

KLQQ, KOWY, KROE, KWYO, KYTI, KZWY**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
Creative Content Coordinator Open Date: 2/22/2023 Hire Date: 4/2/2023	1-3, 5-11, 14-15, 17, 19	17
Multi Media Marketing Representative Open Date: 4/24/2023 Hire Date: 5/30/2023	1-7, 9-13, 16, 18	18

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**a. Agencies Notified by Outreach**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Box 6587 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Joel Denver Manual Posting	N	0
2	Central Wyoming College 2660 Peck Ave Riverton, Wyoming 82501 Phone : 307-855-2121 Email : jgabriel@cw.edu John Gabrielson	N	0
3	Country Bounty Box 5086 303 S. Main St Sheridan, Wyoming 82801 Phone : 307-672-2933 Email : countrybounty@sheridanmedia.com Bob Grammens	N	0
4	Country Bounty Box 5086 SHERIDAN, Wyoming 82801-4501 Phone : 307-672-7421 Email : bob@sheridanmedia.com Bob Grammens	N	0
5	Radio On-Line 3500 Tripp Ave Amarillo, Texas 79121 Url : http://support.radioonline.com Online Postings Manual Posting	N	0
6	Sheridan College 1 Whitney Way Sheridan, Wyoming 82801 Phone : 307-675-0572 Email : asteinhorst@sheridan.edu Audrey Steinhorst	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Sheridan County Chamber of Commerce Box 707 24 S Main Street Sheridan, Wyoming 82801 Phone : 307-672-2485 Email : info@sheridanwyomingchamber.org Dixie Johnson	Y	0
8	Sheridan Media Box 5086 SHERIDAN, Wyoming 82801-4501 Phone : 307-672-7421 Url : www.sheridanmedia.com Email : bob@sheridanmedia.com Bob Grammens	N	1
9	University of Montana 32 Campus Drive Missoula, Montana 59812 Phone : 406-243-4001 Email : journalism@mso.umt.edu Job Listings	N	0
10	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
11	Wyoming Assoc of Broadcasters Box 1387 7217 Hawthorne Dr Cheyenne, Wyoming 82003 Phone : 307-632-7622 Email : lauragrott@gmail.com Laura Grott	Y	0
12	Wyoming Dept of Workforce Services 247 Grinnell Plaza Suite 200 Sheridan, Wyoming 82801 Phone : 307-675-5408 Email : pam.riendeau@wyo.gov Pam Riendeau	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Employee Referral	N	1
14	Facebook post	N	1
15	Internet Ad	N	1
16	Job Fair	N	4
17	On-Air Announcement (One or More SEU Stations)	N	1
18	Radio Recruitment Ad	N	2
19	Station Website	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/17/2022	Participation in scholarship programs	<p>Sheridan Media / Lovcom Inc participate annually in the Wyoming Assoc of Broadcasters Scholarship Program. Each year the WAB and Sheridan Media offers up to 5 \$1000 scholarships for students in a broadcast related field. Applicants must attend a Wyoming Community College or University, be a full-time, have a GPA of at least 2.5, exhibit superior potential in studies or activities related to a broadcast field. Applications are on-line or can be picked up at the Lovcom Inc Studios.</p> <p>All Lovcom radio stations participate by making a financial contribution, disseminating scholarship materials at our studios, or our website and run PSA's On-Air for the month of May informing the Public of the scholarships as well as assisting in judging the applicants.</p>	1	Bob Grammens General Manager	1.00
2	12/12/2022	Participation in Job Fairs	Wyoming Association of Broadcasters Virtual Job Fair. Hosted by the Wyoming Assoc of Broadcasters. www.careerpage.org . For the week of December 12th - 16th 2022. Webstats for the Broadcasters Virtual Job Fair.	1	Bob Grammens General Manager	0.25
3	12/13/2022	Participation in Job Fairs	<p>Sheridan Media Director of Digital Marketing: Attended a Job Fair at the Ramada Plaza on December 13th, 2022 from 11:30 until 2:30. The Job Fair was coordinated by Sheridan County School District 1, and students were assigned to interview with Sheridan Media/Lovcom who had interests in working for media/communications. I conducted interviews with 3 students and told them the various opportunities at Sheridan Media, to include radio, digital, social media and website marketing.</p> <p>The Job Fair concluded at 2:30.</p>	1	Julie Chadwick Dir of Digital Marketing	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	1/1/2023	Participation in other activities designed by the station employment unit	<p>Sheridan Media has been running EEO Recruitment Radio ads from 1-1-2023 to 12-31-2023. Ads are ran every other week. Three ads per day on all the Lovcom Stations. Ads will continue to run through out the year. Copy is attached:</p> <p>If you think the only job at a radio station is in front of a microphone, you're missing some great opportunities. Sheridan Media employs a number of people in various capacities including advertising sales, news, promotions, business administration and engineering. If you or your organization would like to know if there is a job opening at Sheridan Media. Please send your mailing address request to Bob Grammens, General Manager, Sheridan media. Box 5086, Sheridan, WY. and we will then send you a notice to your organization or group every time there is a full time job opening. Sheridan Media is an equal opportunity employer.</p>	1	Bob Grammens General Manager	1.00
