

KXLF EEO NARRATIVE STATEMENT

Period from December 1, 2005 - November 30, 2006

According to the KXLF 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 numerous other sources -- broadcast industry web sites, local women's groups, Native American schools and organizations, and state universities, colleges and technical schools, to name a few.

Because of the small size of our broadcast area - about 144,000 people (DMA 192) – 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.

A key part of our recruitment efforts is our intern program. Over the past several years, we have had interns in both our News and Production departments. Several eventually have returned to become employees. Most of our interns are fulltime students at Montana Tech of the University of Montana in Butte, Montana State University in Bozeman, or the University of Montana in Missoula. We also have provided internships to a few interested high school students. Many of our current staff members are attending college on a full or part-time basis.

Because we are a small market, KXLF 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.

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.	News Director	TVJOBS.com	6
2.	Reporter	TVJOBS.com	3
3.	Reporter	TVJOBS.com	6
4.	Reporter	TVJOBS.com	6
5.	Sports Director	TVJOBS.com	3

Total Number of Persons Interviewed During Application Period: 24

Helena Job ANNUAL EEO PUBLIC FILE REPORT FORM APPENDIX 2

Covering the Period from 12/1/05 to 11/30/06. Stations(s) Comprising Station Employment Unit: KXLF/KBZK/K26DE

Section 2: Recruitment Source Information

RECRUITMENT SOURCE (NAME, ADDRESS, PHONE, CONTACT PERSON)	TOTAL NUMBER OF INTERVIEWEES THIS SOURCE HAS PROVIDED DURING THIS PERIOD	FULL TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED
TVJOBS.COM	20	5
MONTANA STANDARD		5
JOB SERVICE		5
MONTANA TECH		5
MSU-BOZEMAN		5
CORDILLERA JOB SITE	3 (in-house)	5
WSU JOB CENTER		5
MONTANA BROADCASTERS	1	5
EMPLOY MONTANA.COM		0
BOZEMAN CHRONICLE		5
HELENA JOB SERVICE (Butte Job Services relays throughout state)		0
BUTTE JOB SERVICE		5
BOZEMAN EMPLOYMENT SERVICE (Butte Job Service relays throughout state)		0
HELENA INDEPENDENT RECORD		0
CENTER FOR NATIVE AMERICAN STUDIES MSU		5
UNIVERSITY OF MONTANA		5
HELENA COLLEGE OF TECHNOLOGY – U OF M		5
MONTANA STATE UNIVERSITY-BILLINGS		5
SALISH-KOOTENAI COLLEGE		5
LITTLE BIGHORN COLLEGE		5
DULL KNIFE MEMORIAL COLLEGE		5
MONTANA-WYOMING TRIBAL LEADERS COUNCIL		5

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BUTTE NORTH AMERICAN INDIAN ALIANCE		5
MONTANA MIGRANT COUNCIL		5
RURAL EMPLOYMENT OPPORTUNITIES		5
MONTANA JOB CORPS CENTER		0
CAREER FUTURES		5
BOZEMAN PROFESSIONAL WOMEN		5
RTNDA		5
TV JOB EMPLOYMENT BULLETIN BOARD		5
MEDIALINE		0
NATIONAL ASSOCIATION OF BROADCASTERS		5
MONTANA BROADCASTERS ASSOCIATION		5

Butte Job Service Office (Sends to all state job service offices.)
2201 White Boulevard
Butte, Montana 59701
Phone: 406-494-0300
Fax 406-494-5481*
E-Mail: montanajobs.us

Montana Standard
25 W. Granite
Butte, Montana 59701
Phone: 406-496-5500
Fax: 406-496-5569*
Attention: Classified

Bozeman Daily Chronicle
2820 W. College St.
Bozeman, Montana 59718
Phone: 406-587-4491
Fax: 406-587-7995
Contact Person: Ann Harms

Montana Tech of the University of Montana
Career Services
1300 West Park Street
Butte, Montana 59701
Phone: 406-496-4140
Fax: 406-496-4104
E-Mail: careerservices@mtech.edu
Contact Person: Stacy Aguirre, director

Montana State University
Career Services
125 Strand Union Building
MSU-Bozeman
Bozeman, Montana 59717-4180
Phone: 406-994-4353
Fax: 406-994-5488
Job Web Site: www.myinterfase.com/montanastate/employer/.*
Contact Person: Sharon Falkenstein

Center for Native American Studies
Montana State University
2-179 Wilson Hall
P.O. Box 172340
Bozeman, MT 59717-2340
Phone: 406-994-3881
Fax: 406-994-6879
E-Mail: jburns@montana.edu
Contact Person: Jim Burns

University of Montana
Career Services
Missoula, Montana 59801
Phone: 406-243-2022
Fax: 406-243-5866
E-Mail: www.umt.edu/careerservices
Contact person: Valerie Marsh

Helena College of Technology of the University of Montana
Career Services
1115 N. Roberts
Helena, Montana 59601
Phone: 406-444-6800
Fax: 406-442-9573
E-Mail: cms@mt.net*
Contact Person: Brian Cameron

