

## EEO Public File Report

**Group:** KUGR AM/ KFRZ FM/ KYCS FM/ KZWB FM  
**Stations:** KUGR-AM, KFRZ-FM, KYCS-FM, KZWB-FM

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

### A. Job Vacancies Filled Between 2007-06-01 and 2008-05-31

1. Job Title: News Director/Play by Play (J003991)	Date Submitted: 2007-05-10	Date Filled: 2007-06-01
2. Job Title: Account Executive (J004027)	Date Submitted: 2007-05-18	Date Filled: 2007-06-08
3. Job Title: Announcers (J007158)	Date Submitted: 2008-05-06	Date Filled: 2008-05-13

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: News Director/Play by Play			Date Filled: 2007-06-01		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
ALLACCESS WEBSITE	unknown	www.allaccess.com	none	NO	NO
ALLACCESS WEBSITE		www.allaccess.com		NO	NO
Antioch New England Graduate School	Carlotta Willis	40 Avon Street Keene, NH 03431	800-553-8920	NO	NO
College-Western Wyoming Community College	Peg Larson	P.O. Box 428 Rock Springs, WY 82901	307-382-1828	NO	NO
ESSEX COMMUNITY COLL/COMMUNICATIONS	JOB LISTINGS	7201 ROSSVILLE BLVD BALTIMORE, MD 21237	410-780-6526x	NO	NO
GOLDEN WEST COLLEGE/BROADCAST ARTS	WARREN CARTER	15744 GOLDEN WEST ST HUNTINGTON BEACH, CA 92647	714-895-8772	NO	NO
International Association of Administrative Professionals	Kay Cooley	2500 College Dr Rock Springs, WY 82901	307-382-1810	NO	NO
ITHACA COLLEGE/DEPT OF TELEVISION/RADIO	WENMOUTH WILLIAMS	953 DANBY RD 376 PARK HALL ITHACA, NY 14850	607-274-3331	NO	NO
KANSAS STATE UNIV/AQ MILLER SCH OF JOURNALISM	PLEASE POST	MANHATTAN, KS 66506	785-532-6890x	NO	NO
KASU-Arkansas State University	Mary Smith	P.O. BOX 2160 State University, AR 72467	870-972-3070	NO	NO
KCSB/UNIV OF CA-SANTA BARBARA	PLEASE POST	PO BOX 13401	805-893-3757x	NO	NO

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		SANTA BARBARA, CA 93107			
KCSS/CALIFORNIA STATE UNIV-STANISLAUS	BRITTANY WINTERS	801 W MONTE VISTA AVE TURLOCK, CA 95380	209-667-3378	NO	NO
KDUP/UNIV OF PORTLAND	NATE SHERFINSKI	5000 N WILLIAMETTE BLVD KDUP 1580AM PORTLAND, OR 97203	503-943-7284	NO	NO
KDVS/UNIV OF CA-DAVIS	JANE KIM	14 LOWER FREEBORN HALL DAVIS, CA 95616	530-752-0728x	NO	NO
KEXP/UNIV OF WASHINGTON	JOB LISTING	113 DEXTER AVE N SEATTLE, WA 98109	206-520-5397x	NO	NO
KGFN/GROSSMONT COLLEGE	JOB LISTINGS	8800 GROSSMONT COLLEGE DR EL CAJON, CA 92020	619-644-7288x	NO	NO
KGRG/GREEN RIVER COMM COLL	TOM EVANS KRAUSE	12401 SE 320TH ST AUBURN, WA 98092	253-833-9111	NO	NO
KHSU/HUMBOLDT STATE UNIV	ELIZABETH HANS MCCRONE	1 HARPST ST ARCATA, CA 95521	707-826-4807	NO	NO
KLBC/LONG BEACH CITY COLLEGE	JOB LISTINGS	4901 E CARSON ST LONG BEACH, CA 90808	562-938-4309x	NO	NO
KLC RADIO/LEWIS & CLARK COLLEGE	PLEASE POST	615 SW PALATINE HILL RD PORTLAND, OR 97219	503-768-7615x	NO	NO
KMUW/WICHITA STATE UNIV	JOB NOTICES	3317 E 17TH ST WICHITA, KS 67208	316-978-6789x	NO	NO
KSLU PUBLIC RADIO	JOB PLACEMENT	SLU 10783 HAMMOND, LA 70402	504-549-2330x	NO	NO
KUCR/UNIV OF CALIFORNIA-RIVERSIDE	JOB LISTINGS	RIVERSIDE, CA 92521	909-787-1012x	NO	NO
KUOW/UNIV OF WASHINGTON	JOB LISTING	4518 UNIVERSITY WAY NE STE 310 SEATTLE, WA 98105	206-543-2710x	NO	NO
KXMS/MISSOURI SOUTHERN STATE UNIVERSITY	JOB POSTINGS	3950 E NEWMAN RD JOPLIN, MO 64801	417-625-9356	NO	NO
KZSU/STANFORD UNIVERSITY	PLEASE POST	PO BOX 20190 STANFORD, CA 94309	650-725-4868x	NO	NO
LINCOLN UNIV/JOURNALISM-COMMUNICATIONS	DON GOVANG	820 CHESTNUT ST JEFFERSON CITY, MO 65102	573-681-5280x	NO	NO

