IMPROVEMENTS	Size (Square Feet)	
	Price per Square Foot	\$
	Location	De Queen
	Age	
	Condition	
	Total Rooms	
	Bedrooms	
	Baths	
APPRAISER	Appraiser	Duane Alspaw
	Effective Date of Appraisal	8/12/2026
VALUE	Opinion of Value	\$ 152,000

Assumptions and Limiting Conditions

File #

This appraisal report is subject to the following scope of work, intended use, intended user, definition of market value, statement of assumptions and limiting conditions, and certifications. The appraiser may expand the scope of work to include any additional research or analysis necessary based on the complexity of this appraisal assignment.

SCOPE OF WORK: The scope of work for this appraisal is defined by the complexity of this appraisal assignment and the reporting requirements of this appraisal assignment, including the following definition of market value, statement of assumptions and limiting conditions, and certifications. The appraiser must, at a minimum: (1) perform a complete visual inspection of the subject property, (2) inspect the neighborhood, (3) inspect each of the comparable sales from at least the street, (4) research, verify, and analyze data from reliable public and/or private sources, and (5) report his or her analysis, opinions, and conclusions in this appraisal report.

INTENDED USE: The intended use of this appraisal report is for the lender/client to evaluate the property that is the subject of this appraisal for a mortgage finance transaction.

INTENDED USER: The intended user of this appraisal report is the lender/client.

DEFINITION OF MARKET VALUE: The most probable price which a property should bring in a competitive and open market under all conditions requisite to a fair sale, the buyer and seller, each acting prudently, knowledgeably and assuming the price is not affected by undue stimulus. Implicit in this definition is the consummation of a sale as of a specified date and the passing of title from seller to buyer under conditions whereby: (1) buyer and seller are typically motivated; (2) both parties are well informed or well advised, and each acting in what he or she considers his or her own best interest; (3) a reasonable time is allowed for exposure in the open market; (4) payment is made in terms of cash in U. S. dollars or in terms of financial arrangements comparable thereto; and (5) the price represents the normal consideration for the property sold unaffected by special or creative financing or sales concessions* granted by anyone associated with the sale.

*Adjustments to the comparables must be made for special or creative financing or sales concessions. No adjustments are necessary for those costs which are normally paid by sellers as a result of tradition or law in a market area; these costs are readily identifiable since the seller pays these costs in virtually all sales transactions. Special or creative financing adjustments can be made to the comparable property by comparisons to financing terms offered by a third party institutional lender that is not already involved in the property or transaction. Any adjustment should not be calculated on a mechanical dollar for dollar cost of the financing or concession but the dollar amount of any adjustment should approximate the market's reaction to the financing or concessions based on the appraiser's judgment.

STATEMENT OF ASSUMPTIONS AND LIMITING CONDITIONS: The appraiser's certification in this report is subject to the following assumptions and limiting conditions:

1. The appraiser will not be responsible for matters of a legal nature that affect either the property being appraised or the title to it, except for information that he or she became aware of during the research involved in performing this appraisal. The appraiser assumes that the title is good and marketable and will not render any opinions about the title.
2. The appraiser has examined the available flood maps that are provided by the Federal Emergency Management Agency (or other data sources) and has noted in this appraisal report whether any portion of the subject site is located in an identified Special Flood Hazard Area. Because the appraiser is not a surveyor, he or she makes no guarantees, express or implied, regarding this determination.
3. The appraiser will not give testimony or appear in court because he or she made an appraisal of the property in question, unless specific arrangements to do so have been made beforehand, or as otherwise required by law.
4. The appraiser has noted in this appraisal report any adverse conditions (such as the presence of hazardous wastes, toxic substances, etc.) observed during the inspection of the subject property or that he or she became aware of during the research involved in performing this appraisal. Unless otherwise stated in this appraisal report, the appraiser has no knowledge of any hidden or unapparent deficiencies or adverse conditions of the property (such as, but not limited to, the presence of hazardous wastes, toxic substances, adverse environmental conditions, etc.) that would make the property less valuable, and has assumed that there are no such conditions and makes no guarantees or warranties, express or implied. The appraiser will not be responsible for any such conditions that do exist or for any engineering or testing that might be required to discover whether such conditions exist. Because the appraiser is not an expert in the field of environmental hazards, this appraisal report must not be considered as an environmental assessment of the property.
5. If the appraiser has based his or her appraisal report and valuation conclusion for an appraisal subject to certain conditions, it is assumed that the conditions will be met in a satisfactory manner.

