

**KLQQ, KOWY, KROE, KWYO, KYTI, KZWY****EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sports Director	1-13	4

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Central Wyoming College 2660 Peck Ave Riverton, Wyoming 82501 Phone : 307-855-2121 Email : jgabriel@cw.edu John Gabrielson	N	0
2	Country Bounty Box 5086 303 S. Main St Sheridan, Wyoming 82801 Phone : 307-672-2933 Email : countrybounty@sheridanmedia.com Bob Grammens	N	0
3	Country Bounty Box 5086 SHERIDAN, Wyoming 82801-4501 Phone : 307-672-7421 Email : bob@sheridanmedia.com Bob Grammens	N	0
4	Current Employee - Transfer/Promotion	N	1
5	E-mail Inquiry	N	1
6	Job posting on internet	N	1
7	Radio On-Line 3500 Tripp Ave Amarillo, Texas 79121 Url : <a href="http://support.radioonline.com">http://support.radioonline.com</a> Online Postings Manual Posting	N	0
8	Sheridan College 1 Whitney Way Sheridan, Wyoming 82801 Phone : 307-675-0572 Email : asteinhorst@sheridan.edu Audrey Steinhorst	N	0
9	Sheridan County Chamber of Commerce Box 707 24 S Main Street Sheridan, Wyoming 82801 Phone : 307-672-2485 Email : info@sheridanwyomingchamber.org Dixie Johnson	Y	0

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10	University of Montana 32 Campus Drive Missoula, Montana 59812 Phone : 406-243-4001 Email : robyn.berg@umontana.edu Robyn Berg	N	0
11	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
12	Wyoming Assoc of Broadcasters Box 1387 7217 Hawthorne Dr Cheyenne, Wyoming 82003 Phone : 307-632-7622 Email : lauragrott@gmail.com Laura Grott	Y	0
13	Wyoming Dept of Workforce Services 247 Grinnell Plaza Suite 200 Sheridan, Wyoming 82801 Phone : 307-675-5408 Email : pam.riendeau@wyo.gov Pam Riendeau	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	<p>Sheridan Media has been running EEO Recruitment Radio ads from 6-1-2023 to 5-31-2024. Ads are ran every other week. Three ads per day on all the Lovcom Stations. Ads will continue to run through out the year. Copy is attached:</p> <p>If you think the only job at a radio station is in front of a microphone, you're missing some great opportunities. Sheridan Media employs a number of people in various capacities including advertising sales, news, promotions, business administration and engineering. If you or your organization would like to know if there is a job opening at Sheridan Media. Please send your mailing address request to Bob Grammens, General Manager, Sheridan media. Box 5086, Sheridan, WY. and we will then send you a notice to your organization or group every time there is a full time job opening. Sheridan Media is an equal opportunity employer</p>	1	Pres/GM
2	12/5/2023	Participation in Job Fairs	<p>Sheridan Media Director of Digital Marketing: Julie Chadwick</p> <p>Attended a Job Fair at the Ramada Plaza on December 5th, 2023 from 11:30 until 2:30. The Job Fair was coordinated by Sheridan County School District 1, and students were assigned to interview with Sheridan Media/Lovcom who had interests in working for media/communications. I conducted interviews with 3 students and told them the various opportunities at Lovcom Inc, Sheridan Media, to include radio, digital, social media and website marketing.</p> <p>The purpose of the event was to have interviews with high school students who expressed an interest in marketing and media careers.</p>	1	Dir of Digital Marketing

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3	12/10/2023	Participation in Job Fairs	Wyoming Association of Broadcasters Virtual Job Fair. Hosted by the Wyoming Assoc of Broadcasters. www.careerpage.org. For the week of December 11th - 17th 2023. Webstats for the Broadcasters Virtual Job Fair attached	1	Pres/GM
4	4/19/2024	Participation in events sponsored by organizations representing the community	Lovcom Inc...dba...Sheridan Media participated in a Home Show April 19th through April 21st 2024. Sheridan Media/Lovcom set up a booth and was manned by Sheridan Media personnel. Jim Schellinger, Bob Grammens, and Julie Chadwick for 3 days. (employee's possessing substantial responsibility in making hiring decisions). We had Job Opening and Opportunities in Broadcasting handouts available in our booth. We had personnel on hand to talk about employment opportunities with the public for the 3 day show. Sheridan Media also produces a Guide that is handed out and direct mailed in Sheridan County. The Cover and Booth Info is attached.	3	Pres/GM Sales Manager Digital Director

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5	4/24/2024	Co Sponsoring Job Fair	Sheridan Media/Lovcom Inc partnered with numerous other sponsors for the 2024 Career Network Fair, which was organized by Sheridan College, Workforce Services of Wyoming, and the Sheridan VA Health Care System. Sheridan Media was a Platinum Sponsor of the event and ran a Radio Schedule mostly at no cost, but the Sponsor wanted to purchase additional marketing including a Live Remote Broadcast. Our management team conversed with potential employees about all aspects of broadcasting and future opportunities at Sheridan Media, including programming, music, sales, and various positions in broadcasting at Sheridan Media. The Job Fair also included area Veterans. Bob Grammens, General Manager, and Jim Schellinger manned the booth, and they were capable of hiring employees. In addition, we conducted a Live Remote Broadcast from the event to demonstrate our capability.	2	Pres/GM Director of Sales
6	4/30/2024	Participation in events or programs sponsored by educational institutions	Sheridan County School District #1 sponsored a Job Shadow Day on April 30th, 2024. The High School included Big Horn High School. Sheridan Media hosted the Job Shadow students from Big Horn High School. 3 Students job shadowed several Sheridan Media employees but was guided by Julie Chadwick, Director of Digital/Sales. An employee that has hiring capabilities with Sheridan Media). These students shadowed over 8 employees of various job skills throughout the day. You will see the attached initial email and follow-up email from the School District on the students that visited our operation.	3	Pres/GM Director of Sales Digital Director

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7	5/1/2024	Participation in scholarship programs	Annually, Sheridan Media and Lovcom Inc. participate in the Wyoming Association of Broadcasters Scholarship Program. May 1st 2024 through May 30th, 2024. All Lovcom/Sheridan Media Radio Stations, take part by providing a financial contribution, distributing scholarship materials, airing radio ads on all stations, and assisting in the judging of applicants.	1	Pres/GM
8	5/21/2024	Participation in events sponsored by organizations representing the community	<p>The Sheridan County Chamber of Commerce Business Retention &amp; Expansion Committee hosted the Ignite Conference on May 21st 2024 to provide the opportunity for professionals at every level to gain innovative ideas, learn about best practices and acquire vital information to spark their professional development and business growth.</p> <p>The Ignite Conference allows you to choose the seminars that best fit YOUR professional development needs. Choose from seminars on marketing, human resources, business growth, customer service, and more.</p> <p>Sheridan Media employees Bob Grammens, GM. Jim Schellinger, Dir of Sales and Julie Chadwick, Digital Director presented during this conference. Our presentation focused on Marketing your business as well as opportunities in Broadcasting.</p>	3	Pres/GM Director of Sales Digital Director