

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2017 – November 21, 2018.

- 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:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	KWAY On-Air Recruitment
2. On-Air Recruitment	Workforce Center
3. Account Executive	Facebook
4. On-Air Recruitment	Facebook

**Station KWAY(FM) is an Equal Opportunity Employer.**

**5.1) Job Title: On Air Personality**

**Referral Source of Hire: KWAY 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)
KVAY.COM	ROBERT DELANCEY	224 SOUTH MAIN LAMAR, CO 81052	719-336-8734	0	NO
KVAY 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	7 FORREST STREET LAMAR, CO 81052	719-336-8734	0	NO
ALL ACCESS WEBSITE	ROBERT DELANCEY	7 FORREST STREET LAMAR, CO 81052	719-336-8734	4	NO

**5.2) Job Title: Account Executive**

**Referral Source of Hire: Workforce Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KVAY.COM	ROBERT DELANCEY	7 FORREST STREET LAMAR, CO 81052	719-336-8734	0	NO
KVAY ON AIR RECRUITMENT	ROBERT DELANCEY	7 FORREST STREET LAMAR, CO 81052	719-336-8734	2	NO
SE REGION WORKFORCE CENTER	ELVA MACIAS	405 E OLIVE LAMAR, CO 81052	719-336-2256	0	NO
FACEBOOK	ROBERT DELANCEY	7 FORREST STREET LAMAR, CO 81052	719-336-8734	0	NO

**5.3) Job Title: Account Executive**

**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)
KVAY.COM	ROBERT DELANCEY	7 FORREST STREET LAMAR, CO 81052	719-336-8734	0	NO
KVAY ON AIR RECRUITMENT	ROBERT DELANCEY	7 FORREST STREET 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	7 FORREST STREET LAMAR, CO 81052	719-336-8734	1	NO

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**5.3) Job Title: On-Air Personality**

**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)
KVAY.COM	ROBERT DELANCEY	7 FORREST STREET LAMAR, CO 81052	719-336-8734	0	NO
KVAY ON AIR RECRUITMENT	ROBERT DELANCEY	7 FORREST STREET 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	7 FORREST STREET LAMAR, CO 81052	719-336-8734	1	NO

6) **Total # of Interviewees Referred:** For the period from November 22, 2017 through November 21, 2018, this Employment Unit interviewed 8 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Lamar Community College Career Fair 2018**

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 2018**

The General Manager and Operations Manager attended the Colorado Workforce Center job fair in January 2018. A person looking for employment was giving the chance to talk and ask questions and receive information about KVAY.

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

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