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MARO Employment & Training Association	David Price	PO Box 16218 Lansing, MI 48901	517-484-5588	NO	NO
MIAMI-DADE COMMUNITY COLL/BROADCASTING	BILLY OVIER/FILM & TELEVISION	300 N.E SECOND AVE MIAMI, FL 33132	305-237-1177x	NO	NO
MIDDLE TENNESSEE STATE UNIV	MASS COMMUNICATION	BOX 51 MURFREESBORO, TN 37132	615-898-2813x	NO	NO
MISSOURI SOUTHERN ST COLL/COMMUN	J.R. MOORMAN	3950 E NEWMAN RD JOPLIN, MO 64801	417-625-9580	NO	NO
Moorpark College/Media Arts Center	B Goodman	7075 Campus Rd. Moorpark, CA 93021	805-378-1400x014	NO	NO
MORGAN STATE UNIV/COMMUNICATIONS	LIONEL S. DUNCAN	1700 E. COLD SPRING LANE BALTIMORE, MD 21239	443-885-3330	NO	NO
MT. SAN ANTONIO COLLEGE	STEVE WOODYARD	1100 N. GRAND AVE. STUDENT SERVICES CENTER 9B WALNUT, CA 91789	909-594-5611	NO	NO
NAACP	PLEASE POST	1104 BROADWAY AVE SEASIDE, CA 93955	831-394-3727x	NO	NO
NAACP	MYRTLE WILBURN	1000 U ST NW #100 WASHINGTON, DC 20001	202-667-1700x	NO	NO
NAACP	JOB PLACEMENT	408 E. 8TH ST WILMINGTON, DE 19801	302-655-0998x	NO	NO
NAACP	CHRONICAL BUS GP/JOB BANK	12040 FOOTHILL BLVD STE 116 PACOIMA, CA 91331	818-899-4357x	NO	NO
NAACP	CHARLES MISCHEAUX	625 N EUCLID AVE ST LOUIS, IL 63108	(314) 361-8600x	NO	NO
NAACP	Douglas Oden	P.O. Box 152086 San Diego, CA 92195	619-702-0800	NO	NO
NAACP		3910 Martin Luther King Jr. Blvd Suite 202 Los Angeles, CA 90008	323-296-2630	NO	NO
NAACP	Menola Upshaw	2823 Fairfax ST. Denver, CO 80207	303-333-9013	NO	NO
NAACP	CHERYL/JOB BANK	1505 W. HIGHLAND AVE SAN BERNARDINO, CA 92411	909-887-7411x	NO	NO
NAACP	MATT BARNES		510-236-1166x	NO	NO

