

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2019 – May 31, 2020.

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

**2) Unit Members (Stations and Communities of License):**

**DKSWT—Yuma, AZ, Facility ID 74449\***  
**KYMA-DT—Yuma, AZ, Facility ID 33639**

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

Mailing Address:  KYMA 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:**

***Job Title***

***Recruitment Source Referring Hiree***

**A. Digital Sales Specialist (Yuma-Location)**

**Date Filled: Not Filled**

**Total Interviewed: 9**

**5) a. Job Title: Digital Sales Specialist**

**Referral Source(s) of Hiree:**

<b>Name of Organization Notified of Job Vacancy</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
Internal Posting	Jim Chancey	1965 S. 4th Avenue Yuma, AZ 85364	928-247-9524	0	No
KYMA.COM	Jim Chancey	Kyma.com	928-247-9524	0	No
KYMA/NYMA Television Announcement	Jim Chancey	1965 S. 4th Avenue Yuma, AZ 85364	928-247-9524	0	No
Indeed.com	Jim Chancey	Indeed.com	928-247-9524	8	No
Word of Mouth/Referral	Jim Chancey	1965 S. 4th Avenue Yuma, AZ 85364	928-247-9524	1	No
Internal Posting	Jim Chancey	1965 S. 4th Avenue Yuma, AZ 85364	928-247-9524	0	No

- Blackhawk surrendered the license of DKSWT as of January 15, 2020 pursuant to FCC approval of BTCCDT-20190304ACF, et al.

Stations KSWT and KYMA are Equal Opportunity Employers.

**6) Total # of Interviewees Referred:** For the period from June 1, 2019, to May 31, 2020, this Employment Unit interviewed nine (9) 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 2, 2019, from 9 a.m.-1 p.m. in which hundreds of job seekers were in attendance. We talked with interested persons about the various careers in the broadcasting industry, handing out job descriptions and employment applications to all interested candidates. 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 General Sales Manager participated in the Arizona Western College Career Expo Job Fair on November 12, 2019, from 10 a.m.-12 p.m. in which several hundred students were in attendance. We represented broadcasting careers to about fifty 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. Station ratings consistently indicate that our television announcements reach a substantial number of women and minorities within the community.

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

Due to the Covid19 Pandemic, station tours which usually occur towards the end of the school year were cancelled. The station may resume tours when it is deemed safe for students and station personnel.

**(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, who are seeking additional experience to advance within the broadcast industry.

**(f) Initiative: Internship Program**

Blackhawk Broadcasting began an internship program to educate persons interested in a career in broadcasting during this cycle. Our first intern learned an overview of Sales, News and production services during her 3 week immersion in Broadcasting.