

KGWN-TV, KNEP, KSTF
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Production Assistant-KGWN	1-5, 7-13, 15-31	13
Production Assistant-KGWN	1, 3, 5-7, 12-13, 16, 22-25, 27-30	13
Weather/News MMJ W/End	1, 3, 5-8, 11-13, 15, 19, 22-27, 29, 31	8
Sports Anchor/MMJ	3, 6, 12-13, 15, 28, 31	12
Evening Meteorologist-KGWN	1, 3, 6-8, 11-13, 15, 19, 22-25, 27-29, 31	11
MMJ/Reporter-KGWN	1, 3, 5, 7, 11-13, 19, 22-25, 27, 29	11
News Anchor/MMJ Morning	3, 12-13	12
Meteorologist Morning	3, 8, 12-13, 15, 31	8
Evening Anchor/Producer MMJ	3, 12-14	14
Account Executive	3, 12-13	13
MMJ/Reporter	3, 11-13	11
News Anchor/Producer Evening	3, 8, 12-13	8
Creative Services Producer	3, 12-13	13
Production Assistant-KGWN	3, 12-13, 15-16, 31	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	University of Colorado - Colorado Springs 1420 Austin Bluffs Parkway Colorado Springs, Colorado 80918 Phone : 719-255-3340 Url : https://www.uccs.edu Brie Escobedo Manual Posting	N	0
2	Binghamton University 4400 Vestal Parkway East Binghamton, New York 13902 Brandy Smith Manual Posting	N	1
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
4	Chatham University Laughlin Music Hall Woodland Road Pittsburgh, Pennsylvania 15232 Kate Sheridan Manual Posting	N	1
5	Colorado College 1130 North Cascade Ave Colorado Springs, Colorado 80903 Phone : (719) 389-6851 Url : https://www.coloradocollege.edu/ Megan Mrkonjich Manual Posting	N	1
6	Colorado Media School 404 S.Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://www.beonair.com Email : dbryd@BeOnAir.com Debby Bryd	N	0

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7	Colorado State University Pueblo 2200 Bonforte Boulevard Pueblo, Colorado 81001 Phone : 719-549-2583 Url : https://www.csupueblo.edu Allison Hall-Vanhook Manual Posting	N	0
8	Corporate Recruiter	N	6
9	Current Employee	N	1
10	Emerson 120 Boylston Street Boston, Massachusetts 02116 Kerri McManus Manual Posting	N	1
11	Employee Referral	N	6
12	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	8
13	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	27
14	Internal Transfer/Promotion	N	2
15	KCSU Radio/CTU Advisor-CSU Lory Student Center RM 118 Fort Collins, Colorado 80523 Phone : 970-491-6643 Email : asher.korn@colostate.edu Asher Korn	N	0
16	LCCC Career Services Clay Pathfinder Building, RM 111 1400 College Drive Cheyenne, Wyoming 82007 Url : http://www.lccc.wy.edu/services/careercenter/index Adam Keizer Manual Posting	N	0
17	Non-Employee Referral	N	1

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18	Northwestern University 633 Clark Street Evanston , Illinois 60208 Tracie Thomas Manual Posting	N	1
19	Southern Utah University 351 W University BLVD Cedar City, Utah 84720 Phone : 435-586-5420 Url : https://www.suu.edu Brandon Street Manual Posting	N	0
20	Southwestern College 900 Otay Lakes Road Chula Vista, California 91910 Genesis Lastrella-Quicho Manual Posting	N	1
21	Station website posting	N	1
22	University of Colorado Boulder 552 UCB Boulder, Colorado 80309 Phone : (303) 492-6541 Url : http://www.colorado.edu/career/ Marie Pecoraro Manual Posting	N	0
23	University of Colorado Denver 900 Auraria Parkway Denver, Colorado 80204 Url : http://www.ucdenver.edu Emily Emily Farrer Manual Posting	N	0
24	University of Nebraska–Lincoln 1400 R Street Lincoln, Nebraska 68508 Url : https://careers.unl.edu Tracy Lungrin Manual Posting	N	0

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25	University of Northern Colorado-UNC University Center Campus Box 58 Greeley, Colorado 80639 Phone : 970-351-2140 Url : http://www.unco.edu/career/Career Placement Manual Posting	N	0
26	University of Utah 201 Presidents Cir Salt Lake, Utah 84112 Francine Mahak Manual Posting	N	1
27	University of Wyoming Ross Hall#223/Dept.#3904 1000 E. University Ave Laramie, Wyoming 82071 Phone : 307-766-3122 Url : http://www.uwyo.edu COJO Department Manual Posting	N	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	9
29	Utah State University 1400 Old Main Hill Logan, Utah 84322 Url : https://www.usu.edu/career-design-center/ Joseph Banks Manual Posting	N	0
30	Wyoming Association of Broadcasting PO Box 1387 Cheyenne, Wyoming 82003 Url : http://careerpage.org Job Board Manual Posting	N	0
31	Wyoming Workforce Services 5221 Yellowstone Road Cheyenne, Wyoming 82002 Phone : 307-777-8712 Email : denise.rodriguez@wyo.gov Denise Rodriguez	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			69

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/15/2022	Participation in scholarship programs	In June 2022 KGWN/KNEP/KSTF participated in the Wyoming Association of Broadcasters Scholarship program. Participation included monetary contribution, and deciding the winners	1	General Manager
2	10/19/2022	Participation in Job Fairs	2022 Fall Career Fair LCCC from 10:30a-2pm on October 19th 2022. The General Manager participated in the event.	1	General Manager
3	3/30/2023	Participation in scholarship programs	In January and February of 2023 KGWN/KST/KNEP participated in the Nebraska Broadcasters Association Foundation scholarship program. Participation included a financial contribution and judging of the applicants. The Scholarship winner is announced in March 2023.	1	General Manager
4	4/20/2023	Establishment of training programs for station personnel	On April 20, 2023 an employee participated in the FCC's Equal Employment Opportunity Rules webinar presented by Joan Stewart of Wiley Rein, LLP.	1	Office Manager
5	4/24/2023	Participation in Job Fairs	KGWN/KSTF/KNEP participated in the Nebraska Broadcasters Association Virtual Job Fair the week of April 24-28, 2023	1	News Director