

KFNB-TV, KFNE-TV, KFNR-TV

Annual EEO Public File Report

June 1, 2022

The information contained in the Report covers the time period beginning June 1, 2021, to and including May 31, 2022.

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.
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 is deemed “interviewed” whether he or she was interviewed in person, over the telephone or by email.

Notification of Job Vacancies

Front Range Television LLC and FRTV License LLC (licensee of KFNB), are equal opportunity employers. Front Range Television LLC and FRTV License LLC provide 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 307-234-4005, or email cfielder@coastaltvgroup.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, 2021, to May 31, 2022

Station Compromising Station Employment Unit: KFNB-TV and satellite stations
KFNE-TV and KFNR-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
Master Control Operator	6/28/2021	Indeed.com; company website	Indeed.com	1
Master Control Operator	8/2/2021	Employee Referral; company website	Employee Referral	1
Account Executive	8/16/2021	Indeed.com; Craigslis; NAB Careerpage.org; Casper Chamber of Commerce, company website	Indeed.com	3
Master Control Operator	8/30/2021	Indeed.com; company website	Indeed.com	1
National Sales Manager	2/21/2022	Employees, client contacts, industry contacts; company website	Employee Referral	3
Master Control Operator	2/28/2022	Indeed.com; company website	Indeed.com	46
Sales Coordinator	4/4/2022	Express Employment; company website	Express Employment	2
Master Control Operator	5/2/2022	Indeed.com, company website	Indeed.com	4
Master Control Operator	5/11/2022	Indeed.com; company website	Indeed.com	4

Appendix 2

EEO Public File Report Form

Covering the period from June 1, 2021, to May 31, 2022

Station Compromising Station Employment Unit: KFNB-TV and satellite stations KFNE-TV and KFNR-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		0
NAB Careerpage.org		NAB Careerpage.org		0
Casper Chamber of Commerce	500 North Center Street, Casper, WY 82601	Kim Coleman	307-234-5311	0
Indeed.com		Indeed.com		59
Employee Referral	1856 Skyview Drive, Casper, WY 82601	Don Fisher	901-355-5052	3
Express Employment Professionals	300 North Ash, Suite 2, Casper, WY 82601	Peaches Lynch	307-265-0289	2
Employee Referral	1856 Skyview Drive, Casper, WY 82601	Thomas J. Corson	307-315-4312	1

Note: No sources entitled to notification of open positions

Appendix 3

EEO Public File Report Form KFNB-TV, KFNE-TV, KFNR-TV

This Appendix contains a narrative description of the station's supplemental outreach efforts covering the period from June 1, 2021, to May 31, 2022.

1. From June 2021 through May 2022, we led recruiting efforts to hire Master Control Operators and Account Executives. We have found that Indeed.com brings us the most diverse group of candidates for this position. This is because Indeed.com gives us the greatest number of candidates to interview because it is the premier website for people looking to find new employment. Overall, we received almost twenty times the resumes from Indeed.com compared to other sources, and because we have more candidates and more interviews through Indeed.com we interview more targeted minorities.
2. In August 2021, we retained an experienced in-house recruiter that has helped source multiple job positions and expedite our recruiting process. This recruiter has helped ensure that our hiring practices are non-discriminatory and in compliance with EEO regulations. Our recruiter performs the initial screening process and schedules interviews with vetted candidates and the hiring managers. He also consults with, instructs, and provides training to our hiring managers for recruiting and retaining a diverse workforce; and assists with the proper onboarding of new hires.
3. In April 2022, our hiring managers attended a seminar on given by our FCC attorney Dan Kirkpatrick on the FCC rules and regulations for handling political advertising campaigns. The seminar was well received and appropriate for the upcoming political season during this year.
4. Throughout the past year we also worked with the Casper Chamber of Commerce to expand our recruiting efforts in the local marketplace and utilize their job opening website.
5. For our Account Executive openings, we placed ads on the National Association of Broadcasters' Website to attract candidates across the country with broadcast experience.

Their website states the following: "The National Association of Broadcasters (NAB) supports initiatives that improve diversity in broadcasting and creates new opportunities for women, people of color and other underrepresented communities. This commitment to diversity, equity and inclusion is evident in our collaborative approach in the workplace, our respect for employee wellbeing and partnerships with diverse leaders and organizations in the industry."