

KLQQ, KOWY, KROE, KWYO, KYTI, KZWY**EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photojournalist/Multimedia Content Creator	1-8	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Country Bounty Box 5086 303 S. Main St Sheridan, Wyoming 82801 Phone : 307-672-2933 Email : countrybounty@sheridanmedia.com Bob Grammens	N	1
2	Country Bounty Box 5086 SHERIDAN, Wyoming 82801-4501 Phone : 307-672-7421 Email : bob@sheridanmedia.com Bob Grammens	N	0
3	Sheridan College 1 Whitney Way Sheridan, Wyoming 82801 Phone : 307-675-0572 Email : asteinhorst@sheridan.edu Audrey Steinhorst	N	0
4	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	1
5	Sheridan Media Box 5086 SHERIDAN, Wyoming 82801-4501 Phone : 307-672-7421 Url : www.sheridanmedia.com Email : bob@sheridanmedia.com Bob Grammens	N	2
6	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Wyoming Assoc of Broadcasters Box 1387 7217 Hawthorne Dr Cheyenne, Wyoming 82003 Phone : 307-632-7622 Email : lauragrott@gmail.com Laura Grott	Y	0
8	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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	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	Sheridan Media has been running EEO Recruitment Radio ads from 6-1-2025 to 5-31-2026. 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: 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 pening. Sheridan Media is an equal opportunity employer	1	Pres/GM

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2	10/7/2025	Participation in events or programs sponsored by educational institutions	Bob Grammens, General Manager of Sheridan Media, and a person in charge of hiring spoke to a group of student leaders at Sheridan College on the topic of leadership. During his presentation, Mr. Grammens discussed his approach to leadership within a multimedia company that includes radio, print, and digital platforms. He also highlighted the many opportunities available in the field of broadcasting and communications, emphasizing the importance of developing leadership skills within the industry. In addition, Mr. Grammens provided information on Sheridan Media's internship programs, which offer students hands-on experience and professional development opportunities in broadcasting. This presentation was part of Sheridan Media's ongoing community outreach efforts to engage with local educational institutions, support leadership development, and encourage students to consider careers in broadcasting and media.	1	Pres/GM
3	10/31/2025	Co Sponsoring Job Fair	Wyoming Association of Broadcasters Virtual Job Fair. Hosted by the WAB, www.careerpage.org and Lovcom Inc, dba Sheridan Media. October 25th 2025 to October 31st 2025	1	Pres/GM
4	1/28/2026	Establishment of training programs for station personnel	FEMA Public Information Officer Training Course run by Sheridan County Emergency Management. 20 Members of various response agencies from surrounding counties participated. Station personal talked about how radio works in terms of covering new stories such as breaking news and community awareness events. We held a mock press conference where various PIO's talked about a prepared situation. Critiqued the information presented.	1	Pres/GM

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5	3/14/2026	Participation in events sponsored by organizations representing the community	Lovcom Inc...dba...Sheridan Media participated in a Home Show March 13th through March 15th 2026. 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 ith 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 Manager
6	4/29/2026	Co Sponsoring Job Fair	Sheridan Media/Lovcom Inc partnered with numerous other sponsors for the 2026 Career Network Fair, on April 29th 2026, 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.	3	Pres/GM Sales Manager Digital Manager

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7	5/1/2026	Participation in scholarship programs	Annually, Sheridan Media and Lovcom Inc. participate in the Wyoming Association of Broadcasters Scholarship Program. May 1st 2026 through May 30th, 2026. All Lovcom/Sheridan Media Radio Stations, take part by providing a financial contribution, distributing scholarship materials, airing radio ads on all tations, and assisting in the judging of applicants.	1	Pres/GM
8	5/6/2026	Participation in events or programs sponsored by educational institutions	On May 6th, 2026 Sheridan Media participated in the Clearmont High School Job Fair by hosting student Isaac Andreen for a day of hands-on learning about the broadcasting industry. Issac, a student from Clearmont High School in Clearmont, Wyoming, located about 30 minutes from Sheridan, was introduced to the many roles involved in operating a radio station, including on-air broadcasting, journalism, marketing, business operations, and more. Sheridan Media demonstrated the wide variety of career opportunities available in today's broadcasting job market. Issac was referred to us by Clearmont High School councilor Loyce Ellinrod	3	Pres/GM IT/Engineering/On-Air Program Director
9	5/11/2026	Participation in job banks, internet programs and other programs designed to promote outreach	Wyoming Association of Broadcasters Virtual Job Fair. Hosted by the WAB, www.careerpage.org and Lovcom Inc, dba Sheridan Media. May 11th 2026 to May 15th 2026 SCOPE: Wyoming Association of Broadcasters Virtual Job Fair. Hosted by the WAB, www.careerpage.org and Lovcom Inc, dba Sheridan Media. May 11th 2026 to May 15th 2026	1	Pres/GM

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10	5/19/2026	Participation in events sponsored by organizations representing the community	The Sheridan County Chamber of Commerce Business Retention & Expansion Committee hosted the Ignite Conference on May 19th 2026 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. 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. 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.	3	Pres/GM Sales Manager Digital Manager