Certifications

File #

APPRAISER'S CERTIFICATION: The Appraiser certifies and agrees that:

1. I have, at a minimum, developed and reported this appraisal in accordance with the scope of work requirements stated in this appraisal report.
2. I performed a complete visual inspection of the subject property. I reported the site characteristics in factual, specific terms.
3. I performed this appraisal in accordance with the requirements of the Uniform Standards of Professional Appraisal Practice that were adopted and promulgated by the Appraisal Standards Board of The Appraisal Foundation and that were in place at the time this appraisal report was prepared.
4. I developed my opinion of the market value of the real property that is the subject of this report based on the sales comparison approach to value. I have adequate comparable market data to develop a reliable sales comparison approach for this appraisal assignment.
5. I researched, verified, analyzed, and reported on any current agreement for sale for the subject property, any offering for sale of the subject property in the twelve months prior to the effective date of this appraisal, and the prior sales of the subject property for a minimum of three years prior to the effective date of this appraisal, unless otherwise indicated in this report.
6. I researched, verified, analyzed, and reported on the prior sales of the comparable sales for a minimum of one year prior to the date of sale of the comparable sale, unless otherwise indicated in this report.
7. I selected and used comparable sales that are locationally, physically, and functionally the most similar to the subject property.
8. I have reported adjustments to the comparable sales that reflect the market's reaction to the differences between the subject property and the comparable sales.
9. I verified, from a disinterested source, all information in this report that was provided by parties who have a financial interest in the sale or financing of the subject property.
10. I have knowledge and experience in appraising this type of property in this market area.
11. I am aware of, and have access to, the necessary and appropriate public and private data sources, such as multiple listing services, tax assessment records, public land records and other such data sources for the area in which the property is located.
12. I obtained the information, estimates, and opinions furnished by other parties and expressed in this appraisal report from reliable sources that I believe to be true and correct.
13. I have taken into consideration the factors that have an impact on value with respect to the subject neighborhood, subject property, and the proximity of the subject property to adverse influences in the development of my opinion of market value. I have noted in this appraisal report any adverse conditions (such as, but not limited to, the presence of hazardous wastes, toxic substances, adverse environmental conditions, etc.) observed during the inspection of the subject property or that I became aware of during the research involved in performing this appraisal. I have considered these adverse conditions in my analysis of the property value, and have reported on the effect of the conditions on the value and marketability of the subject property.
14. I have not knowingly withheld any significant information from this appraisal report and, to the best of my knowledge, all statements and information in this appraisal report are true and correct.
15. I stated in this appraisal report my own personal, unbiased, and professional analysis, opinions, and conclusions, which are subject only to the assumptions and limiting conditions in this appraisal report.
16. I have no present or prospective interest in the property that is the subject of this report, and I have no present or prospective personal interest or bias with respect to the participants in the transaction. I did not base, either partially or completely, my analysis and/or opinion of market value in this appraisal report on the race, color, religion, sex, age, marital status, handicap, familial status, or national origin of either the prospective owners or occupants of the subject property or of the present owners or occupants of the properties in the vicinity of the subject property or on any other basis prohibited by law.
17. My employment and/or compensation for performing this appraisal or any future or anticipated appraisals was not conditioned on any agreement or understanding, written or otherwise, that I would report (or present analysis supporting) a predetermined specific value, a predetermined minimum value, a range or direction in value, a value that favors the cause of any party, or the attainment of a specific result or occurrence of a specific subsequent event (such as approval of a pending mortgage loan application).
18. I personally prepared all conclusions and opinions about the real estate that were set forth in this appraisal report. If I relied on significant real property appraisal assistance from any individual or individuals in the performance of this appraisal or the preparation of this appraisal report, I have named such individual(s) and disclosed the specific tasks performed in this appraisal report. I certify that any individual so named is qualified to perform the tasks. I have not authorized anyone to make a change to any item in this appraisal report; therefore, any change made to this appraisal is unauthorized and I will take no responsibility for it.
19. I identified the lender/client in this appraisal report who is the individual, organization, or agent for the organization that ordered and will receive this appraisal report.
20. The lender/client may disclose or distribute this appraisal report to: the borrower; another lender at the request of the borrower; the mortgagee or its successors and assigns; mortgage insurers; government sponsored enterprises; other secondary market participants; data collection or reporting services; professional appraisal organizations; any department agency, or instrumentality of the United States; and any state, the District of Columbia, or other jurisdictions; without having to obtain the appraiser's or supervisory appraiser's (if applicable) consent. Such consent must be obtained before this appraisal report may be disclosed or distributed to any other party (including, but not limited to, the public through advertising, public relations, news, sales, or other media).

