KFNB-TV

Annual EEO Public File Report

June 1, 2021

The information contained in the Report covers the time period beginning June 1, 2020, to and including May 31, 2021.

This Report contains the following information:

1. A list of full-time vacancies filled by KFNB-TV during the applicable period:
2. For each vacancy the recruitment source utilized to fill the vacancy (including, if applicable, organization, entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the application period
4. Data reflecting the total number of persons interviewed for full time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed in the aggregate to provide the required information.

For purposes of this Report, a vacancy is deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person deemed "interviewed" whether he or she was interviewed in person, over the telephone or by email.

Notification of Job Vacancies

Front Range Television LLC, licensee of KFNB, is an equal opportunity employer. Front Range Television LLC provides notification of full-time job vacancies to organization job seekers. Any organization which would like to receive notification of job openings at our station should contact us and request to be included on our employment opportunity notification list. Organizations can make such request by mail 1856 Skyview Dr. Casper, WY 82601, fax 907-561-1377, or email cfielder@youralaskalink.com. When making such requests, please provide the name of your organization, the address, the phone number, the fax number, and name of the contact representative to whom notifications should be sent.

Appendix 1

EEO Public File Report

Covering the period from June 1, 2020 to May 31, 2021

Station Compromising Station Employment Unit: KFNB-TV, KFNR-TV and KFNE-TV

Section 1: Vacancy Information

Full time position filled By Job Title	Date Filled	Recruitment Sources Used	Recruitment Source of Hiree	Number of Persons Interviewed
General Manager	06/01/20	Media Staffing Network	Media Staffing Network	10
Master Control Operator	06/27/20	Indeed.com, Craigslist	Indeed.com	1
Account Executive	07/27/20	Craigslist, Indeed.com, Express Employment Professionals	Craigslist	10
Master Control Operator	08/14/20	Employee Referral, Craigslist	Employee Referral	2
Master Control Operator	10/23/20	Walk-In, Craigslist, Indeed.com	Walk-In	1
Master Control Operator	02/15/21	Express Employment Professionals, Craigslist	Express Employment Professionals	1
Master Control Operator	03/09/21	Walk-In, Craigslist	Walk-In	1
Account Executive	03/17/21	Indeed.com, Express Employment Professionals	Indeed.com	3

Appendix 2

EEO Public File Report Form

Covering the period from June 1, 2020 to May 31, 2021

Station Compromising Station Employment Unit: KFNB-TV

Section 2: Recruitment Source Information

Recruitment Source	**Address**	**Contact Person**	**Phone Number**	**Total # of interviewees this source has provided during this period**
Craigslist		Craigslist.com		10
Indeed.com		Indeed.com		5
Employee Referral	1856 Skyview Drive, Cssper, WY 82601	Scott Centers	907-561-1313	1
Media Staffing Network, Inc.	13400 S Route 59, Suite #116-191, Plainfield, IL 60585	Cori Hirsh	630-214-1268	10
Walk-In	1856 Skyview Drive, Cssper, WY 82601	Scott Centers		2
Express Employment Professionals	300 North Ash, Suite 2, Casper, WY 82601	Peaches Lynch	307-265-0289	1

Note: No sources entitled to notification of open positions

Appendix 3

EEO Public File Report Form
KFNB-TV

This Appendix contains a narrative description of the station's supplemental outreach efforts covering the period from June 1, 2020 to May 31, 2021.

1. In June 2020, we hired a General Manager with more than fifteen years of experience in the television broadcast industry. He has built and lead a sales team in Wyoming that has contributed to the increased value of the television station.
2. From June 2020 through March 2021, we lead recruiting efforts to hire Master Control Operators. This recruitment effort was one of our first tasks after acquiring KFNB-TV in June 2020, since there was a low level of staff in that department.
3. Since June 2020, we have hired two female Account Executives to help grow the station's revenue. They have made contributions to the station by signing some local new business accounts. Our recruitment for seasoned Account Executives continues.