5	4/22/2023	Participation in events sponsored by organizations representing the community	<p>Lovcom Inc...dba...Sheridan Media participated in a Home Show April 21st through April 23rd 2023. Sheridan Media set up a booth and was manned by Sheridan Media personnel. Jim Schellinger, Bob Grammens, and Julie Chadwick for 3 days. (employee's possessing substantial responsibility in making hiring decisions). We had Job Opening and Opportunities in Broadcasting handouts available in our booth. We had personnel on hand to talk about employment opportunities with the public for the 3 day show.</p>	3	Bob Grammens General Manager Jim Schellenger Sales Manager Julie Chadwick Digital Director	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	4/25/2023	Participation in events or programs sponsored by educational institutions	Sheridan County School District #1 sponsored a Job Shadow Day on April 25th, 2023. The High School included Tongue River High School. Sheridan Media hosted the Job Shadow student from Tongue River High School. This Student job shadowed several Sheridan Media employees but was guided by Program Director, Tommy Braaten. (An employee that has hiring capabilities with Sheridan Media). This employee shadowed over 8 employees of various job skills throughout the day. You will see the attached schedule and the follow-up email from the School District.	8	Tommy Braaten Dir of Programming Jim Schellenger Sales Manager Julie Chadwick Digital Director	0.25
7	4/26/2023	Co Sponsoring Job Fair	Sheridan Media partnered with numerous other sponsors for the 2023 Career Network Fair, which was organized by Sheridan College, Workforce Services of Wyoming, and the Sheridan VA Health Care System. Sheridan Media was a Platinum Sponsor of the event and ran a Radio Schedule mostly at no cost, but the Sponsor wanted to purchase additional marketing. Our management team conversed with potential employees about all aspects of broadcasting and future opportunities at Sheridan Media, including programming, music, sales, and various positions in broadcasting and at Sheridan Media. The Job Fair also included area Veterans. Bob Grammens, General Manager, and Jim Schellinger manned the booth, and they were capable of hiring employees. In addition, we conducted a Live Remote Broadcast from the event to demonstrate our capability.	2	Bob Grammens General Manager Jim Schellenger Sales Manager	1.00

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8	5/2/2023	Participation in events or programs sponsored by educational institutions	On May 2nd, 2023, Sheridan High School hosted a Career Exploration Fair for Juniors in High School at Sheridan College. Approximately 100 Juniors from Sheridan High School and 30 from Schiffer High School attended the fair. Prior to the event, participating students had identified possible career paths they were interested in exploring. Out of the attendees, around eight Juniors had expressed an interest in Sheridan Media as a potential career path. At the fair, Sheridan Media had set up a booth where General Manager Bob Grammens and Sales Manager Jim Schellenger provided information and answered questions about all aspects of radio broadcasting. Both Grammens and Schellenger are employees with hiring capabilities at Sheridan Media.	2	Bob Grammens General Manager Jim Schellenger Sales Manager	0.25
9	5/9/2023	Participation in scholarship programs	Annually, Sheridan Media and Lovcom Inc. participate in the Wyoming Association of Broadcasters Scholarship Program. May 1st 2023 through May 26th, 2023. All Lovcom/Sheridan Media Radio Stations, including KROE, KWYO, KLQQ, KYTI, and KOWY, take part by providing a financial contribution, distributing scholarship materials, airing radio ads on all stations, and assisting in the judging of applicants.	1	Bob Grammens General Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.25