

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0001624709** | File Number: **0000147233** | Submit Date: **05/26/2021** | Call Sign: **KQSW** | Facility ID: **5300** | City: **ROCK SPRINGS** | State: **WY**
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **05/26/2021** | Filing Status: **Active**

General Information

| Section | Question | Response |
|-------------------------|--|-------------|
| Application Description | Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace. | EEO Program |
| Attachments | Are attachments (other than associated schedules) being filed with this application? | No |

Licensee Information

Licensee Name, Type and Contact Information

| Applicant | Address | Phone | Email | Applicant Type |
|--|---|----------------------|--------------------|----------------|
| BIG THICKET BROADCASTING COMPANY OF WYOMING, INC. Doing Business As: BIG THICKET BROADCASTING COMPANY OF WYOMING, INC. | PO BOX 2128 ROCK SPRINGS, WY 82902 United States | +1 (307) 362-3793 | bpivic@wyoming.com | Company |

Contact Representatives

| Contact Name | Address | Phone | Email | Contact Type |
|--|--|-------------------|----------------|----------------------|
| Dan J Alpert Legal Counsel The Law Office of Dan J. Alpert | 2120 N. 21st Rd. Arlington, VA 22201 United States | +1 (703) 243-8690 | dja@commlaw.tv | Legal Representative |

Common Stations

| Facility Identifier | Call Sign | City | State | Time Brokerage Agreement |
|---------------------|-----------|--------------|-------|--------------------------|
| 63966 | KSIT | ROCK SPRINGS | WY | No |
| 5301 | KRKK | ROCK SPRINGS | WY | No |
| 5300 | KQSW | ROCK SPRINGS | WY | No |
| 164153 | KMRZ-FM | SUPERIOR | WY | No |

Program Report Questions

| Section | Question | Response |
|---------------------------|---|----------|
| Discrimination Complaints | Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? | No |
| Full-time Employees | Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week? | No |

Additional
Program Report
Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

| Name | Title |
|---------------|-------------------------|
| Coleen Meduna | Human Resources Officer |

Certification

| Question | Response |
|--|-------------|
| The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay | |
| Certified Date | 05/26 /2021 |
| Certified Title | President |
| Authorized Party Name | Bruce Pivic |

Attachments

| File Name | Uploaded By | Attachment Type | Description | Upload Status |
|---------------------------------|-------------|------------------------|-------------|--|
| EEO 2019-20.pdf | Applicant | EEO Public File Report | | Done with Virus Scan and/or Conversion |
| EEO 2020-21.pdf | Applicant | EEO Public File Report | | Done with Virus Scan and/or Conversion |
| Outreach.pdf | Applicant | Narrative Statement | | Done with Virus Scan and/or Conversion |

EQUAL OPPORTUNITY HIRING POLICY

Big Thicket Broadcasting of Wyoming, Inc. is an Equal Opportunity Employer (EOE). The Company provides equal employment opportunities to all employees and applicants without regard to race, color, religious creed, sex, national origin, ancestry, citizenship, status, pregnancy, childbirth, physical disability, mental disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender, medical condition, or sexual orientation in accordance with applicable federal, state and local laws. In addition, the Company complies with applicable state and local laws governing nondiscrimination in employment in every location in which the Company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

NON - DISCRIMINATION POLICY

Big Thicket Broadcasting of Wyoming, Inc. and its station(s) do not discriminate in advertising contracts on the basis of race or ethnicity and will not accept any advertising which is intended to discriminate on the basis of race or ethnicity. Advertiser represents and warrants that it is not purchasing advertising time on Big Thicket Broadcasting of Wyoming, Inc. or its station(s) that is intended to discriminate on the basis of race or ethnicity.