Montana State University-Billings
Career Services
1500 University Drive
Billings, Montana 59101
Phone: 406-657-2168
Fax: 406-657-2189
Job Web Site: www.myinterfase.com/msubillings/employer.*
Contact Person: Jenna Rakes

Salish-Kootenai College
P.O. Box 70
Pablo, Montana 59855
Phone: 406-275-4800
Fax: 406-275-4801
E-Mail: dawn_benson@skc.edu
Contact Person: Dawn Benson

Little Bighorn College
P.O. Box 370
1 Forest Lane
Crow Agency, Montana 59022
Phone 406-638-3104
Fax: 406-638-3169
E-Mail: dfallsdown@lbhc.cc.mt.us*
Contact Person: Donna Fallsdown

Dull Knife Memorial College
P.O. Box 98
1 College Drive
Lame Deer, Montana 59043
Phone: 406-477-6215
Fax: 406-477-6219
E-Mail: ecattrell@cdkc.edu
Contact Person: Ed Cattrell

Montana-Wyoming Tribal Leaders Council
207 N. Broadway Suite Br-2
Billings, Montana 59102
Phone: 406-252-2550
Fax: 406-254-6355
E-Mail: tlc@wtp.net*
Contact Person: Gordon Belcourt, director

Butte North American Indian Alliance
55 E. Galena
Butte, Montana 59701
Phone: 406-782-0461
Fax: 782-7435
E-Mail: wia_muia@yahoo.com
Contact Person: Naomi Longfox

Montana Migrant Council
3318 3rd Avenue North
Suite 100
Billings, Montana 59101*
Phone: 406-248-3149
Fax: 406-245-6636*
E-Mail: mmcmt@wtp.net
Contact Person: Carol Townsend

Rural Employment Opportunities
P.O. Box 5027
Missoula, Montana 59806
Phone: 406-240-1772
Fax: 406-721-7094
E-Mail: russj@reomontana.org*
Contact Person: Russ Johnson

Montana Job Corps Center
1407 Foster Creek Road
Anaconda, Montana 59711
Phone: 406-563-3476
Fax: 406-563-8243
Contact Person: Jean Leath

Career Futures
49 N. Main
Butte, Montana 59701
Phone: 723-9101
Fax: 723-4345
E-Mail: careerft@aol.com
Contact Person: Janet Snowberger

Bozeman Professional Women
P.O. Box 644
Bozeman, MT 59771
E-Mail: bozemanbpw@yahoo.com*
Contact Person: Stacey Scott
Phone: 406-994-7155 Fax: 406 994-7285

RTNDA
www.steved@rtnda.org
Fax: 202-223-4007

TV Job Employment Bulletin Board
www.tvjobs.com

Medialine
www.medialine.org

National Association of Broadcasters
www.nab.org/bcc

Montana Broadcasters Association
www.mtbroadcasters.org

Cordillera Job Site
c/o James Rafferty
PO Box 4827
Missoula, MT 59801
406-542-4400
(Also, fax opening to individual stations)

WSU Job Center
Glen Johnson
galjohns@wsu.edu
509 335 3068

EmployMontana.com
www.employmontana.com
Ron Trejida

OUTREACH ACTIVITIES APPENDIX 3

INTERNSHIPS

Nicole Lyndemann, a student at MSU, was KBZK news intern in the summer and fall of 2006.

Michelle Sullivan, a senior at Montana Tech, was a KXLF news intern and part-time news production staffer from spring through early fall of 2006.

CAREER FAIRS

A troop of 12 Cub Scouts toured the station on February 16, 2006.

About 36 students from Butte High School's German Club toured October 24, 2006.

All groups were taken through production, traffic, news and sales department and master control studios and stayed to watch the 5:30 newscast. Numerous individuals and family groups who stop in are taken on impromptu tours of the station.

TRAINING

Lynn Hopewell, Pat Cooney, John Sherer, Tim Gazy and Matt Reid attended "Teamwork Makes Dreamwork seminar in Helena.

John Sherer attended three-day RTNDA management seminar in Las Vegas.

Lynn Hopewell attended a management training session sponsored by the Montana Broadcasters Association in Whitefish.

John Stepan and Brad Evans received one-day technical training in Missoula.

Mike Heard participated in three days of WSI training session in Boston.

SCHOLARSHIPS

The Montana Broadcasters Association provides funds each year to match the scholarships of local Montana Broadcasters Association station. KXLF/KBZK/K26DE participates in this promotion by airing approximately 800 public service announcements encouraging high school students to seek a career in broadcasting. Also KXLF/KBZK/K26DE participates by funding of this matching scholarship program.

Additionally, the Montana Broadcasters Association awards a yearly fully-scholarship to a student at Montana State University College of Technology who is studying for a career in broadcast engineering. KXLF/KBZK/K26DE participates in this program.

KXLF/KBZK/K26DE sponsors a “Student of the Week” program. During the school year, schools from our area send information on a senior boy and girl that are deserving of recognition. At the end of the school year KXLF/KBZK/K26DE TV awards a \$500 scholarship to a senior boy and girl from our weekly pool.

KXLF/KBZK/K26DE donates to the Butte High and Butte Central High School “Chemical Free” graduation parties.