

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2016 – May 31, 2017.

1) **Employment Unit: Blackhawk Broadcasting LLC**

2) **Unit Members (Stations and Communities of License):** KSWT—Yuma, AZ
KYMA-DT—Yuma, AZ

3) **EEO Contact Information for Employment Unit:**

Mailing Address: KSWT / KYMA-DT 1965 S. 4th Avenue Yuma, AZ 85364	Telephone Number: (928) 217-5512
	Contact Person/Title: Pam Knight/HR Coordinator
	E-mail Address: pknight@kecytv.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<i>Job Title</i>	<i>Recruitment Source Referring Hiree</i>
A. Account Executive Date Filled: 9/2/16 Total Interviewed: 3	On air advertising
B. Account Executive Date Filled: 1/30/17 Total Interviewed: 1	Word of Mouth Referral

5) a. **Job Title: Account Executive** **Referral Source(s) of Hiree: On Air advertising**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting		1965 s 4 th Avenue Yuma, AZ 85364	928-539-9990	0	No
KSWT and KYMA-DT Website		Kyma.com (covers all stations)	928-539-9990	0	No
Over-the-Air Job Opening Announcement		1965 S 4 th Ave Yuma, AZ 85364	928-539-9990	2	No
Word of Mouth/Referral	Various			1	No

Stations KSWT and KYMA are Equal Opportunity Employers.

5) b. Job Title: Account Executive

Referral Source(s) of Hiree: Word of Mouth/Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting		1965 S. 4th Avenue Yuma, 85364	928-539-9990	0	No
KSWT and KYMA-DT Website		Kyma.com (covers all stations)	928-539-9990	0	No
Over-the-Air Job Opening Announcement		1965 S. 4th Avenue Yuma, 85364	928-539-9990	0	No
Word of Mouth/Referral	Various			1	No

5) Total # of Interviewees Referred: For the period from June 1, 2016, to May 31, 2017, this Employment Unit interviewed five (5) interviewees for full-time job vacancies.

6) Supplemental Recruitment Initiatives.

(a) Initiative: Attendance at Job Fairs (3)

- 1) On March 24, 2017 a news person from this Employment Unit participated in the Career Day at Brawley Union High School in which he talked to students about employment opportunities in the Broadcast industry.
- 2) On March 23, 2017 a news person from this Employment Unit participated in the Career on Wheels Event at Harding Elementary School in which she talked to students about employment opportunities in the Broadcast industry.
- 3) On February 15, 2017 this Employment Unit's HR Coordinator participated in the Business, CIS and Communications Career Expo put on by Arizona Western College in which she talked to many people about employment opportunities in the Broadcast industry.

(b) Initiative: Recruitment Announcements

The Employment Unit produces on-air announcements not only for specific job openings but also a general on-air commercial directing the community to the station's website if they are interested in working for this Employment Unit. The announcements run year round, typically when there is an opening on the log throughout various programming. It is an ongoing outreach to women and minorities within the community.

(c) Initiative: Providing Broadcasting Tours to Local Schools and Job-Training Programs

During the course of the year, this Employment Unit provides a thumbnail sketch of what television sales people do with several (upwards of 20 a year) tours of its station. The audience of these tours includes local high school, middle school, and grammar school students, organizations that assist persons with disabilities into the workforce, and other local employment-

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assisting organizations that help people, who have been hampered in some way, get back into the workforce, especially women and minorities.