

EEO REPORT

For the reporting period August 1, 2018 through period ending July 31, 2019

This report covers the following Station Employment Unit (SEU)

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number
CALVARY CHAPEL COSTA MESA	KWVE-FM	SAN CLEMENTE, CA	8410

1. **RECRUITMENT SOURCE (RS) LIST**

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 20 people interviewed for full-time positions.

Recruitment Sources (RS)				
R S	SOURCE	ADDRESS	CONTACT / PHONE #	Number of Applications referred
A	Allaccess.com	All Access Music Group 24955 PCH Hwy, C30 Malibu, CA 90268		0
B	California Broadcasters Association (CBA)	915 "L" St. Ste., 1150 Sacramento, CA 95814 Joe Berry jberry@yourcba.com	916 444-2237 yourcba.com	0
C	Calvary Chapel Costa Mesa (CCCM website)	3800 S. Fairview St. Santa Ana, CA 92704	714 979-4422	70
D	Google			0
E	Handshake App			0

F	Indeed.com	Indeed. Inc. 6433 Champion Grandview Way Austin, TX 78750 www.indeed.com		17
G	KWVE Instagram	3000 W. MacArthur Blvd., Suite 500 Santa Ana, CA 92704	714-918-6207	0
H	KWVE 107.9 FM (Walk in)	3000 W. MacArthur Blvd., Suite 500 Santa Ana, CA 92704	714-918-6207	2
I	kwve.com	3000 W. MacArthur Blvd., Suite 500 Santa Ana, CA 92704	714-918-6207	0
J	KWVE facebook.com	3000 W. MacArthur Blvd., Suite 500 Santa Ana, CA 92704	714-918-6207	0
K	KWVE twitter.com	3000 W. MacArthur Blvd., Suite 500 Santa Ana, CA 92704	714-918-6207	0
L	LINKEDIN			2
M	LARadio.com			1
N	Monster.com			1
O	Southern California Broadcasters Association (SCBA)	5670 Wilshire Blvd, Suite 200 Los Angeles, CA 90063	Thom Callahan, President 310-444-1412 Scba.com	0
P	Vanguard University	Career Center 55 Fair Drive Costa Mesa, CA 92626	714-556-3610	0

2. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

Job #	Job Vacancy Title	Recruitment Source that Referred Hired Person	Vacancy Date Filled	RS's Contacted To Fill Vacancy
1	Community Relations	Internal Promotion	9/01/18	C,F
2	Technology Engineer	Internal Promotion	1/16/19	C,F,L,N

3. Total Full Time Resumes August 1, 2018 to July 31, 2019

- Internal Candidates: 2
- Internships: 0
- Self Referral: 0
- Unsolicited: 0

4. Outreach Initiatives:

The following outreach initiatives were completed by the **SEU** during the reporting period:

A. **Management Training**

- March 6, 2019 - HR Training presentation of harassment training

B. **Job Fairs(s)**

The SEU participated in job banks designed to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment in radio broadcasting careers. Each of these job fair(s) the SEU distributed business cards, accepted resumes and discussed information pertaining to a career at the SEU.

- March 1, 2019 - Vanguard University, 55 Fair Drive, Costa Mesa, CA 92626