

Annual EEO Public File Report
Missoula Office for KDTR, KKVU, KYJK, KKVU-HD3

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, KKVU-HD3 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, 2022 to and including November 30, 2023 .

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, 2022 to and including November 30, 2023

Stations Comprising Stations Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3

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	NONE	NA	NA

Total Number of Persons Interviewed During Applicable Period: **0**

Appendix 2 to

Annual EEO Public File Report Form
 Covering the Period from December 1, 2022 to and including November 30, 2023
 Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3
 Section 2: Recruitment Source Information

	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
A	University of Montana 32 Campus Drive Missoula, MT 59812 handshake.com		
B	Montana Broadcasters Association Job Bank HC 70 Box90 Bonner, MT 59823 Contact: Dewey Bruce		
C	Craigslist Online Classifieds Craigslist.com		
D	All Access Online Classifieds Allaccess.com		
E	Word of mouth, referral		
F	Unsolicited resumes on file		
G	On Air Radio Ads		
H	In-House Posting		
I	Indeed.com		
J	MIC Contact: Zeke Campfield Zeke@micmt.org		
K	Empower MT rajiem@empowermt.org		

*Indicates sources that have requested notification of job openings. N/A
 Appendix 3 to

Annual EEO Public File Report Form
 Covering the Period from December 1, 2022 to November 30, 2023

Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3

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

Undertaken by KDTR, KKVU, KYJK, KKVU-HD3

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	EEO Training for Management and Staff (x2)	Management meets bi-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. Salaries and seniority are also reviewed. We have retained a consultant that is a local expert in the field of equity & impact to ensure we are performing outreach to the best of our capabilities and staff size. (April 11, 2023 & Oct 23, 2023)
2	Internship Program	We developed a non-traditional paid internship program for a young VA transplant and music enthusiast to get hands-on with all things sports and radio. This includes calling, researching, videography, interviews, podcasting and sports journalism. Oct 2023-Feb 2024. When Hockey season concludes the internship will focus on in-studio and technical training.
3	Community Partnership with EmpowerMT and Local Equality & Impact Activist/Consultant Rajiem Seabrook	We solidified the most valuable and exciting alignment ever with this partnership. Our stations will be tapped into all BIPOC groups and non-profits in our town and surrounding communities. Sending just 1 vacancy to a single email address will be forwarded along to a multitude of groups that serve our BIPOC, LGBTQ+ and low-income neighbors. We are so excited for the potential here. Maybe getting back into Job Fairs post-pandemic.
4	Station Tour / Job Shadow	The stations hosted a very interested and enthusiastic, group of individuals from Special Olympics for a tour and job shadow experience. The focus of the job shadow was specific to being an on-air talent with an emphasis on sportscasting. (May 09, 2023)
5	Training/Upgrading skills of current employees	Our receptionist was trained to research, record and edit on-air weather reads and the all-around duties of traffic. This training will be continuous and will include training in all aspects of radio station admin and more on-air duties. These expanded skills will qualify them for increased pay.
6	Speaking Engagement	ESPN spoke to the students in the School of Journalism Program- Getting them stoked for careers in radio and sports broadcasting. 11/20/2023