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		338 11TH ST RICHMOND, CA 94801			
NAACP	Wayne Jennings	393 Francestown Road New Boston, NH 03070	603-487-2349	NO	NO
NAACP	ARTHONIA GODWIN/JOB BOARD	1201 MARTIN LUTHER KING JR DR CLEARWATER, FL 33755	727-461-7191x	NO	NO
NAACP	RENO SMITH	200 SOUTH ST P.O. BOX 2256 MORRISTOWN, NJ 07960	973-267-5261x	NO	NO
NAACP	Harold Crumpton	625 N. Euclid Ave Suite 405 St. Louis, MO 63108	314-862-2228	NO	NO
NAACP	PLEASE POST	1033 SMITH ST EUSTIS, FL 32726	352-357-6811x	NO	NO
NAACP	Neisha	2131 Stokes Blvd Cleveland, OH 44106	216-231-6260	NO	NO
NAACP	FRED PARKER	233 S HIGH ST #207 COLUMBUS, OH 43215	614-464-1108	NO	NO
NAACP	DEBORAH	2500 KEMPER LN #1 CINCINNATI, OH 45206	513-281-1900x	NO	NO
NAACP	Amina Turner	114 West Parish St. 2nd Floor Durham, NC 27701	919-682-4700	NO	NO
NAACP	ARTHUR FARWARD	AAUD BUILD STE 25 ALIQUIPPA, PA 15001	724-378-6690x	NO	NO
NAACP	DONALD WITHERSPOON	2100 6TH AVE ALTOONA, PA 16602	814-942-1126x	NO	NO
NAACP - Portsmouth	Purnell Ross	PO Box 1261 Portsmouth, NH 03802	749-6362	NO	NO
NAACP - SOUTH CAROLINA STATE CONFERENCE	JIM WIGGINS	PO BOX 1148 COLUMBIA, SC 29202	803-754-4584	NO	NO
NAACP- Chattanooga, Tn	Valoria Armstrong	Chatanooga, TN 37411	423-894-8304	NO	NO
NEW MEXICO HIGHLANDS UNIVERSITY	MIKE/MASS COMMUNICATIONS	P.O. BOX 48 LAS VEGAS, NM 87701	505-454-3588x	NO	NO
NEW MEXICO STATE UNIV/ COMMUNICATIONS	MIKE MARTIN	BOX 30001 MSC 3K LAS CRUCES, NM 88003	505-646-3221	NO	NO

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NORTH CAROLINA A&T STATE/COMMUNICATIONS	DR. TERESA STYLES	1601 E. MARKET ST GREENSBORO, NC 27411	336-334-7900x	NO	NO
NOTRE DAME COLLEGE OF MARYLAND	DEBRA FRANKLIN/COMMUNICATION ARTS	4701 N. CHARLES ST BALTIMORE, MD 21210	410-432-5521x	NO	NO
OHIO CENTER FOR BROADCASTING				NO	NO
PLATTSBURGH STATE UNIV/COMMUNICATIONS	JOB PLACEMENT	101 BROAD ST PLATTSBURGH, NY 12901	518-564-2111x	NO	NO
PLATTSBURGH STATE UNIV/MARKETING	NANCY CHURCH	101 BROAD ST PLATTSBURGH, NY 12901		NO	NO
RIO HONDO COLLEGE/COMMUNICATIONS DEPT	COMMUNICATION DEPT	3600 WORKMAN HILL RD WHITTIER, CA 90601	562-908-3429x	NO	NO
SAVANNAH STATE UNIV/MASS COMMUNICATIONS	C. CONNER	P.O. BOX 20209 SAVANNAH, GA 31404		NO	NO
SHAW UNIV/DEPT MASS COMMUNICATIONS	JOB BOARD	118 E SOUTH ST RALEIGH, NC 27601	919-546-8369x	NO	NO
SIMI VALLEY BROADCAST ACADEMY	JOB PLACEMENT	2470 STEARNS ST #331 SIMI VALLEY, CA 93063	805-583-4592x	NO	NO
SOUTHEASTERN LOUISIANA UNIV/COMMUNICATIONS	LYNN WELLMAN	PO BOX 10451 HAMMOND, LA 70402	985-549-2105x	NO	NO
Southern Illinois University-Carbondale, College of Mass Communi	Krissi Geary-Boehm	1100 Lincoln Drive Room 1012, Mail Code 6606 Carbondale, IL 62901	618-453-4308	NO	NO
SRTV/UNIV OF CALIFORNIA-SAN DIEGO	CHELSEA WELCH	9500 GILMAN DR #315 LA JOLLA, CA 92093	858-534-5512	NO	NO
St. Augustine's College- Communications Dept.	Katrina Dix	1315 Oakwood Ave. Raleigh, NC 27610	919-516-4608	NO	NO
STAA	John Chelesnik	www.staatalent.com		YES	NO
STAA	John Chelesnik	www.staatalent.com	949-215-6713	YES	NO
STAA	John Chelesnik	www.staatalent.com	none	YES	NO
The Radio Network	Adrienne Lounsbury	40 Shoshone Green River, Wy 82935	307-875-6666	NO	NO
TRINITY UNIV/DEPT OF MASS COMMUNICATIONS	WILLIAM G. CHRIST	715 STADIUM DR SAN ANTONIO, TX 78212	210-999-8113x	NO	NO

