

**Wyoming PBS
Equal Employment Opportunity
Public File Report
For the period 6/1/2015 to 5/31/2016**

Wyoming PBS is a service of Central Wyoming College 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, 2015 and ending May 31, 2016 Central Wyoming College filled the following employment vacancy for Wyoming PBS.

Wyoming PBS General Manager

This open position was posted on 1-30-15 and filled on 5-28-15 with the successful candidate starting on 8-1-15. A total of 12 applicants applied for the position. Phone interviews were conducted with 4 candidates. Three candidates was invited to interview on campus, one of whom was subsequently offered and accepted the position. The candidate who eventually accepted the position responded to a personal contact from a Wyoming PBS staff member indicating that the position was open.

The **Wyoming PBS General Manager** position opening was advertised in the following: American Women in Radio and TV, Casper Star Tribune, CPB Website, Current Magazine, CWC on campus and website, Facebook, Jackson Hole News and Guide, LinkedIn, myPBS, Native American Public Telecommunications, National Hispanic Media Coalition, NETA Website, PBS Website, Riverton Ranger, Lander Journal, Wind River News, TV Jobs.com, Wyoming PBS website, Wyoming Tribune Eagle, Wyoming Work Force website and by word of mouth.

Wyoming College which processed the applications and coordinated the interview and hiring process according to college policy 7.1.2 which includes the following statements:

"3. All job announcements and help wanted ads will display the following statement: "Central Wyoming College does not discriminate on the basis of race, color, national origin, ancestry, sex, age, religion, or disability in admission or access to, or treatment or employment in, its education programs, services or activities."

4. All other qualifications being equal, an effort will be made to select members of ethnic minorities, women, Vietnam-era disabled veterans, persons of disability and/or persons between ages 40-70 to fill vacant positions."

Contact information for the recruitment sources identified in the 2014- 2015 public file reports

American Women in Radio and TV: www.awrt.org

Casper Star Tribune: www.trib.com

CPB Website: www.cpb.org/jobline

Current: www.current.org

CWC on campus and website: www.cwc.edu

Facebook: www.facebook.com/WyomingPBS?ref=hl

Jackson Hole News & Guide: www.jhnewsandguide.com

LinkedIn: www.Linkedin.com

myPBS.org: www.myPBS.org

Native American Public Telecommunications: www.nativetelecom.org

National Hispanic Media Coalition: www.nhmc.org

NETA Website: www.netaonline.org/jobs

PBS Website: <https://secure.connect.pbs.org/home> job board

Riverton Ranger, Lander Journal, Wind River News by: rangerads@wyoming.com

TV Jobs online: www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi

Wyoming PBS website: www.wyomingpbs.org

Wyoming Tribune Eagle: www.wyomingnews.com

Wyoming Work Force: www.wyomingworkforce.com

Wyoming PBS and KCWC-FM
Outreach Statement

Wyoming PBS and KCWC-FM as services of licensee Central Wyoming College seek to achieve broad and inclusive outreach in filling employment opportunities by:

- Advertising job openings in the local paper.
- Advertising job openings on the Wyoming Employment web-site
- Advertising job openings in national trade magazines appropriate to the job.
- Posting job openings on appropriate web sites i.e. PBS Connect and SBE job line.
- Soliciting responses from qualified candidates by word of mouth.

Wyoming PBS and KCWC-FM
Equal Employment Opportunity
Initiatives Undertake Pursuant to 73.2080 (C)(2)

Wyoming PBS and KCWC-FM as services of Central Wyoming College share their facilities with the educational components of the college. The College's Radio and Television Production curriculum annually awards more than \$17,500 in scholarships to students who are enrolled in the curriculum. Students are regularly employed in part-time positions which develop experience in radio and television skills. For the 2014-2015 academic year, the college employed 9 students per semester in the internship program for radio and TV at an average wage of \$8.00 per hour for 19 hours per week at an annual expense approaching \$41,000. Many of the entry level positions at stations KCWC-FM and KCWC-DT have been filled over the years by students who have gained experience by part-time work. These students are often recommended to other broadcast facilities when opening become available. Additionally, Central Wyoming College, the licensee of KCWC-FM, KCWC-DT, KWYP-DT, KPTW-DT and associated microwave and translator systems annually sponsors a community wide job-fair on campus.