

## **Update and Revision to the 2020-2021 EEO Public Inspection File Report**

This update and supplement to the 2020-2021 EEO Public Inspection File Report which had been uploaded to the Online Public Inspection file on January 28, 2021, is being uploaded to respond to FCC staff inquiries about the initial Report, and to correct information contained in that report.

### **Vacancy Specific Outreach**

In the initial report uploaded in January, it was indicated that one employment position at the stations owned by Paragon Communications, Inc. was filled in the period from February 1, 2020 to January 31, 2021. However, upon reviewing that report, it was determined that this hire was not for any of the radio stations in the employment group, but was instead an employee for a local "shopper" newspaper, The Penny News, that the company also owns. This employee was not properly attributed to the station employment group, as she works for this non-broadcast business. Thus, there were no hires for the radio stations during this employment period.

### **Non-Vacancy Specific Outreach Efforts**

In its description of its non-vacancy specific outreach, the company referenced Internship Programs with Cheyenne High School and a Training/Job shadowing program with Western Technology Center-Workforce Conference.

The Commission has asked for more specifics about the program this year. Because of COVID, the usual activities of the Western Technology Center were curtailed this year. But the station did engage in various high school outreach events including the following:

- This year, Cheyenne High School had a multi-week career training program. At the end of the event, the School had a career day where representatives of various industries talked about career opportunities. On Air Shawn Wilson attended that event on Feb 2nd and made a presentation to the students about careers in radio.
- The station provided paid internships to 3 high school students this past year to teach them about radio operations – particularly radio coverage of local sports. Two students from Hammond High School and one from Arapaho High School participated in these internships that lasted from Nov 2020 through March 2021 during basketball and the start of the spring sports season. Each intern spent about 6 hours per week learning sports production and assisting on the coverage of local high school sports events.
- In addition to these activities, the stations also dedicate a week where on-air programming on station KECO highlights the activities of the Future Farmers of America, an important student organization in this agricultural area. During the week, representatives from two or three area high schools appear on the air each day to discuss activities of their organizations. A total of 15 schools participated.

The students representing each school are shown around the stations and learn about the broadcast interview process during these in-studio appearances. This event was held during the week of 2-24 through 2-28 of this year.