

KCWY

EEO PUBLIC FILE REPORT

DATES OF REPORTING YEAR, 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
Multimedia Journalist/Reporter - KCWY	1-16	10, 10, 13
Technical Media Production (Assoc) – KCWY	1-16	11
News Director – KCWY	1-16	13
Sports Anchor/MMJ – KCWY	1-16	10
MMJ/Reporter – KCWY	1-16	10, 10
Sales Assistant – KCWY	1-16	10
MMJ/Reporter – KCWY	1-16	9
News Reporter/MMJ – KCWY	1-16	10
News Reporter/MMJ – KCWY	1-16	9

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	TV Jobs www.TVJobs.com	N	-
2	Wyoming Department of Employment 1510 E Pershing Blvd West Wing Cheyenne WY 82002 307-777-7261	N	-
3	Colorado State University Mario Caballero 1062 Campus Delivery Ft Collins Co 80523 970-491-6643	N	-
4	University of Wyoming 1000 E University Avenue Laramie WY 82071	N	-
5	Colorado Media School 404 S Upham Lakewood Colorado 80226	N	-
6	Wyoming Association of Broadcasters Po box 1387 Cheyenne WY 82003 www.Careerpage.org www.wyomingbroadcasting.org	N	-

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Wyoming Workforce Services/Wyoming At Work which also posts to https://www.usajobs.gov/ Kate Thron, Workforce Specialist Mandy Gerhardt, Office Support Specialist 851 Werner Court #120 / P. O. Box 2760 Casper, WY 82602 Ph. 307-234-4591 Wyomingworkforce.org + www.wyomingatwork.com	N	-
8	Laramie County Community College 1400 E College Drive Cheyenne WY 82007 307-778-5222	N	-
9	Gray TV Careers www.gray.tv/careers	N	5
10	Indeed From Snag Recruitment Website www.Indeed.com	N	10
11	KCWY-TV On Air Announcements 141 Progress Circle PO Box 1540 Mills, WY 82644 307-577-0013	N	1
12	LinkedIn www.linkedin.com	N	6
13	Employee Referral	N	2
14	Non-Employee Referral	N	-
15	Handshake www.joinhandshake.com	N	2
16	Job Fair	N	-
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Wyoming Association of Broadcasters EEO Scholarship program	On June 15, 2022 we received a certificate from the Wyoming Association of Broadcasters to acknowledge that we participated in the scholarship program. During the reporting period, the station fully participated in the Wyoming Association of Broadcasters Scholarship Program by making financial contributions, disseminating scholarship materials, running on air ads to help spread the word about the broadcast scholarships, and judging all applicants.
2	2022 Fall Career Fair	On October 19, 2022 we participated in the Laramie County Community College career fair.
3	Wyoming Broadcasters Virtual Job Fair	On December 12, 2022 – December 18, 2022 we participated in the virtual job fair. Our job postings were for Account Executive, Future Focus Intern, MMJ/Reporter, and Sales Assistant.
4	Participate in EEO Training	On April 20, 2023 our Office Manger participated in an EEO training webinar provided by Wiley Rein LLP.