Certifications

File #

21. I am aware that any disclosure or distribution of this appraisal report by me or the lender/client may be subject to certain laws and regulations. Further, I am also subject to the provisions of the Uniform Standards of Professional Appraisal Practice that pertain to disclosure or distribution by me.
22. If this appraisal report was transmitted as an "electronic record" containing my "electronic signature", as those terms are defined in applicable federal and/or state laws (excluding audio and video recordings), or a facsimile transmission of this appraisal report containing a copy or representation of my signature, the appraisal report shall be as effective, enforceable and valid as if a paper version of this appraisal report were delivered containing my original hand written signature.
23. Unless otherwise indicated, I have performed no services, as an appraiser or in any other capacity, regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment.

SUPERVISORY APPRAISER'S CERTIFICATION: The Supervisory Appraiser certifies and agrees that:

1. I directly supervised the appraiser for this appraisal assignment, have read the appraisal report, and agree with the appraiser's analysis, opinions, statements, conclusions, and the appraiser's certification.
2. I accept full responsibility for the contents of this appraisal report including, but not limited to, the appraiser's analysis, opinions, statements, conclusions, and the appraiser's certification.
3. The appraiser identified in this appraisal report is either a sub-contractor or an employee of the supervisory appraiser (or the appraisal firm), is qualified to perform this appraisal, and is acceptable to perform this appraisal under the applicable state law.
4. This appraisal report complies with the Uniform Standards of Professional Appraisal Practice that were adopted and promulgated by the Appraisal Standards Board of The Appraisal Foundation and that were in place at the time this appraisal report was prepared.
5. If this appraisal report was transmitted as an "electronic record" containing my "electronic signature", as those terms are defined in applicable federal and/or state laws (excluding audio and video recordings), or a facsimile transmission of this appraisal report containing a copy or representation of my signature, the appraisal report shall be as effective, enforceable and valid as if a paper version of this appraisal report were delivered containing my original hand written signature.

esign.alamode.com/verify Serial:2F3F3C6B

APPRAISER

Signature _____

Name Duane Alspaw

Company Name Arkansas Appraisal & Inspection Services

Company Address 1017 W Maple Ave
De Queen, AR 71832-3911

Telephone Number (870) 642-2312

Email Address aaisorder@gmail.com

Date of Signature and Report 08/18/2026

Effective Date of Appraisal 8/12/2026

State Certification # CR2278

or State License # _____

or Other (describe) _____ State # _____

State AR

Expiration Date of Certification or License 06/30/2027

ADDRESS OF PROPERTY APPRAISED

De Queen Industrial Park Subdivision Lot 1, 6 and 7

De Queen, AR 71832

APPRAISED VALUE OF SUBJECT PROPERTY \$ 152,000

LENDER/CLIENT

Name _____

Company Name FRIENDS

Company Address 183 College Drive
De Queen AR 71832

Email Address jaybunyard@hotmail.com

SUPERVISORY APPRAISER (ONLY IF REQUIRED)

Signature _____

Name _____

Company Name _____

Company Address _____

Telephone Number _____

Email Address _____

Date of Signature _____

State Certification # _____

or State License # _____

State _____

Expiration Date of Certification or License _____

SUBJECT PROPERTY

☐ Did not inspect subject property

☐ Did inspect exterior of subject property from street
Date of Inspection _____

☐ Did inspect interior and exterior of subject property
Date of Inspection _____

COMPARABLE SALES

☐ Did not inspect exterior of comparable sales from street

☐ Did inspect exterior of comparable sales from street
Date of Inspection _____

Supplemental Addendum

File No.

