

KFNB-TV, KFNE-TV, KFNR-TV

Annual EEO Public File Report

June 1, 2023

The information contained in the Report covers the time period beginning June 1, 2022, to and including May 31, 2023.

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 tglaser@frontrangetelevision.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, 2022, to May 31, 2023

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
General Manager	1/9/2023	Media Staffing Network	Media Staffing Network	9
Account Executive	3/20/2023	Indeed, LinkedIn, Corporate Website, Station Website; On-air television spot	Indeed.com	7
Account Executive	4/18/2023	Indeed, LinkedIn, Corporate Website, Station Website	Indeed.com	8

Appendix 2

EEO Public File Report Form

Covering the period from June 1, 2022, to May 31, 2023

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
Media Staffing Network	P.O. Box 4064; Greensboro, NC 27404	Cori Hirsch	847-222-3258	9
Indeed.com	Indeed.com	Indeed.com		14
LinkedIn.com	LinkedIn.com	LinkedIn.com		0
Casper College Spring Job Fair	125 College Drive; Casper, WY 82601	Ashley Bergeron	307-268-2446	0
University of Wyoming Casper Academic Advising	125 College Drive; Casper, WY 82601	Valorie Lee Lyman-Garett	307-268-2635	0
KFNB - On-air television spot	1856 Skyview Dr., Casper, WY 82601	Terry Glaser	307-577-5923, ext 12	1
Station Website (https://yourwyominglink.com/employment/)	1856 Skyview Dr., Casper, WY 82601	Terry Glaser	307-577-5923, ext 12	0
Corporate Website (https://coastaltvgroup.com/careers/)	1856 Skyview Dr., Casper, WY 82601	Terry Glaser	307-577-5923, ext 12	0

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, 2022, to May 31, 2023.

1. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions: On May 30, 2023, certain employees (including a new General Manager and an account executive) attended a seminar given by our FCC attorney Dan Kirkpatrick on the FCC rules and regulations for managing the documentation for political advertising campaigns. The seminar was well received and appropriate for the upcoming political season during this year.