APPENDIX B

RECRUITMENT SOURCES

Name of Recruitment Source: Wyoming Department of Workforce Services
Address: 2451 Foothill Boulevard
Rock Springs, WY 82901
Contact Person: Greg Madic, MA
Telephone No.: 307-382-2747

Name of Recruitment Source: Western Wyoming Community College
Career Services and Placement
Address: 2500 College Drive
Rock Springs, WY 82901
Contact Person: Ace-It Center
Telephone No. : (307) 382-1646

Name of Recruitment Source: Big Thicket Broadcasting of Wyoming
Address: PO Box 2128
Address: 2717 Yellowstone Road
Rock Springs, Wyoming 82901
(307) 362-3793
Contact Person: Colleen Meduna

Name of Recruitment Source: Daily Rocket Miner
Address: 215 d Street Rock Springs, 82901
Contact Person: Various
Telephone No. (307) 382-3736

Name of Recruitment Source: NOWCAP Services
Address: PO Box 1666
Address: 416 West Blair Avenue
Rock Springs, Wyoming 82901
(307) 382-2683
Contact Person: Lindsey Travis, Emerging Pathways Coordinator
Telephone No.: (307) 382-2683

Name of Recruitment Source: Green River Star
Address: P O Box 580
Green River, Wyoming 82935
(307) 875-3103
Contact Person: Sarah Wallace, Advertising Manager

DESCRIPTION OF ACCEPTABLE OUTREACH INITIATIVES

Requirements:

Licensees need to complete:

*two (for broadcast employment units with five to ten full-time employees,
or stations located in a smaller market)*

*or four (for employment units with more than ten full-time employees
that are not located in a smaller market)*

*recruitment initiatives within each two years of a station's renewal term
from the list of the following eligible initiatives:*

Eligible Initiatives:

- (1) participating in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
- (2) hosting at least one job fair;
- (3) participating in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
- (4) participating in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities;
- (5) co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
- (6) participating in job banks, Internet programs, and other programs designed to promote outreach generally (*i.e.*, not related to specific job vacancies);
- (7) establishing training programs designed to enable station personnel to acquire skills that could qualify them for higher level staff positions;
- (8) establishing a mentoring program for station personnel;
- (9) sponsoring at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;
- (10) listing each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
- (11) providing assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling or career development assistance with respect to searching for broadcast employment;
- (12) providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
- (13) providing training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
- (14) participating in scholarship programs directed to students desiring to pursue a career in broadcasting;
- (15) establishing an internship program designed

to assist members of the community to acquire skills needed for broadcast employment; and
(16) participating in other activities designed by the station's employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

INITIATIVES 6/01/19 to 5/31/20

Initiative One:

WAB Virtual Job Fair 2nd Quarter

Location: On Line

Date: May, 2020

Wyo Radio ran commercials promoting and participated in the Wyoming Association of Broadcasters Second Quarter Virtual Job Fair May 2020

Initiative Two:

WAB Scholarship Participating Wyo Radio Stations

Location: Through WAB

Date: 5/01/20

Scholarship application attached

Initiative Three:

WAB Virtual Job Fair 4th Quarter

Location: On Line

Date: December, 2019

Wyo Radio ran commercials promoting and participated in the Wyoming Association of Broadcasters fourth quarter Virtual Job Fair 2019

(Initiative Four CANCELLED DUE TO COVID 19)

WWCC Job Fair

Western Wyoming Community College

Date: March 2020

(Initiative Five CANCELLED DUE TO COVID 19)