Client	FRIENDS					
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7					
City	De Queen	County	Sevier	State	AR	Zip Code 71832
Client	FRIENDS					

Scope of Work:

Perform a full land appraisal and inspect the subject and the comparable sales, as well as compile and report that data using the Land form. The report is intended to estimate the market value opinion by the appraiser herein. The report is intended for use only by the client named in the report as client. Use of this report by others is not intended by the appraiser. Unless otherwise disclosed in the report, the appraiser inspected the property described herein by an exterior & interior observation & physical measurement of the exterior. Information of relevant characteristics may be from a combination of sources. Extraordinary assumptions may have been used where credible results were developed or could be developed. Extraordinary assumptions, if any, are described in the report. Research performed included a search of tax records, appraiser files, and other knowledgeable parties in the market. The subject property is identified by attached photographs, legal description, address, tax identification number, or any part of the descriptions given. Physical and economic factors were examined on specific and general research of the subject's marketing area. The extent of the analyses applied to arrive at opinions and conclusions were based on market research by the appraiser and conclusions derived at by the appraiser's experience, paired sales analyses when there are enough similar sales, other knowledgeable parties in the market, and were then analyzed in a reconciliatory manner to arrive at a final value conclusion. Value as defined herein is the appraiser's opinion of value. The effective date for the value is stated in the body of the report. Any exclusions of the approaches are described in the report. During the appraisal process the property was routinely inspected by the appraiser. The appraiser was not acting in the capacity of a home, electrical, plumbing, or building inspector. Nor is the appraiser trained to comment on the functioning of heat/ac systems, well and/or septic systems and any observations of same are solely based on an exterior physical examination and noted that said items turn on/off or do not appear overly unacceptable. This report should not be relied on to disclose any conditions present in the subject property. The appraisal report does not guarantee or imply that the house is free of defects and the appraiser(s) strongly suggest and recommend that the borrower or client secure a professional home inspection or take any necessary steps to insure the house is acceptable to them prior to closing escrow.

Definition of intended use as defined by USPAP, Statement of Appraisal Standards NO. 9 (SMT-9): The use of an appraiser's reported appraisal opinion and conclusions, as identified by the appraiser based on communication with the client at the time of the assignment.

Comparable Sales Over 6 Months:

The market for the past year remains stable in this area. All of the sales used are the most recent sales of similar style real properties in this small community. These sales are considered to be the best in the market area regardless of the date since sale.

Site Size:

The appraiser was not given the exact dimensions of the real property. The appraisal is based on the parcel cards information.

Environmental Comments:

Comments and conclusions are based on the visual observation at the site visit and published EPA data from Enviromapper and Envirofacts. No test i.e. Phase II were provided. The appraiser makes the extraordinary assumption that all parties to all transactions researched and used in this appraisal were equally informed of the conditions, risk and had no negative impact on their decision to transact.

Highest and Best Use:

The condition as reported offers physical and functional utility, the improvements meet the legal restrictions of zoning and decovenants. Based on a 4-6 month marketing time there is strong evidence of economic demand for existing housing. As reported in its current use the subject is in its highest and best use.

USPAP:

I have not performed work as an appraiser on the subject property within the last three years.

Extraordinary Assumptions:

No extraordinary assumptions were used on this report

Appraisal is Not a Survey:

It is assumed that the utilization of the land and improvements is within the boundaries of the property lines of the property described, and that there are no encroachments or trespass unless noted in the report. The appraiser has made no survey of the property and no responsibility is assumed in connection with such matters. Any maps, plats, legal descriptions, or drawings reproduced and included in this report are intended only for the purpose of showing spatial relationships or giving a general idea of the property description. The reliability of information contained in any such map, description, or drawing is assumed by the appraiser and cannot be guaranteed to be correct. A surveyor should be consulted if there is any concern on boundaries, setbacks, encroachments, legal description, or other survey matters.

