

EEO PUBLIC FILE REPORT:

June 1, 2018 – May 31, 2019

Stations KAWC-FM, KAWP-FM and KOFA-AM are licensed to Arizona Western College to provide noncommercial educational programming in Yuma, Arizona. As a part of the College, which itself is an instrument of State government, the stations are subject to EEO requirements applicable to state entities. All Station hiring and employment functions are administered within the College's Business and Administration Department, which handles Human Resources for the entire College.

VACANCY LIST

Job Title: Underwriting Sales Representative – PA Position

Job Number: #19-017

Date Posted: 03/11/2019

Date Hired: 04/29/2019

Total # People Applied: 6 Applicants

Total # Interviewed: 1 Applicants

Referral Source Hired Applicant: KAWC staff contact

Recruitment Sources:

AWC website (<https://azwestern.csod.com/ats/careersite/search.aspx?site=1&c=azwestern>),

State of Arizona Job Connect website (<https://www.azjobconnection.gov/ada/r/>),

AWC LinkedIn website (<https://www.linkedin.com/school/arizona-western-college/>),

E-mail to all current Full-time and Part-time AWC employees, KAWC Facebook and KAWC on air announcements.

RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internships	KAWC studios are used by Arizona Western College broadcasting students to learn basic broadcasting skills.
2	Scholarships	Arizona Western College foundation offers scholarships for broadcasting students.
3	Studio tours and jobs discussion for students	<p>Each semester KAWC hosts the students of Arizona Western College's BDC-100 "Intro to Broadcasting" class. The meeting includes a tour of facilities and an in depth discussion of employment opportunities in radio. Average attendance is 25 students.</p> <p>KAWC has also assisted area high school teachers by offering studio tours and talking to students about job opportunities in broadcasting.</p>

4	Outreach to non-commercial broadcasters	KAWC staff has provided assistance to other non-commercial broadcasters in our region including support for a minority operated full power FM station in Somerton, AZ and a Native American owned and operated low power FM station on the Quachan (Fort Yuma) Reservation.
5	Part Time Employees	<p>KAWC typically hires two or more part time announcers/production assistants. These positions are excellent training for future full time employees.</p> <p>Though our “Border Radio” project we have hired a cohort of seven announcers and production assistants. This group is made up primarily of Native American and Hispanic students and community members who work in on air and off air roles.</p>