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UTAH STATE UNIVERSITY				NO	NO
VIRGINIA STATE UNIV/MEDIA-BROADCASTING DEPT				NO	NO
WAB WEBSITE	Laura Grott	www.wyomingbroadcasting.org	307-632-7622	NO	NO
WALTER CRONKITE SCH OF JOURNALISM	KAREN SHANNON	ARIZONA STATE UNIV TEMPE, AZ 85287	480-965-9011x	NO	NO
Western Wyoming Community College-Green River Center	MaryAnn Huebner	P.O. Box 490 Green River, Wy 82935	307-875-2278x303	NO	NO
WEYNAND TRAINING INTERNATIONAL	SCOTT MADDEN	17327 VENTURA BLVD STE 220 ENCINO, CA 91316	818-995-1719	NO	NO
Whitman College - KWCW Radio Station	Alan Blickenstaff	200 Boyer Avenue Walla Walla, WA 99362	509-527-5285	NO	NO
WHITMAN RHETORIC & FILM STUDIES	JIM HANSON	200 E BOYER AVE WALLA WALLA, WA 99362	509-527-5499x	NO	NO
WICHITA ST UNIV/ELLIOTT SCH OF COMMUNICATION	SUSAN SHULTZ HUXMAN	1845 FAIRMOUNT WICHITA, KS 67260	316-978-3185x	NO	NO
WNUR/NORTHWESTERN UNIV	JOB POSTINGS	1905 SHERIDAN RD EVANSTON, IL 60208		NO	NO
WXJM/JAMES MADISON UNIV	JOB POSTINGS	ANTHONY SEEGER HALL HARRISONBURG, VA 22807	540-568-6878x	NO	NO
Wyoming Association of Broadcasters	Laura Grott	7217 Hawthorne Dr. P.O. Box 1387 Cheyenne, Wy 82003	307-632-7622	NO	NO
WYOMING ASSOCIATION OF BROADCASTERS				NO	NO
Wyoming Department of Workforce Services	Pat Brown	2451 Foothill Boulevard Rock Springs, WY 82901	307-382-2747	NO	NO
YWCA	Christie Degrendle	1035 Jackson Rock Springs, Wy 82901	307-352-6635	NO	NO

Total Resources: 94

2. Job Title: Account Executive

Date Filled: 2007-06-08

Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
College-Western Wyoming Community College	Peg Larson		307-382-1828	NO	NO

