

# **KFNB-TV, KFNE-TV, KFNR-TV**

## Annual EEO Public File Report

June 1, 2024

The information contained in the Report covers the time period beginning June 1, 2023, to and including May 31, 2024.

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 to [acostopoulos@frontrangetelevision.com](mailto:acostopoulos@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, 2023, to May 31, 2024

Station Compromising Station Employment Unit: KFNB-TV and satellite stations  
KFNE-TV and KFNR-TV

Section 1: Vacancy Information

<b>Full time position filled By Job Title</b>	<b>Date Filled</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source of Hiree</b>	<b>Number of Persons Interviewed</b>
General Manager	7/5/2023	Media Staffing Network	Media Staffing Network	6
Account Executive	10/2/2023	LinkedIn, Company Website, Station Website	LinkedIn	6
Master Control Operator	10/29/2023	Indeed, Company Website, Station Website, On-Air promotion.	Indeed	7
Account Executive	2/12/2024	Indeed, LinkedIn, Company Website, Station Website	Indeed	24
Multi-Media Journalist	2/12/2024	Indeed, On-Air promotion, Company Website; Station website (points to Company website), Facebook	Indeed.com	3
Master Control Operator	2/14/2024	Indeed, Company Website, Station Website, On-Air promotion.	Indeed	12
Multi-Media Journalist	3/11/2024	Indeed, On-Air promotion, Company website; Station website (points to Company website), Facebook	Indeed	3
Master Control Operator	3/11/2024	Indeed, Company Website, Station Website, On-Air promotion.	Indeed	9
Account Executive	5/6/2024	Indeed, LinkedIn, Company Website, Station Website	LinkedIn	11
General Manager	5/23/2024	LinkedIn, Media Staffing Network, Employee Referral, Company Website	LinkedIn	9

## Appendix 2

### EEO Public File Report Form

Covering the period from June 1, 2023, to May 31, 2024

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
LinkedIn	LinkedIn.com			18
Indeed	Indeed.com			63
Media Staffing Network	P.O. Box 4064; Greensboro, NC 27404	Cori Hirsch	847-222-3258	8
Employee Referral	4015 9th Ave S, Fargo, ND 58103	Tom Baker	701-277-1515	1
Facebook	Facebook.com			0
Company Website ( <a href="https://coastaltvgroup.com/careers/">https://coastaltvgroup.com/careers/</a> )	1856 Skyview Dr., Casper, WY 82601	Angela Costopoulos	307-421-4568	0
Station Website ( <a href="https://yourwyominglink.com/employment/">https://yourwyominglink.com/employment/</a> )	1856 Skyview Dr., Casper, WY 82601	Angela Costopoulos	307-421-4568	0
On-Air Advertisement	KLWY; 1856 Skyview Drive, Casper, WY 82601	Angela Costopoulos	307-421-4568	0
On-Air Advertisement	KFNB; 1856 Skyview Drive, Casper, WY 82601	Angela Costopoulos	307-421-4568	0
On-Air Advertisement	KWYF; 1856 Skyview Drive, Casper, WY 82601	Angela Costopoulos	307-421-4568	0
On-Air Advertisement	KTWO-TV; 1896 Skyview Dr. Casper, WY 82601	Chris Galloway	307-577-5923, ext 8	0
On-Air Advertisement	KKTQ; 1896 Skyview Dr. Casper, WY 82601	Chris Galloway	307-577-5923, ext 8	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, 2023, to May 31, 2024.

1. For two weeks beginning April 1, 2024, and ending April 12, 2024, the station held a series of training courses for our sales teams in Casper, Wyoming led by our chief revenue officer. The courses taught sales team members to think like managers and prepare them for leadership positions within the company. The Company prefers to train and promote internal candidates and these sessions gave station personnel additional skills and training to be more successful in their current positions and the knowledge to qualify and be eligible for promotion.

In this program, we worked with our sellers and management on training and techniques to become more skilled at using technology for better results and more efficient use of time, selling, account management, interdepartmental relationships, and servicing clients after the sale.

The sessions used a system of visuals, video and significant role playing to improve mindset, set strategy, plan execution, and generate successful ongoing relationships internally and externally. The change in employee confidence, product knowledge and successful outreach is demonstrably evident from beginning to end.

The Sales Teams were trained on using the internet to research categories of business and related trends in those categories, identifying qualified prospects in those categories, establishing introductory meetings, qualifying prospects through a series of category specific conversations, creating linear and digital opportunities, while successfully managing client engagement and ongoing strategies.

2. On September 19, 2023, the station's General Manager attended the UW Big Job Fair at the University of Wyoming Conference Center in Laramie, Wyoming. The job fair was from 10:00 am to 2:00 pm MDT.