

KCWY, KSWY-LP, KCBZ-LD

EEO PUBLIC FILE REPORT

June 1, 2020 – May 31, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News – MMJ Reporter – Riverton Bureau	1-13	9
News – MMJ Reporter	1-13	4
Technical Media Producer	1-13	10

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	TV Jobs www.TVJobs.com	N	
2	Wyoming Department of Employment 1510 E Pershing Blvd West Wing Cheyenne WY 82002 307-777-7261	N	
3	Colorado State University Mario Caballero 1062 Campus Delivery Ft Collins Co 80523 970-491-6643	N	
4	University of Wyoming 1000 E University Avenue Laramie WY 82071	N	1
5	Colorado Media School 404 S Upham Lakewood Colorado 80226	N	
6	Wyoming Association of Broadcasters Po box 1387 Cheyenne WY 82003 www.Careerpage.org www.wyomingbroadcasting.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Wyoming Workforce Services/Wyoming At Work which also posts to https://www.usajobs.gov/ Kate Thron, Workforce Specialist Mandy Gerhardt, Office Support Specialist 851 Werner Court #120 / P. O. Box 2760 Casper, WY 82602 Ph. 307-234-4591 Wyomingworkforce.org + www.wyomingatworl.com	N	
8	Laramie County Community College 1400 E College Drive Cheyenne WY 82007 307-778-5222	N	
9	Gray TV Careers www.gray.tv/careers	N	4
10	Indeed From Snag Recruitment Website www.Indeed.com	N	3
11	KCWY-TV On Air Announcements 141 Progress Circle PO Box 1540 Mills, WY 82644 307-577-0013	N	4
12	Employee Referral	N	1
13	Non-Employee Referral	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Management Training	<p>July 9 – August 6, 2020, our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.</p> <p>On November 19, 2020 our General Manager and Office Manger attended in a webinar entitled “The FCC’s Equal Employment Opportunity Rules” presented by Joan Stewart of Wiley Rein, LLP.</p> <p>On March 24, 2021our General Manager and Office Manager attended a webinar sponsored by the Wyoming Association of Broadcasters entitled “Staying on Top of your Broadcast FCC EEO Obligations “presented by David Oxenford of Wilkinson Barker Knauer.</p>
2	Broadcast Scholarship Programs	<p>In May of 2021 KCWY participated in the Wyoming Association of Broadcasters Scholarship program. Participation included monetary contribution, running of promotional commercials, and participating in the evaluation and selection of the winners.</p>