

2007 - Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Opportunities (“EEO”) Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations (“Stations”), which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community
KGWY-FM	GILLETTE, WY
KAML-FM	GILLETTE, WY
KIML-AM	GILLETTE, WY

The information contained in this Annual EEO Report covers the time period from **May 23, 2006 to, and including, May 22, 2007** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Stations during the Applicable Period identified by job title;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy, including any such sources that have asked to receive information from the Stations 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 vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the Stations during the Applicable Period.

The following sections provide the required information, and summarize the Stations’ EEO efforts during the Applicable Period. This Annual Report was placed in each Station’s public inspection file on **June 1, 2007**, and posted on the Stations’ web site, in accordance with the FCC’s EEO Rules.

SECTION 1: Full-Time Job Openings Filled During The Applicable Period

Time Period Covered: **May 23, 2006 to May 22, 2007**

Stations in Employment Unit: **KGWY-FM, KAML-FM, KIML-AM**

Full-time Positions Filled By Job Title and Date Filled		Recruitment Source of Hiree
1	Production Director 6/16/06	Hired from within – part time assistant promoted to full time
2	News Director 9/5/06	Ohio Center of Broadcasting - Denver
3	Radio Announcer 10/16/06	On-Air Recruitment Ads KGWY-FM, KAML-FM, KIML-FM
4	Account Executive 11/27/06	Employee referral (Internal Station Postings)
5	Radio Announcer 2/16/07	Ohio Center of Broadcasting - Cleveland
6	Account Executive 5/14/07	Employee referral (Internal Station Postings)

Total Number of People Interviewed for All Job Positions: 25

SECTION 2: Recruitment Sources Utilized During The Applicable Period

Time Period Covered: **May 23, 2006 to May 22, 2007**

Stations in Employment Unit: **KGWY-FM, KAML-FM, KIML-AM**

Note that no recruitment source asked to receive information about job openings.

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
1.	Internal Station Postings	3	All Positions
2.	Station Web Site Postings www.basinsradio.com	1	All Positions
3.	On-Air Recruitment Ads KGWY-FM, KAML-FM, KIML-FM	3	Positions 3, 4, 6
4.	Gillette Workforce Center Terri Jackson 1901 Energy Court Ste 230 P. O. Box 1448 Gillette, WY 82718 307-682-9313 Tjacks2@state.wy.us	0	Positions 4, 6
5.	Wyoming Association of Broadcasters 7217 Hawthorne Dr. P.O. Box 1387 Cheyenne, WY 82003	0	All Positions
6.	Web Site Postings allaccess.com	14	Positions 1, 2, 3, 5
7.	Adecco Staffing Janet Christensen 511 East 4 th St. Ste. 2 Gillette, WY 82716 307-686-1124	0	Positions 4, 6
8.	Ohio Center of Broadcasting- ocb-Denver Mark Lillie 1310 Wadsworth Blvd. Suite 100 Lakewood, Co 80214 303-937-7070	3	Positions 1, 2, 3, 5
9.	Ohio Center of Broadcasting Gary James 9000 Sweet Valley Dr. Valley View, OH 44125 216-447-9117	1	Positions 1, 2, 3, 5
10.	Illinois School of Broadcasting Gary James 425 Fawell Blvd. Glen Ellyn, IL 60137-6708 216-447-9117	0	Positions 1, 2, 3, 5

11.	Brown College Karol Baumeister 1440 Northland Dr. Mendota Heights, MN 55120 651-905-3499	0	Positions 1, 2, 3, 5
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SECTION 3: Initiatives Engaged in by Station Employment Unit During The Applicable Period

Time Period Covered: **May 23, 2006 to May 22, 2007**

Stations in Employment Unit: **KGWY-FM, KAML-FM, KIML-AM**

1) **Initiative: Participation in event sponsored by organization interested in broadcast employment issues.** Manned a booth at the Basin Radio Oktoberfest Business Expo on October 21-22, 2006, and provided information regarding future positions on KGWY, KAML and KIML including radio personalities, account executives and internships. Cathi Trout, Sales Manager, and John English, Operations Manager, alternated shifts. Both have authority in hiring decisions.

2) **Initiative: Co-sponsored a job fair with organizations in business and professional community whose membership includes substantial participation of women and minorities.** Co-hosted job fair with the Gillette Campus of Northeast Wyoming Community College on Thursday, March 8, 2007. We promoted the event on air in advance on all 3 stations, drawing an attendance of approximately 300. As part of our co-host sponsorship we also broadcast live on KGWY and KAML during the event 4pm-6pm with on-air breaks at a rate of 3 per hour, lasting 1 minute and 30 seconds each, advising listeners of the festivities, job opportunities and the programs offered at Gillette Campus. Operations Manager, John English, was present to answer questions and accept applications for the spring internship positions available on KGWY, KAML and KIML. Mr. English has authority in hiring decisions.

3) **Initiative: Establishment of internship program designed to assist members of community to acquire skills needed for broadcast employment.** Provided a paying internship (for which he earned school credits) to one Black Hills State University student to help acquire skills for Broadcasting. On January 26, 2007, Morgan Clyde was accepted as an intern at the Basin Radio Network. He was trained in the fundamentals of broadcasting under the direction of KAML-FM Program Director Mike Galloway. On Feb. 1, 2007, Morgan was hired onto staff working hourly after a short unpaid internship program. Morgan came here from Black Hills State University, in Spearfish, South Dakota.

4) **Initiative: Provision of training to management level personnel as to methods of ensuring EEO and preventing discrimination.** Legend Communications of Wyoming, licensee of the Stations, is an active financial sponsor of the National Association of Broadcasters Education Foundation ("NABEF"). NABEF was formed to further opportunities for minorities to both work and become owners in the broadcast industry.

Legend Communications is involved in the following ways:

- Legend Communications is a sponsor of NABEF's Broadcast Leadership Training Program ("BLT"). The program is targeted to senior level broadcast managers of proven ability who aspire to advance in their field. The program is specifically targeted to minority participation. The program extends for ten months. Legend Communications, via its sponsorship, is able to nominate one employee each year to participate. Legend Communications will also be able to draw from this pool of candidates for possible employment opportunities with Legend.
- Principals of Legend Communications are also participating in 2006-2007 in an NABEF mentoring program for minorities in broadcasting, including participating in a series of mentoring seminars and hands on mentoring training for minorities in broadcasting.
- As part of the BLT and Mentoring Programs, Legend will be able to identify and interview potential candidates for Legend Communications employment opportunities.

5) **Initiative: Provision of training to management level personnel as to methods of ensuring EEO and preventing discrimination.** In June 2006, the Stations' management participated in the employment training session provided by the Wyoming Association of Broadcasters ("WAB"). This session addressed workplace employment issues, Wyoming employment law, discrimination issues and other employment issues as they relate to working in Wyoming. The training was certified by Laura Grott, President of WAB.