

**KEYCY-TV & KESE LP  
EEO PUBLIC FILE REPORT**

This EEO Public File Report is filed in Station KEYCY-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one period beginning on July 1, 2014 and ending on July 31, 2015,\* the station filled the following full-time vacancies:

- Anchor/Reporter – 4 openings
- Multimedia Journalist – 4 openings
- Account Executive – 4 openings
- Master Control Operator – 2 openings
- Anchor/Producer – 2 openings
- News Technical Director – 2 openings

The station interviewed a total 54 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Yuma Private Industry Council	0
NAB CareerPage.org	0
Arizona Western College	0
El Centro Center for Employment Training	0
Station Website	12
ABA TVJobs.com	11
Station on air advertisement	12
NPG Website	5
Referrals	11
Walk-ins	3

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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\* With the start of a new license term, the station employment unit has elected to report EEO using the full-power TV station's deadline of August 1 each year. This report covers the time period from the end of the prior year's report (which used a different deadline) through July 31, 2015.

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Anchor/Reporter

**Recruitment Source That**

**Referred the Hiree:** station website

**Date Vacancy Opened:** 9/18/14

**Total Number of Persons**

**Interviewed for the**

**Vacancy:** 3

**Date Vacancy Filled:** 11/3/14

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		2	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals					
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**                      **Anchor/Reporter**

**Recruitment Source That**  
**Referred the Hiree: Referral**

**Date Vacancy Opened:**                      **9/18/14**

**Total Number of Persons**  
**Interviewed for the**  
**Vacancy:    4**

**Date Vacancy Filled:**                      **12/1/14**

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187	0	no
NAB CareerPage.org	CareerPage.org	Susanne Strong		0	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063	0	no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589	0	no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:**

**Anchor/Reporter**

**Recruitment Source That  
 Referred the Hire: Station Website**

**Date Vacancy Opened:** 9/18/14

**Total Number of Persons  
 Interviewed for the**

**Vacancy: 3**

**Date Vacancy Filled:** 2/25/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187	0	no
NAB CareerPage.org	CareerPage.org	Susanne Strong		0	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063	0	no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589	0	no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCCO.com	Mary Ann Fels	(816) 271-8681		no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Multimedia Journalist

**Recruitment Source That Referred the Hire:** Referral

**Date Vacancy Opened:** 9/18/14

**Total Number of Persons Interviewed for the Vacancy:** 4

**Date Vacancy Filled:** 3/10/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187	0	no
NAB CareerPage.org	CareerPage.org	Susanne Strong		0	no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063	0	no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589	0	no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Account Executive

**Recruitment Source That Referred the Hire:** Referral

**Date Vacancy Opened:** 1/13/15

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 4/1/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:**                      **Anchor/Producer**

**Recruitment Source That  
 Referred the Hire: Referral**

**Date Vacancy Opened:**                      **9/18/14**

**Total Number of Persons  
 Interviewed for the  
 Vacancy:                                      5**

**Date Vacancy Filled:**                      **4/14/15**

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		2	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	no
Referrals				1	
Walk-ins					



**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Multimedia Journalist

**Recruitment Source That**

**Referred the Hiree:** station website

**Date Vacancy Opened:** 9/18/14

**Total Number of Persons**

**Interviewed for the**

**Vacancy:** 3

**Date Vacancy Filled:** 4/15/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Master Control

**Recruitment Source That Referred the Hire:** Referral

**Date Vacancy Opened:** 3/30/15

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 4/22/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPCCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals				1	
Walk-ins				1	

**FULL-TIME VACANCY FEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:**

**Multimedia Journalist**

**Recruitment Source That Referred the Hire: Referral**

**Date Vacancy Opened:**

**9/18/14**

**Total Number of Persons Interviewed for the Vacancy: 3**

**Date Vacancy Filled:**

**4/27/15**

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	2	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals					
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** News Technical Director

