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:
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:
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:**  
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**

<table>
<thead>
<tr>
<th>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Internships</td>
<td>KAWC studios are used by Arizona Western College broadcasting students to learn basic broadcasting skills. 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.</td>
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<tr>
<td>2 Scholarships</td>
<td>Arizona Western College foundation offers scholarships for broadcasting students.</td>
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<tr>
<td>3 Studio tours and jobs discussion for AWC Broadcasting students</td>
<td>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.</td>
</tr>
<tr>
<td>4 Job Fairs</td>
<td>KAWC attended the Careers Fair event at Arizona Western College where we explained to prospective employees the opportunities available in broadcasting.</td>
</tr>
<tr>
<td>5 Part Time Employees</td>
<td>KAWC typically hires two or more part time announcers/production assistants. These positions are excellent training for future full time employees. In 2017 out part time employees included two minority hires, one male and one female.</td>
</tr>
</tbody>
</table>