

2010 Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2-80©(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station which forms a single station Employment Unit for purposes of the FCC Rules:

<u>Call Sign</u>	<u>Community</u>	<u>FIN</u>
KFBC-AM	Cheyenne, WY	43629

The information contained in this Annual EEO Report covers the period from June 1, 2009 to, and including May 31, 2010 (the “Applicable Period”), Consistent with FCC Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled during the Applicable Period.
2. For each station vacancy, the recruitment sources utilized to fill the vacancy, including any such sources that have asked to receive information from the station about any new job openings, which are separately identified.
3. The recruitment source that referred the hiree for each full-time vacancy filled during the Applicable Period.
4. Data reflecting the total number of persons interviewed for all full-time vacancy during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with each such vacancy: and
5. A list and brief description of the community outreach activities, not directly Related to the opening of job positions, undertaken by the station during the Applicable Period.

The following sections provide the required information, and summarize the station’s EEO efforts during the Applicable Period.

The Annual Report was placed in the station’s public inspection file on June 1, 2010 and posted on the station’s website in accordance with the FCC Rules.

Section #1 Full-Time Job Openings Filled During This Period

Time Period Covered June 1, 2009 to May 31, 2010

Station in Employment Unit: KFBC-AM

	Full-time Positions Filled By Job Title and Date Filled	Recruitment Source that referred the Person Hired	# of Persons Interviewed
1.	Account Executive 5/1/2010	On-Air Ads	2

Total Number of Persons Interviewed for All Job Positions 2

Section 2: Recruitment Sources

Time Period Covered: June 1, 2009 to May 31, 2010

Station in Employment Unit: KFBC-AM

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions For Which This Source Was Utilized
On-Air Recruitment ADS On KFBC-AM David H. Montgomery General Manager	1	1
Wyoming Tribune Eagle Classified Ad Department 702 West Lincolnway Cheyenne, WY 82001 307-633-3151	1	1
TV and Radio Jobs Dot Com	0	1
Wyoming Division of Work Force Services On-line Web-site	0	1

Section #3 Supplemental (Non-Vacancy Specific)
Recruitment Activities Undertaken

Time Period Covered: June 1, 2009 to May 31, 2010
Station in Employment Unit: KFBC-AM

1. On-going Internship Program Area College Students.

For the last two years KFBC-AM has had an on-going summer internship program. The station welcomes area college students who are interested in any phase of broadcasting. Over the last two years KFBC-AM has had students each summer who earned credit from the University of Wyoming for their internship work. This year we increased the number of summer interns to 2.

2. Wyoming Association of Broadcasters Scholarship Program

For the last five years KFBC-AM has contributed to and participates in judging the applicants for the Wyoming Association of Broadcasters post high school scholarship program.

3. EEO Training to Upper Level Management

On May 11, 2010 KFBC General Manager Dave Montgomery participated in a Webinar entitled "Navigating the FCC's Equal Employment Opportunity Rules" Presented by the Michigan Association of Broadcasters and conducted by Brenden Holland, Davis Wright Tremaine LLP

**Additional Recruitment Sources that have requested
to be notified of future openings at KFBC-AM.**

During the Applicable Period there were no Additional Recruitment Sources that had requested notification of job openings at KFBC-AM

Section #5 Self Assessment

Time Period Covered: June 1, 2009 to May 31, 2010
Station in Employment Unit: KFBC-AM

1. Following the hiring of an account executive on May 3, 2010, management reviewed the procedure to insure that wide dissemination within our service area had been achieved and that we had the application period open for a sufficient time to allow interested parties plenty of time to apply. During the process we received 29 resumes of which 21 were from within our service area. These applications were from all age groups and represented a cross section of the ethnic make-up of our coverage area. Therefore we determined that the goal of wide dissemination within our service area was achieved.
2. On May 15, 2010 management conducted a complete review of the compensation packages for all employees to insure KFBC-AM was not discriminating in its compensation to employees and insuring equal pay for equal work. This review revealed no discrimination.