

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2018 – May 31, 2019.

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) 247-9524
	Contact Person/Title: Jim Chancey/General Sales Manager
	E-mail Address: Jim.chancey@kyma.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. Local Account Executive (Yuma-Location) Date Filled: 6/28/18 Total Interviewed: 2	TV Announcement
B. Digital Specialist (Yuma-Location) Date Filled: 2/25/19 Total Interviewed: 4	Linked In

5) a. Job Title: Local Account Executive (Yuma) Referral Source(s) of Hiree: TV Announcement

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, AZ 85364	928-247-9524	0	No
KSWT and KYMA-DT Website		Kyma.com (covers both stations)	928-247-9524	1	No
Television Announcement		1965 S. 4th Avenue Yuma, AZ 85364	928-247-9524	1	No
Indeed.com		Indeed.com		0	No
Word of Mouth/Referral				0	No

5) b. Job Title: Local Account Executive (Yuma) Referral Source(s) of Hiree: Internal Posting

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, AZ 85364	928-247-9524	0	No
KSWT and KYMA-DT Website		Kyma.com (covers both stations)	928-247-9524	2	No
Television Announcement		1965 S. 4th Avenue Yuma, AZ 85364	928-247-9524	1	No
LinkedIn.com		LinkedIn.com		1	No
Indeed.com		Indeed.com		0	No
Word of Mouth/Referral				0	No

6) Total # of Interviewees Referred: For the period from June 1, 2018, to May 31, 2019, this Employment Unit interviewed six (6) interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.
(a) Initiative: Sponsorship at Job Fairs

The Employment Unit's HR Coordinator and General Sales Manager attended the Yuma Community Job and Education Fair on October 3, 2018, from 9 a.m.-1 p.m. in which hundreds of job seekers were in attendance. We represented broadcasting handing out station information, job descriptions, and employment applications. We talked with applicants about various careers in the broadcasting industry. KYMA was a media co-sponsor of this event that targeted a broad spectrum of potential employees, with publicity in English and Spanish, and offered easy accessibility for job seekers with disabilities.

(b) Initiative: Attendance at Job Fairs

The Employment Unit's HR Coordinator attended the Arizona Western College Career Expo Job Fair on November 7, 2018, from 10 a.m.-1 p.m. in which several hundred students were in attendance. We represented broadcasting careers to about one hundred of these students by handing out to them station information, job descriptions, and employment applications. We also shared with these students what to study in college for the different positions in broadcasting.

(c) Initiative: Recruitment Announcements

The Employment Unit produces on-air announcements for specific job openings directing the community to the station's website if they are interested in working for this Employment Unit. The announcements run when there is an opening on the log throughout various programming. It is an ongoing outreach to women and minorities within the community.

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

During the course of the year, this Employment Unit provided six tours of the station to area school students, informing them on news operations and broadcasting careers. The audience of these tours includes local high school, middle school and grammar school students.

Stations KSWT and KYMA are Equal Opportunity Employers.

(e) Initiative: Mentoring Program for Station Personnel

The General Sales Manager mentors two staff members on a monthly basis, one minority male and one minority female, seeking help in finding ways to advance within the broadcast industry.

(f) Initiative: Internship Program

Blackhawk Broadcasting has instituted an internship program to educate persons interested in a career in broadcasting, and is making plans for its first internship to begin this summer.