Exposure Time:

Exposure time for the subject property is considered to be 4 - 6 Months

Note:

Research includes data sources that are readily available to appraisers and may include appraisal files, multiple listing services (if available), public records (such as tax assessor's files). The source(s) of comparable data is described in the data source section of the comparable sales grid. These sources and data are considered to be the most reliable available. When conflicting information is provided, the source deemed most reliable has been used. At the appraiser's discretion, some data may be used without personal verification if, in the appraiser's opinion, the data appears correct based on experience. The appraiser also evaluates documents provided by the client, borrower, and other related parties.

Final Reconciliation

Market: The market approach is based on the Principle of Substitution that a prudent buyer will pay no more for a property than the cost of acquiring an equally desirable substitution in the open market. The Principal of Supply and Demand is the driving force in this approach. The Market Approach is considered to be the best approach in valuing single family dwellings because it best reflects the buyer/seller relationship from the marketplace. There appears to be ample sales data during this marketing period to establish a market value based on the sales comparison approach.

Income: The income approach is based on the Principle of Anticipation. This means an investor purchases income producing property with the anticipation that the property is increasing in value as the income is being collected. The majority of the homes

Supplemental Addendum

File No.

Client	FRIENDS					
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7					
City	De Queen	County	Sevier	State	AR	Zip Code 71832
Client	FRIENDS					

in this neighborhood are owner occupied and were not purchased on the income potential. The subject dwelling is not considered an income producing property; therefore, the income approach to value was not developed.

Cost: The cost approach is also based on the Principal of Substitution which assumes that a well informed buyer will not pay more for a property than the cost of purchasing a similar lot and constructing a similar dwelling and relies heavily on the Principle of Contribution. This approach has limitations in establishing the market price on older residential property when there is a large amount of physical depreciation. The cost approach carries more weight on new homes because there is no depreciation. This approach was developed because it is always good to develop at a minimum, two of the three recognized approaches to value, when possible.

Highest and Best Use Analysis The subject is a legally permissible use based on its current zoning (or lack thereof). Also, the lot size, shape and land-to-building ratio allow the present structure and indicate a good utilization of the improvements. Based on current market conditions, the existing structure as a single family residence is its financially feasible and maximally productive use. The highest and best use, as if vacant, would be to construct a single family residence.

An Appraisal is Not A Legal Opinion

Title and Boundaries - No responsibility is assumed for matters of a legal nature that affects the title to the property nor is an opinion of title rendered. The value is given without regard to questions of title, boundaries, encumbrances or encroachments. We are not usually provided with information regarding the title or legal description and, in any event, we neither made a detailed examination of it nor do we give any legal opinion concerning it.

Site/Land to Value Ratio:

The site is typical for the area in terms of size and appeal with no readily noted easements or encroachments. The appraiser has not made a survey but is utilizing information provided by surveys, plat maps, and the owner. The appraiser has not done title work on the property and is assuming there are no restrictive covenants, encumbrances, contracts, declarations, unrecorded IRS liens, unpaid special assessments or unpaid property taxes.

Electronic Signature:

All electronic signatures on this report have a security feature maintained by an individual password for the signing appraiser. No person can alter the appraisal with the exception of the original signing appraiser. This type of signature meets the standards set by USPAP for an original signature. XML files are delivered to the client in a confidential and secure manner. If at any time the integrity of an appraisal is in question, the appraiser should be contacted for a final signed original copy for verification.

Confidentiality:

We consider privacy to be fundamental to our relationship with clients. Throughout our history, we have committed to maintaining confidentiality, integrity, and security of our clients personal information. It is our policy to respect the privacy of current and former clients, and to protect personal information entrusted to us. Internal policies have been developed to protect this confidentiality while allowing our clients needs to be served. In the course of providing services and products, we collect nonpublic personal information about clients. We collect this information from sources such as applications, other accounts, forms, information captured on our website (including any information captured through our use of "cookies") and client transactions with us, our affiliates, or other parties. We restrict access to the information to authorized individuals who need to know this information to provide services and products to you. We maintain physical, electronic, and procedural safeguards that protect your nonpublic personal information. We do not disclose this information about you, or any former consumers or customers to anyone, except as permitted by law. Employees share this information outside the company only as authorized by you, or for a specific business purpose. The law permits us to share this information with our affiliates. The law also permits us to share this information with companies that perform marketing services for us, or other financial institutions which have joint marketing agreements with us. When we share nonpublic information referred to above, the information is made available for limited purposes and under controlled circumstances designed to protect our consumer/customer information for any other purpose nor do we permit third parties to rent, sell, trade, or otherwise release or disclose information to any other party.

