

# EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2020 – May 31, 2021.

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

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

**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. No positions were open/filled during this period.**

**5) a. Job Title:**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)

**6) Total # of Interviewees Referred:** For the period from June 1, 2020, to May 31, 2021, this Employment Unit interviewed zero (0) interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Recruitment Announcements**

The Employment Unit produces on-air announcements when specific job openings become available, 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.

**(b) 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. The information is presented in response to real sales/management issues on a one to one basis, allowing the staff members to openly ask questions.

Station KYMA is an Equal Opportunity Employer.

**(c) Initiative: Sponsorship Identification Training - Payola/Plugola**

All members of the Sales Team and Management participated in on-going training on Sponsorship Identification requirements and Payola/Plugola. The Training was conducted remotely. Training seminars were one hour and conducted in December 2020 and January 2021. Notes from the Presentation were given to each participant for review.

**(d) Initiative: Anti-trust Compliance Training**

All members of Management participated in on-going training on Anti-trust Compliance. The Training was conducted remotely. The Training seminar was one hour and conducted in August 2020. Notes from the Presentation were given to each participant for review.

**(e) Initiative: Building an Inclusive Workplace**

All members of Management participated in on-going training on Building an Inclusive Workplace led by Dethra Giles. The Training was conducted remotely. The Training seminar was two hours and conducted in April 2021. Notes from the Presentation were given to each participant for review.