

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2016 – November 21, 2017.

- 1) **Employment Unit: Beacon Broadcasting – KWAY(FM)**
- 2) **Unit Members (Stations and Communities of License): KWAY(FM), Lamar, Colorado**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: Beacon Broadcasting Station KWAY(FM) 7 Forrest Street Lamar, CO 81052	Telephone Number: 719-336-8734
	Contact Person/Title: Robert DeLancey / General Manager
	E-mail Address: bob@kvay.com

4) **Full-Time Job Vacancies Filled by the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. On Air Personality	KWAY On-Air Recruitment
2. Account Executive	KWAY On-Air Recruitment
3. Assistant News Director	Facebook

Station KWAY(FM) is an Equal Opportunity Employer.

5.1) Job Title: On Air Personality

Referral Source of Hire: KVMY On-Air Recruitment

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KVMY.COM	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	0	NO
KVMY ON AIR RECRUITMENT	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	1	NO
SE REGION WORKFORCE CENTER	ELVA MACIAS	405 E OLIVE LAMAR, CO 81052	719-336-2256	0	NO
FACEBOOK	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	0	NO

5.2) Job Title: Account Executive

Referral Source of Hire: KVMY On-Air Recruitment

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KVMY.COM	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	0	NO
KVMY ON AIR RECRUITMENT	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	1	NO
SE REGION WORKFORCE CENTER	ELVA MACIAS	405 E OLIVE LAMAR, CO 81052	719-336-2256	0	NO
FACEBOOK	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	0	NO

5.3) Job Title: Assistant News Director

Referral Source of Hire: Facebook

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KVMY.COM	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	0	NO
KVMY ON AIR RECRUITMENT	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	0	NO
SE REGION WORKFORCE CENTER	ELVA MACIAS	405 E OLIVE LAMAR, CO 81052	719-336-2256	0	NO
FACEBOOK	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	2	NO

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6) **Total # of Interviewees Referred:** For the period from November 22, 2016 through November 21, 2017, this Employment Unit interviewed 4 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Lamar Community College Career Fair 2017**

The General Manager and an on-air talent attended Lamar Community College's Career Day and set up an information booth. This event brought in high school students from Southeast Colorado, and students from Lamar Community College, to enjoy a full day of information on different career choices they may want to pursue.

(b) **Initiative: Colorado Workforce Center Job Fair 2017**

The General Manager and Operations Manager attended the Colorado Workforce Center job fair in January 2017. A person looking for employment was given the chance to talk and ask questions and receive information about KWAY.

(c) **Initiative: Virtual Job Fair on CBA's Website**

(d) **Initiative: Internship**

A senior at Holly High School who is interested in pursuing a career in broadcasting has been interning with the on air personality.