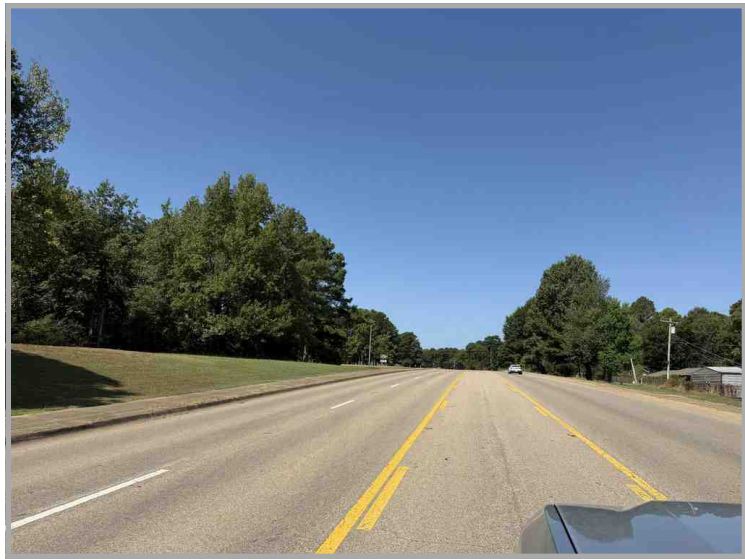
Method of Reporting:

The appraiser utilized the Land form to complete the reporting process.



Photograph Addendum

Client	FRIENDS					
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7					
City	De Queen	County	Sevier	State	AR	Zip Code 71832
Client	FRIENDS					



Subject



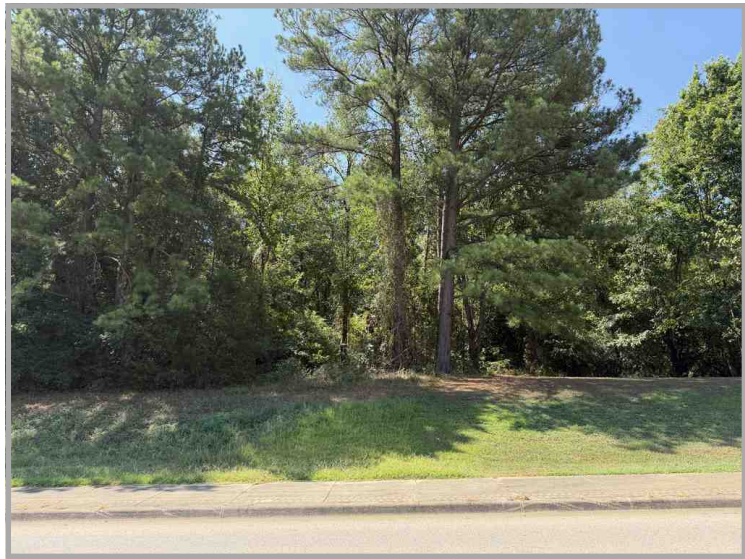
Subject



Subject



Subject



Subject



Subject

Photograph Addendum

Client	FRIENDS					
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7					
City	De Queen	County	Sevier	State	AR	Zip Code 71832
Client	FRIENDS					



Subject



Subject



Subject



Subject



Subject



Subject

Parcel Card - Page 1



Parcel: 070-00344-001-E

Sevier County Report

ID: 11769

As of: 8/11/2026

Property Owner

Name: BOARD OF TRUSTEES OF
UNIVERSITY OF ARKANSAS

Mailing Address: P O BOX 960
DE QUEEN, AR 71832

Type: (ES) Ex. School

Over 65 Freeze: No

Tax Dist: (117) DE QUEEN CITY

Size (Acres):

