

EEO PUBLIC FILE REPORT
FOR
STATION KEY-TV & KESE LP

**This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2016**

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

This EEO Public File Report is filed in Station KECY-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 August 1, 2015 and ending on July 31, 2016, the station filled the following full-time vacancies:

Anchor – 3 openings
Multimedia Journalist – 3 openings
News Producer – 1 opening
Account Executive – 3 openings
Creative Services Producer – 3 openings
Creative Services Manager – 1 opening
News Technical Director – 3 openings
Local Sales Manager – 1 opening
General Manager – 1 opening

The station interviewed a total 72 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	4
Arizona Western College	3
El Centro Center for Employment Training	0
Station Website	2
ABA TVJobs.com	8
Station on air advertisement	26
NPG Website	11
Referrals	11
Walk-ins	3
Internship Program	3
Intra-company transfer	1

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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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

Recruitment Source That Referred the Hiree: TV Jobs

Date Vacancy Opened: 5/13/16

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 7/15/16

Recruitment Sources Used to Fill the Vacancy

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

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 on air advertisement

Date Vacancy Opened: 7/30/15 **Total Number of Persons Interviewed for the Vacancy:** 4

Date Vacancy Filled: 2/9/16

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	2	no
Referral					
Internal transfer					
Walk in					

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

Job Title of Vacancy: Multimedia Journalist **Recruitment Source That Referred the Hiree:** referral

Date Vacancy Opened: 7/30/15 **Total Number of Persons Interviewed for the Vacancy:** 4

Date Vacancy Filled: 8/12/15

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	no
Referral				1	
Internship Program					
Walk in					

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

Job Title of Vacancy: Multimedia Journalist **Recruitment Source That Referred the Hiree:** TV Jobs

Date Vacancy Opened: 4/2/16 **Total Number of Persons Interviewed for the Vacancy:** 4

Date Vacancy Filled: 5/9/16

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway		1	no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	no
Referral					
Station Internship Program					
Walk in					

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 on air advertising

Date Vacancy Opened: 9/29/15 **Total Number of Persons Interviewed for the Vacancy:** 3

Date Vacancy Filled: 10/12/15

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral				1	
Station Internship Program					
Walk in					

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: 9/29/15 **Total Number of Persons Interviewed for the Vacancy:** 4

Date Vacancy Filled: 1/13/16

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral				1	
Internal transfer					
Walk in				1	

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

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hirer: referral

Date Vacancy Opened: 9/29/15

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 10/1/15

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral				2	
Station Internship Program					
Walk in					

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

Job Title of Vacancy: Creative Services Producer **Recruitment Source That Referred the Hiree:** Station on air advertising

Date Vacancy Opened: 10/27/15 **Total Number of Persons Interviewed for the Vacancy:** 2

Date Vacancy Filled: 3/14/16

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral					
Station Internship Program					
Walk in					

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

Job Title of Vacancy: Creative Services Producer **Recruitment Source That Referred the Hiree:** Station on air advertisement

Date Vacancy Opened: 10/27/15 **Total Number of Persons Interviewed for the Vacancy:** 2

Date Vacancy Filled: 2/6/16

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral				1	
Internal transfer					
Walk in					

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

Job Title of Vacancy: Creative Services Producer **Recruitment Source That Referred the Hiree:** station on air advertising

Date Vacancy Opened: 10/27/15 **Total Number of Persons Interviewed for the Vacancy:** 3

Date Vacancy Filled: 3/17/16

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		NO
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		NO
ABA TVJobs.com	TVJobs.com	Mark Holloway			NO
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	NO
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681	1	NO
Referral					
Station Internship Program					
Walk in					

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

Job Title of Vacancy: Creative Services Manager **Recruitment Source That Referred the Hiree:** Referral

Date Vacancy Opened: 10/27/15 **Total Number of Persons Interviewed for the Vacancy:** 3

Date Vacancy Filled: 12/1/15

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral				1	
Internal transfer				1	
Walk in					

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:** Arizona Western College

Date Vacancy Opened: 10/21/15 **Total Number of Persons Interviewed for the Vacancy:** 3

Date Vacancy Filled: 3/7/16

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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	1	no
Center for Employment Training	294 S 3 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	1	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral					
Station Internship Program				1	
Walk in					

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:** Station Internship Program

Date Vacancy Opened: 10/21/15 **Total Number of Persons Interviewed for the Vacancy:** 3

Date Vacancy Filled: 11/3/15

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990	2	no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral					
Internship Program				1	
Walk in					

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

Job Title of Vacancy: Local Sales Manager

Recruitment Source That Referred the Hiree: referral

Date Vacancy Opened: 10/30/15

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 11/16/15

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Yuma Private Industry Council	3826 16 th 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 rd St El Centro, CA 92251	Irma Garcia	(760) 353-5589		no
Station Website	KYMA.com	Ernesto Romero	(928) 539-9990		no
ABA TVJobs.com	TVJobs.com	Mark Holloway			no
Station on air advertisement	1965 4 th Ave Yuma, AZ 85364	Pam Knight	(928) 539-9990		no
News Press & Gazette Website	NPGCO.com	Mary Ann Felts	(816) 271-8681		no
Referral				2	
Station Internship Program					
Walk in					

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

Job Title of Vacancy: General Manager

Recruitment Source That Referred the Hire: Referral

Date Vacancy Opened: 5/2/16

Total Number of Persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 7/12/16

Recruitment Sources Used to Fill the Vacancy

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

MENU OPTION ACTIVITIES

ATTACHMENT B

MENU OPTION ACTIVITIES

Station KRCY-TV 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 17, 2015 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 October 18, 2015 News personalities, Ella Sogomonian, Phoenix O'Connor and Nick Marusiak, participated in the job fair put on by Arizona Western College in which they talked to many people about employment opportunities in the Broadcast industry
1	Job Fair	On February 17, 2016 HR Coordinator, Pam Knight, participated in the career day put on by PPHF Tech High School in Somerton, AZ in which she talked to many students about Station on air advertisement
1	Job Fair	On May 16, 2016 Corporate Recruiter for the station, Mary Ann Felts, attended the NABFF Career Day at the NAB Show in Las Vegas where she talked to many people about employment opportunities in the Broadcast industry
16	Stations tours	The stations routinely gives station tours to organizations, schools and other interested parties in where they talk 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.