

KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT
Equal Employment Opportunity Public File Report
For the period 6/1/23 to 5/31/2024

WyomingPBS / KCWC-FM, KCWC-DT, KWYP-DT, and KPTW-DT are services of Central Wyoming College (CWC) a public institution of higher education governed locally by the Fremont County Community College District through a board of elected trustees and as part of a state-wide system of community colleges administered by the Wyoming Community College Commission. Central Wyoming College is the licensee of KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT, and associated microwave and translator systems. In the year beginning June 1, 2023, and ending May 31, 2024, there were five employment vacancies for Wyoming PBS / KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT.

1. WY PBS Chief Executive Officer was posted on 04/17/2023.
 - a. Recruitment sources contacted to fill vacancy: CWC.edu, Indeed.com, Wyoming Workforce, County10, Corporation for Public Broadcasting (www.cpb.org/jobline/), National Educational Telecommunications Associate (www.netaonline.org), Current Magazine - print and digital (www.current.org).
 - b. Recruitment source of the hire: WY PBS Foundation.
 - c. Total number of interviewees referred by each recruitment source: Data not gathered due to recruitment system transition.

2. WY PBS Producer position was posted on 6/1/2023.
 - a. Recruitment sources contacted to fill vacancy: CWC.edu, Indeed.com, County10, Local Newspapers, Wyoming Workforce.
 - b. Recruitment source of the hire: internal hire.
 - c. Total number of interviewees referred by each recruitment source: CWC.edu (3).

3. Executive Assistant to the CEO of WY PBS was posted on 01/30/2024.
 - a. Recruitment sources contacted to fill vacancy: CWC.edu, Indeed.com, County10, Local Newspapers, Wyoming Workforce, Governmentjobs.com.
 - b. Recruitment source of the hire: County10.
 - c. Total number of interviewees referred by each recruitment source: CWC.edu (2), Governmentjobs.com (1), Friend (1), County10 (1), Other (3).

“It is the policy of the College to seek, employ and assign qualified personnel in all programs by nondiscriminatory means and to assure non-discriminatory treatment throughout employment. Decisions and actions affecting employment and all other employment practices, including compensation, terms and conditions, and other privileges of employment, of the College are implemented with the purpose of securing, employees with the best skill, competencies, training, education, experience, and ability to perform the essential functions of employment without regard to protected characteristics.”

WyomingPBS / KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT
Outreach Statement

WyomingPBS / KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT, as services of licensee Central Wyoming College, seek to achieve broad and inclusive outreach in filling employment opportunities by:

- Advertising job openings in statewide print and online news media.
- Advertising job openings on the CWC.edu website, Indeed.com, Wind River News, Riverton Ranger, Lander Journal, and County 10.

- Advertising job openings on the Wyoming Department of Workforce Services website.
- Advertising job openings in national trade magazines appropriate to the job.
- Advertising job openings on appropriate national websites i.e. CPB, NETA, and SBE job lines.
- Advertising job openings on appropriate CPB funded minority consortia and other websites such as Vision Maker Media and the National Association of Black Journalists.
- Advertising job openings on social media sites like Facebook.

Wyoming PBS / KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT
Other Equal Employment Opportunity Initiatives Undertaken Pursuant to 47 CFR § 73.2080

Central Wyoming College hosted the 2024 Fremont County Employment Expo on February 27, 2024, in the Arts Center Gallery. Approximately 45 Vendors were in attendance. Approximately 300 job seekers, cwc students, and high school students attended the expo. CWC did participate and all job listings for CWC were made available during the expo.

Wyoming PBS / KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT, as services of Central Wyoming College share facilities with the educational divisions of the college, including the New Media and Film programs. During the 2023-24 academic year, the College's New Media curriculum awarded \$4,000 in scholarships to students. One New Media student interned at Wyoming PBS in various crew positions.

Many of the entry-level positions at stations KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT have been filled over the years by students who have gained experience through part-time work or internships.