Extended Legal: LOT 1 DE QUEEN INDUSTRIAL PARK

Property Information

Physical Address:

Subdivision: DEQUEEN INDUSTRIAL PARK

Block / Lot: -- / 1

S-T-R: 26-08-32

Market and Assessed Values:

Taxes:

Estimated Market Value	Full Assessed (20% Mkt Value)	Taxable Value	Estimated Taxes:	\$0	Actual Taxes:	\$0.00
Land:			Homestead Credit:	\$0	Note: Tax amounts are estimates only. Contact the county tax collector for exact amounts.	
Building:	0	0				
Total:						

Deed Transfers:

Date	Book	Page	Deed Type	Stamps	Est. Sale	Grantee	Code	Type
4/28/2005	2005	700	Quit Claim			BOARD OF TRUSTEES OF UNIVERSITY		
3/4/2005	2005	407	Quit Claim			BOARD OF TRUSTEES OF UNIVERSITY		
9/1/2000	199	721	Warr. Deed			COSSATOT TECHNICAL COLLEGE		
9/28/1981	155	93				DE QUEEN INDUSTRIAL PARK PUBLIC		

Not a Legal Document.

Subject to terms and conditions.

www.datascoutpro.com

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Parcel Card - Page 2



Parcel: 070-00344-001-E

Sevier County Report

ID: 11769

As of: 8/11/2026

Map:



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and the GIS User Community

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Parcel Card - Page 1



Parcel: 070-00344-006-E

Sevier County Report

ID: 11778

As of: 8/11/2026

Property Owner

Name: BOARD OF TRUSTEES OF
UNIVERSITY OF ARKANSAS

Mailing Address: P O BOX 960
DE QUEEN, AR 71832

Type: (ES) Ex. School

Over 65 Freeze: No

Tax Dist: (117) DE QUEEN CITY

Size (Acres):

Extended Legal: LOT 6 DE QUEEN INDUSTRIAL PARK

Property Information

Physical Address:

Subdivision: DEQUEEN INDUSTRIAL PARK

Block / Lot: -- / 6

S-T-R: 26-08-32

Market and Assessed Values:

Taxes:

Estimated Market Value	Full Assessed (20% Mkt Value)	Taxable Value	Estimated Taxes:	\$0	Actual Taxes:	\$0.00
Land:			Homestead Credit:	\$0	Note: Tax amounts are estimates only. Contact the county tax collector for exact amounts.	
Building:	0	0				
Total:						

Deed Transfers:

Date	Book	Page	Deed Type	Stamps	Est. Sale	Grantee	Code	Type
4/28/2005	2005	700	Quit Claim			BOARD OF TRUSTEES OF UNIVERSITY		
3/4/2005	2005	407	Quit Claim			BOARD OF TRUSTEES OF UNIVERSITY		
9/1/2000	199	721	Warr. Deed			COSSATOT TECHNICAL COLLEGE		
9/28/1981	155	93				DE QUEEN INDUSTRIAL PARK PUBLIC		

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Parcel Card - Page 2



Parcel: 070-00344-006-E

Sevier County Report

ID: 11778

As of: 8/11/2026

Map:



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Parcel Card - Page 1



Parcel: 070-00344-007-E

Sevier County Report

ID: 11779

As of: 8/11/2026

Property Owner

Name: BOARD OF TRUSTEES OF
UNIVERSITY OF ARKANSASMailing Address: P O BOX 960
DE QUEEN, AR 71832

Type: (ES) Ex. School

Over 65 Freeze: No

Tax Dist: (117) DE QUEEN CITY

Size (Acres):

Extended Legal: LOT 7 DE QUEEN INDUSTRIAL PARK

Property Information

Physical Address:

Subdivision: DEQUEEN INDUSTRIAL PARK

Block / Lot: -- / 7

S-T-R: 26-08-32

Market and Assessed Values:

Taxes:

Estimated Market Value	Full Assessed (20% Mkt Value)	Taxable Value	Estimated Taxes:	\$0	Actual Taxes:	\$0.00
Land:			Homestead Credit:	\$0	Note: Tax amounts are estimates only. Contact the county tax collector for exact amounts.	
Building:	0	0				
Total:						

