

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.208(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KXLF/KBZK Communications, Inc., Butte, Montana, 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 the Report covers the period beginning 12/01/07 to and including 11/30/08 (the “Applicable Period”).

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 Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(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 73.2080(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 purposes 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.

KXLF/KBZK EEO NARRATIVE STATEMENT

Period from December 1, 2007 - November 30, 2008

According to the KXLF/KBZK Mission Statement, our goal is “*to inform, educate, and entertain. We strive to mirror the unique communities we serve and offer responsible public forum. We respect the dignity and creative potential of every employee and recognize that success is a journey as well as a destination. We are committed to achieve excellence and provide sustained superior value to our customers, employees, and shareholders.*”

This letter focuses on the importance of the employee part of the aforementioned mission statement.

Although we are a very small television station, we strive to offer the same services to the public and to our employees as much larger stations. A key to our success is the fact that we recruit, hire, and train the best possible candidates available for each position. We advertise openings throughout our viewing area, within our company, and through Broadcast Compliance Service, an industry source that sends our job openings throughout the country as well as to state women’s groups, Native American schools and organizations, and universities, colleges and technical schools, to name a few.

Because of the small size of our broadcast area, it can prove very challenging to find the most qualified people to fill jobs that are extremely specialized and unique. Therefore, it is in our best interest to search far and wide for prospective employees. It also is to our advantage to develop interest in broadcasting careers right here in our own communities.

To this end, we welcome community groups to tour the station, extensively air the “career in broadcasting” promotions which encourage people to consider a future in our industry, and donate funds to the Montana Broadcast Association’s scholarship programs for students in broadcast curriculums.

Many of our part-time employees are fulltime students at Montana Tech of the University of Montana in Butte or Montana State University in Bozeman. When the opportunity presents itself, we have provided internships to students from these and other universities and high schools.

Because we are a small market, KXLF/KBZK provides a first job in broadcasting for at least 90 per cent of our employees. We offer these employees a solid start in the business and a chance to learn as much as possible before they advance into other jobs or larger markets. For both their sake and ours, we emphasize training and cross training. These efforts make each and every employee more valuable to us and, in turn, more marketable for future job opportunities, be they with us or with other organizations.

EEO makes good sense for us and for the marketplace. The common sense principles required by EEO rules are simply that – good, common sense. They help us find, recruit, and hire the best candidates. And, it is only with such candidates that we can reach those all-important goals cited in our mission statement.