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		P.O. Box 428 Rock Springs, Wy 82901			
International Association of Administrative Professionals	Kay Cooley	2500 College Dr Rock Springs, Wy 82901	307-382-1810	NO	NO
RADIO NETWORK				YES	NO
The Radio Network	Adrienne Lounsbury	40 Shoshone Green River, Wy 82935	307-875-6666	NO	NO
Western Wyoming Community College-Green River Center	MaryAnn Huebner	P.O. Box 490 Green River, Wy 82935	307-875-2278x303	NO	NO
Wyoming Association of Broadcasters	Laura Grott	7217 Hawthorne Dr. P.O. Box 1387 Cheyenne, Wy 82003	307-632-7622	NO	NO
Wyoming Department of Workforce Services	Pat Brown	2451 Foothill Boulevard Rock Springs, WY 82901	307-382-2747	NO	NO
YWCA	Christie Degrendle	1035 Jackson Rock Springs, Wy 82901	307-352-6635	NO	NO
Total Resources: 8					
3. Job Title: Announcers			Date Filled: 2008-05-13		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
College-Western Wyoming Community College	Peg Larson	P.O. Box 428 Rock Springs, Wy 82901	307-382-1828	NO	NO
International Association of Administrative Professionals	Kay Cooley	2500 College Dr Rock Springs, Wy 82901	307-382-1810	NO	NO
RADIO	Adrienne Lounsbury	40 Shoshone Ave	307-875-6666	YES	NO
Rock Springs High School	Jenna Erickson	1375 James Dr. Rock Springs, Wy 82901	307-352-3447	NO	NO
The Radio Network	Adrienne Lounsbury	40 Shoshone Green River, Wy 82935	307-875-6666	NO	NO
Western Wyoming Community College-Green River Center	MaryAnn Huebner	P.O. Box 490 Green River, Wy 82935	307-875-2278x303	NO	NO
Wyoming Association of Broadcasters	Laura Grott	7217 Hawthorne Dr. P.O. Box 1387 Cheyenne, Wy 82003	307-632-7622	NO	NO

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Wyoming Department of Workforce Services	Pat Brown	2451 Foothill Boulevard Rock Springs, WY 82901	307-382-2747	NO	NO
YWCA	Christie Degrendle	1035 Jackson Rock Springs, Wy 82901	307-352-6635	NO	NO
Total Resources: 10					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2007-06-01 and 2008-05-31 (this will be a raw number):				5	
D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2007-06-01 and 2008-05-31 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
STAA	John Chelesnik	www.staatalent.com		1	
UTAH STATE UNIVERSITY				1	
Wyoming Association of Broadcasters	Laura Grott	7217 Hawthorne Dr. P.O. Box 1387 Cheyenne, Wy 82003	307-632-7622	1	
RADIO NETWORK				4	
RADIO	Adrienne Lounsbury	40 Shoshone Ave	307-875-6666	1	
E. Outreach Activities:					
Date	Other Outreach Activity	Description of Activity			
2007	WWCC Spring Career Fair	On April 11, 2007, Mary Kelly, Client Services Director participated in the Western Wyoming Community College Career Fair. Activity included manning a booth at the fair, discussing and distributing Careers in Broadcasting information packets to fair participants and accepting applications.			
2007	Wyoming Association of Broadcasters Scholarship	Each station participates in the Broadcasting Scholarship program in conjunction with the Wyoming Association of Broadcasters. We disseminated Scholarship forms, financially contributed to the scholarship and participated fully in the judging of the scholarships.			
2008	Internship Program	The Radio Network was involved in an internship program from November 2008 through January 2009. A local student from the Alternative High School interned at The Radio Network 3 days a week for the 3 months preceding her graduation. The student was involved in many on-air activities including, DJ responsibilities, cutting advertisements for local advertisers, cutting weather reports, writing and reading news stories during our reports, and other day-to-day DJ operations. She also shadowed our General Manager who trained her on other station positions.			
2008	WAB Scholarship	Each station participates in the Broadcasting Scholarship program in conjunction with the Wyoming Association of Broadcasters. We disseminated Scholarship forms, financially contributed to the scholarship and participated fully in the judging of the scholarships.			

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2008	WWCC Fall Career Fair	On October 12th, 2007, Adrienne Lounsbury, Marketing Specialist participated in the Western Wyoming Community College Fall Career Fair. Activity included manning a booth at the fair, dicussing and distributing Careers in Broadcasting information packets to fair participants and accepting applications.
2008	WWCC Spring Career Fair	On April 9th, 2008, Adrienne Lounsbury, Marketing Specialist, participated in the Western Wyoming Community College Spring Career Fair. Activity included manning a booth at the fair, dicussing and distributing Careers in Broadcasting information packets to fair participants and accepting applications.