Deed Transfers:

Date	Book	Page	Deed Type	Stamps	Est. Sale	Grantee	Code	Type
4/28/2005	2005	700	Quit Claim			BOARD OF TRUSTEES OF UNIVERSITY		
3/4/2005	2005	407	Quit Claim			BOARD OF TRUSTEES OF UNIVERSITY		
9/1/2000	199	721	Warr. Deed			COSSATOT TECHNICAL COLLEGE		
9/28/1981	155	93				DE QUEEN INDUSTRIAL PARK PUBLIC		

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Parcel Card - Page 2



Parcel: 070-00344-007-E

Sevier County Report

ID: 11779

As of: 8/11/2026

Map:



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www.datascoutpro.com

Page 2

Site Map

Client	FRIENDS					
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7					
City	De Queen	County	Sevier	State	AR	Zip Code 71832
Client	FRIENDS					



Location Map

Client	FRIENDS					
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7					
City	De Queen	County	Sevier	State	AR	Zip Code 71832
Client	FRIENDS					



Comparable Sales Map

Client	FRIENDS					
Property Address	De Queen Industrial Park Subdivision Lot 1, 6 and 7					
City	De Queen	County	Sevier	State	AR	Zip Code 71832
Client	FRIENDS					



License**SARAH HUCKABEE SANDERS**

Governor

DARYL E. BASSETTSecretary of Labor
and Licensing**State of Arkansas**

Arkansas Dept of Labor and Licensing

Arkansas State Board of Appraisers,
Abstracters, and Home Inspectors

900 W Capitol Ave, Suite 400

Little Rock, AR 72201

PH (501)-296-1843

<https://www.arkansas.gov/alcb/>

DUANE ALSPAW

1017 W. MAPLE AVE.

DEQUEEN, ARKANSAS 71832

LICENSE #:

CR2278

THIS CERTIFIES THAT

DUANE ALSPAW

IS LICENSED AS A

Certified Residential AppraiserGiven under our hand and seal this **1st** day of **Jul, 2026**.This license expires: **06/30/2027**.

SECRETARY OF LABOR AND LICENSING

Report Verification

This appraisal report has been electronically signed. It is as valid and legally enforceable as a wet ink signature on paper. In addition, advanced third party identify verification from Equifax has been used to ensure that the appraiser signing this report is really who they say they are. You can also verify that the salient data points of the report have not been altered in any way.

To verify the integrity of this document:

1. Visit esign.alamode.com/verify

2. Enter the Serial Number and Signer Name for this document listed below and click Verify.

3. A verification report will be generated showing the profile of the appraiser(s) who signed the report, the date and time the signature were applied, and the salient data from the report at the time of signing.

4. Verify the salient data matches the data in this report to quickly reveal if any tampering has taken place.

5. Optionally, upload the PDF version of this report to confirm it exactly matches the report when it was signed.

The report below is an example of what you would see when verifying the report.

Salient Data:	
Date of Sale: N/A	Condition:
Borrower:	Total Rooms:
Lender: FRIENDS	Bedrooms:
Size (Sq.Ft):	Baths:
Price Per Square Foot:	Appraiser: Duane Alspaw
Location: De Queen	Effective Date of Value ('as of'): 8/12/2026
Age:	Final Opinion of Value: 152,000
Signer 1:	Signer 2:
Duane Alspaw	
1017 W Maple Ave, De Queen, AR 71832-3911	
Signature:	Signature:
Serial #: 2F3F3C6B	Serial #:
Date Signed: 08/18/2026	Date Signed:

COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS

BOARD OF VISITORS

INFORMATION ITEMS

EMPLOYEE CHANGES

Newly Hired

Michelle Burrell

Hire Date: July 29, 2026

Position: Workforce Development Coordinator

Salary: \$42,000

Kayla Richardson

Hire Date: August 13, 2026

Position: Student Activities Coordinator

Salary: \$31,000

Chris Hale

Hire Date: August 24, 2026

Position: Public Safety Officer

Salary: \$36,000

Bronwen Walker

Hire Date: August 27, 2026

Position: Food Services Specialist

Salary: \$24,413