

KTWO-TV

Annual EEO Public File Report

June 1, 2022

The information contained in the Report covers the time period beginning June 1, 2021, to and including May 31, 2022.

This Report contains the following information:

1. A list of full-time vacancies filled by KTWO-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

Vision Wyoming LLC and VW License LLC (licensee of KTWO) are equal opportunity employers. Vision Wyoming LLC and VW 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 1896 Skyview Dr. Casper, WY 82601, fax 307-234-4005, or email cgalloway@visionwyoming.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, 2021 to May 31, 2022

Station Compromising Station Employment Unit: KTWO-TV

Section 1: Vacancy Information

Full time position filled By Job Title	Date Filled	Recruitment Sources Used	Recruitment Source of Hiree	Number of Persons Interviewed
Multi-media Journalist	6/12/2021	Employee Referral; Company website	Employee Referral	1
News Reporter	6/14/2021	Indeed.com; Company website	Indeed.com	3
Business Manager	10/18/2021	Express Employment	Express Employment	2
Account Executive	11/1/2021	Indeed.com; Craigslis; Company website	Craigslis	2
Account Executive	2/7/2022	Indeed.com; Company Website	Indeed.com	26

Appendix 2

EEO Public File Report Form

Covering the period from June 1, 2021, to May 31, 2022

Station Compromising Station Employment Unit: KTWO-TV

Section 2: Recruitment Source Information

Recruitment Source	Address	Contact Person	Phone Number	Total # of interviewees this source has provided during this period
Craigslist		Craigslist.com		2
Company Website	1896 Skyview Dr., Casper, WY 82601	Chris Galloway	307-577-5923, ext 8	0
Indeed.com		Indeed.com		29
Express Employment Professionals	300 North Ash, Suite 2, Casper, WY 82601	Peaches Lynch	307-265-0289	2
Employee Referral	1896 Skyview Dr., Casper, WY 82601	Heather Corson	307-258-6436	1

Note: No sources entitled to notification of open positions

Appendix 3

EEO Public File Report Form

KTWO-TV

This Appendix contains a narrative description of the station's supplemental outreach efforts covering the period from June 1, 2021, to May 31, 2022.

1. In August 2021 we retained an experienced recruiter that has helped source multiple job positions and expedite our recruiting process. The recruiter has helped ensure that our hiring practices are non-discriminatory and in compliance with EEO regulations. The recruiter also consults, provides direction for, and provides training to our hiring managers to recruit and retain a diverse workforce.
2. In October 2021 we hired a female business manager with the assistance of a local employment agency. Our business manager leads the administrative functions of the station, manages the day-to-day functions of the station business office, and handles tasks that were previously sourced by the home office.
3. We hired two female Account Executives during the past year and are in the process of hiring another female Account Executive. We are having great success at finding qualified and experienced candidates through Indeed.com. Indeed.com provides the greatest number of candidates to interview because it is the premier website for people looking to find new employment. Overall, we received almost twenty times the resumes from Indeed.com compared to other sources, and because we have more candidates and more interviews through Indeed.com we interview more targeted minorities.
4. Last summer, we hired an intern from India as Multi-media Journalist that was in the United States on a Fellowship Program.
5. In April 2022, our hiring managers attended a seminar on given by our FCC attorney Dan Kirkpatrick on the FCC rules and regulations for handling political advertising campaigns. The seminar was well received and appropriate for the upcoming political season.