

Annual EEO Public File Report
Missoula Office for KDTR, KKVU, KYJK

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Stations Employment Unit that is comprised of the following stations: KDTR, KKVU, KYJK and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1, 2010 to and including November 30, 2011.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station (s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for 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 initiatives undertaken pursuant to Section 7302080(c)(2) of the FCC rules.

Appendices 1,2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2010 to November 30, 2011

Stations Comprising Stations Employment Unit: KDTR, KKVU, KYJK

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
1	Receptionist	Craigslist	15
2	Account Executive 2 Hires	Word of Mouth	5
3	Receptionist	Craigslist	8

Total Number of Persons Interviewed During Applicable Period: 28

Appendix 2 to

Annual EEO Public File Report Form
 Covering the Period from December 1, 2010 to November 30, 2011
 Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK
 Section 2: Recruitment Source Information

A	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for which This Source was Utilized
B	University of Montana 32 Campus Drive Missoula, MT 59812 Contact: Heather Niemeyer hireumgrads@mso.umt.edu	0	0
C	Montana Broadcasters Association Job Bank HC 70 Box90 Bonner, MT 59823 Contact: Greg McDonald	0	0
D	Craigslit Online Classifieds Craigslit.com	20	2
E	All Access Online Classifieds Allaccess.com	0	0
F	Word of mouth, referral	7	2
G	Unsolicited resumes on file	1	0
H	On Air Radio Ads	0	0
I	In-House Posting	0	0

*Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2010 to November 30, 2011

Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities

Undertaken by KDTR, KKVU, KYJK

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	5 Day Career Fair August 31, 2011-September 4 2011	The Montana Radio Company acted as co-sponsor and many full-time employees took turns at the Montana Radio Company booth at the University of Montana's Merchant and Career Week greeting students and introducing them to our company and our employment opportunities.
2	Internship Program	The stations offered an internship to 3 University of Montana students during this reporting period. The students received on the job training in all aspects of radio focusing on broadcasting, production as well as administrative duties .
3	Speaking engagements (4x)	Our Program Director and an on air personality from Fresh 104.5 spoke with Meadow Hill middle school students about all aspects of the radio industry and the vast career opportunities available in radio. GM spoke to a UofM class of 80 students about marketing and broadcast careers on 2 separate occasions.

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
4	Office/Studio Tours w/ Q&A (x3)	2 different Boy Scout troops came to our facility for informational tours. We also did the same for a group of clients from Opportunity Resources.
5	Job Shadow	Students, clients from Opportunity Resources and other broadcast curious people have been allowed to job shadow a few of our employees for an entire workday.
6	EEO Training for management	Management meets annually to discuss methods and tactics to ensure equal employment opportunity and prevention of discrimination as well as brushing up on EEO rules and requirements.