

EEO PUBLIC FILE REPORT:

June 1, 2017 – May 31, 2018

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: KAWC Development Supervisor – PA Position

Job Number: #17-057

Date Posted: 12/17/2017

Date Hired: (did not hire any applicants)

Total # People Applied: 4 Applicants

Total # Interviewed: 0 Applicants

Referral Source Hired Applicant: N/A

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.

Job Title: KAWC Underwriting Sales Representative – PA Position

Job Number: #18-005

Date Posted: 01/31/2018

Date Hired: 03/19/2018

Total # People Applied: 4 Applicants

Total # Interviewed: 2 Applicants

Referral Source Hired Applicant: KAWC on air announcements

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.

Job Title: KAWC News Producer/Host – PA Position

Job Number: #18-016

Date Posted: 03/21/2018

Date Hired: 05/23/2018

Total # People Applied: 4 Applicants

Total # Interviewed: 2 Applicants

Referral Source Hired Applicant: Referred by AWC employee.

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	<p>KAWC studios are used by Arizona Western College broadcasting students to learn basic broadcasting skills.</p> <p>Through our new “Border Radio Project” KAWC has added more than ten new interns, giving them a chance to learn how to produce radio programs. Most of these interns are students, and most of them represent minority groups served by our station.</p>
2	Scholarships	Arizona Western College foundation offers scholarships for broadcasting students.
3	Studio tours and jobs discussion for AWC Broadcasting students	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.
4	Job Fairs	KAWC attended the Careers Fair event at Arizona Western College where we explained to prospective employees the opportunities available in broadcasting.
5	Part Time Employees	KAWC typically hires two or more part time announcers/production assistants. These positions are excellent training for future full time employees. In 2017 our part time employees included two minority hires, one male and one female.