**Recruitment Source That Referred the Hire:** Referral

**Date Vacancy Opened:** 4/10/15

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 5/13/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	3	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals					
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:**

**Account Executive**

**Recruitment Source That**

**Referred the Hiree: Referral**

**Date Vacancy Opened:**

**1/13/15**

**Total Number of Persons**

**Interviewed for the**

**Vacancy: 1**

**Date Vacancy Filled:**

**5/13/15**

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:**

**Anchor/Producer**

**Recruitment Source That  
 Referred the Hire: TV Jobs**

**Date Vacancy Opened:**

**9/18/14**

**Total Number of Persons  
 Interviewed for the  
 Vacancy: 4**

**Date Vacancy Filled:**

**5/20/15**

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	no
Referrals					
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** News Technical Director

**Recruitment Source That Referred the Hiree:** Referral

**Date Vacancy Opened:** 4/10/15

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 5/27/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals				1	
Walk-ins				1	

**FULL-TIME VACANCY EEO INFORMATION**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Multimedia Journalist

**Recruitment Source That Referred the Hire:** station on air advertisement

**Date Vacancy Opened:** 9/18/14

**Total Number of Persons Interviewed for the Vacancy:** 4

**Date Vacancy Filled:** 6/23/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	2	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals					
Walk-ins					



**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Master Control Operator

**Recruitment Source That  
 Referred the Hiree: Station on air advertisement**

**Date Vacancy Opened:** 4/27/15

**Total Number of Persons  
 Interviewed for the  
 Vacancy: 2**

**Date Vacancy Filled:** 7/1/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals					
Walk-ins				1	

**FULL-TIME VACANCY EEO INFORMATION**  
**[Fill out for each full-time vacancy]**

**Job Title of Vacancy:** Account Executive

**Recruitment Source That Referred the Hire:** Station on air advertisement

**Date Vacancy Opened:** 1/13/15

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 7/6/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:**

**Anchor/Reporter**

**Recruitment Source That Referred the Hire: Referral**

**Date Vacancy Opened:**

9/18/14

**Total Number of Persons**

**Interviewed for the Vacancy: 3**

**Date Vacancy Filled:**

7/8/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviews Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals				1	
Walk-ins					

**FULL-TIME VACANCY EEO INFORMATION**  
 [Fill out for each full-time vacancy]

**Job Title of Vacancy:** Account Executive      **Recruitment Source That Referred the Hiree:** station website

**Date Vacancy Opened:** 1/13/15

**Total Number of Persons  
 Interviewed for the  
 Vacancy: 3**

**Date Vacancy Filled:** 7/10/15

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Yuma Private Industry Council	3826 16 <sup>th</sup> St Yuma, AZ 85364	Cynthia Marshall	(928) 329-0990 X187		no
NAB CareerPage.org	CareerPage.org	Susanne Strong			no
Arizona Western College	PO Box 929 Yuma, AZ 82366	Mel Parker	(928) 344-7063		no
Center for Employment Training	294 S 3 <sup>rd</sup> St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	YourTV Family.com	Ernesto Romero	(928) 539-9990	1	no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 <sup>th</sup> Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referrals					
Walk-ins					

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station [Insert Call Letters] has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Job Fair	On September 20, 2014 HR Coordinator, Pam Knight, participated in the job fair put on by Goodwill in which she talked to many people about employment opportunities in the Broadcast industry
1	Job Fair	On February 18, 2015 HR Coordinator, Pam Knight, participated in the job fair put on by Arizona Western College in which she talked to many people about employment opportunities in the Broadcast industry
1	Job Fair	On May 21, 2015 HR Coordinator, Pam Knight, participated in the job fair put on by Arizona Western College in which she talked to many people about employment opportunities in the Broadcast industry
1	Job Fair	On May 22, 2015 HR Coordinator, Pam Knight, participated in the job fair put on by Quechan Indian Tribe in which she talked to many people about employment opportunities in the Broadcast industry

\* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.