Climb Wyoming Mock Interviews

Rock Springs Wyoming

Date March 19, 2020

| Date job Posted | Title of Job Vacancy | Recruitment Sources Notified | Total Number of Job Interviewees | Total Number of Interviewees Referred by Each Recruitment Source | Recruitment Source That Referred Hiree |
|--|----------------------------|--|----------------------------------|--|---|
| 4/1/2018 | Production Coordinator | None - Internal Only | 1 | 0 | Internal Position - Filled from within station talent |
| 4/14/2018 | Media Marketing Specialist | Wyoming at Work, WyoRadio, Wyo4News | 5 | 7 | Filled positions externally from Wyoming at Work |
| 5/3/2018 | News Director | Wyoming at Work, Wyo4News, WyoRadio Facebook Page, Indeed, WAB | 2 | 4 | Filled position - Start Date 06/18/2018 - Wyoming at Work |
| WyoRadio | | | | | |
| Equal Employment Opportunity Record-Keeping List | | | | | |
| Equal Employment Opportunity Record-Keeping List | | | | | |
| Year: 2019 | | | | | |
| 6/18/2020 | General/Sales Manager | Indeed | 1 | 13 | |
| | | WAB | | | |
| | | Careerpage.org | | | |
| | | WyoRadio FB Page, Wyo4News | | | |
| | | Wyoming at Work | | | |
| 9/5/2019 | Production Assistant | WyoRadio FB Page, Wyo4News | 2 | 3 | |
| | | Wyoming at Work | | | |
| Equal Employment Opportunity Record-Keeping List | | | | | |
| Year: 2020 | | | | | |
| Date job Posted | Title of Job Vacancy | Recruitment Sources Notified | Total Number of Job Interviewees | Total Number of Interviewees Referred by Each Recruitment Source | Recruitment Source That Referred Hiree |
| 1/15/2020 | Reporter | WyoRadio/Wyo4News | 7 | 7 | Facebook |
| | | Wyoming at Work | | | |
| | | Laramie Boomerang Paper & Digital | | | |
| | | Rawlins Times Paper & Digital | | | |
| | | Wyoming Tribune Eagle Paper & Digital | | | |
| | | Facebook | | | |
| 1/15/2020 | Media Marketing Specialist | WyoRadio/Wyo4News | 2 | 2 | Facebook |
| | | Wyoming at Work | | | |

| | | | | | |
|--|--|----------|--|--|--|
| | | Facebook | | | |
|--|--|----------|--|--|--|

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Address: PO Box 2128
Address: 2717 Yellowstone Road
Rock Springs, Wyoming 82901
(307) 362-3793
Contact Person: Colleen Meduna

Name of Recruitment Source: The Laramie Boomerang (Digital and Paper)
APG Group 702 West Lincoln Highway, Cheyenne, WY 82001
Contact Person: Erica Diaz

Name of Recruitment Source: Rawlins Daily times (Digital and Paper)
APG Group 702 West Lincoln Highway, Cheyenne, WY 82001
Contact Person: Erica Diaz

Name of Recruitment Source: Wyoming Tribune Eagle (Digital and Paper)
APG Group 702 West Lincoln Highway, Cheyenne, WY 82001
Contact Person: Erica Diaz

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(Initiative Four CANCELLED DUE TO COVID 19)

WWCC Job Fair

Western Wyoming Community College

Date: March 2021

(Initiative Five)

Climb Wyoming Mock Interviews

Rock Springs Wyoming

Date November, 2021

(Initiative Six)

Station Tour

YWCA tour of station (Two groups)

Date: Wednesday July 29, 2020

| | | | | | |
|-----------|-----------------------|----------------------------|---|----|--|
| 6/18/2020 | General/Sales Manager | Indeed | 1 | 13 | |
| | | WAB | | | |
| | | Careerpage.org | | | |
| | | WyoRadio FB Page, Wyo4News | | | |
| | | Wyoming at Work | | | |
| 9/5/2019 | Production Assistant | WyoRadio FB Page, Wyo4News | 2 | 3 | |
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| | | | | | |

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| | | Laramie Boomerang Paper & Digital | | | |
| | | Rawlins Times Paper & Digital | | | |
| | | Wyoming Tribune Eagle Paper & Digital | | | |
| | | Facebook | | | |
| 1/15/2020 | Media Marketing Specialist | WyoRadio/Wyo4News | 2 | 10 | Facebook |
| | | Wyoming at Work | | | |
| | | Facebook | | | |
| 11/20/2020 | Traffic Director | Wyoradio/Wyo4News | 3 | 27 | Wyoming at Work |
| | | Wyoming at Work | | | |
| | | Facebook | | | |

Equal Employment Opportunity Record-Keeping List

Year: 2021

| | | | | | |
|-----------|------------------|-------------------|---|----|------------------|
| 3/12/2021 | Accounting Clerk | WyoRadio/Wyo4News | 9 | 44 | Still recruiting |
| | | Wyoming at Work | | | |
| | | Facebook | | | |

Big Thicket Broadcasting; dba, WyoRadio performs a broad and inclusive outreach for qualified applicants when we are searching to fill open positions. We use various forms of media including print, web, social media platform, radio, the WAB, CareerPage and national recruitment tools such as Indeed to disseminate to many groups of qualified candidates. We have had outstanding response to these community outreach efforts in our recruiting processes.