

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/K26DE 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 12/01/03 to and including 11/30/04 (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.

APPENDIX 1 TO ANNUAL EEO PUBLIC FILE REPORT FORM

Covering the Period from 12/1/03 to 11/30/04. Station(s) Comprising Station Employment Unit: KXLF/KBZK/K26DE-TV

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.	Reporter/Anchor	WSU Job Center	6
2.	Reporter/Reporter	TVJOBS.com	6
3.	Sr. Production Asst.	Montana Standard	3
4.	Sports Reporter	TVJOBS.com	7
5.	Technical Director	TVJOBS.com	5
6.	Anchor/Reporter	Walk-In (Phone book)	8

Total Number of Persons Interviewed During Application Period: 35

KXLF/KBZK/K26DE ANNUAL EEO PUBLIC FILE REPORT FORM APPENDIX 2

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	25	6
MONTNANA STANDARD JOB SERVICE	1	6
MONTANA TECH		6
MSU-BOZEMAN		1 (3)
CORDILLERA JOB SITE		1 (3)
WSU JOB CENTER	1	3 (1, 2, 4)
MONTANA BROADCASTERS	1	1 (3)
PHONE BOOK	1	5 (1,2, 3, 4, 5)
WORD OF MOUTH	1	1 (6)
EMPLOY MONTANA.COM	1	1 (3)
REFERRAL		6
CHRONICLE		1 (3)
HELENA JOB SERVICE		6
BUTTE JOB SERVICE		6
BOZEMAN EMPLOYMENT SERVICE		6
HELENA INDEPENDENT RECORD		5 (1,2,3,4,5)
CENTER FOR NATIVE AMERICAN STUDIES MSU		5 (1,2,3,4,5)
UNIVERSITY OF MONTANA		5 (1,2,3,4,5)
HELENA COLLEGE OF TECHNOLOGY – U OF M		5 (1,2,3,4,5)
MONTANA STATE UNIVERSITY-BILLINGS		5 (1,2,3,4,5)
SALISH-KOOTENAI COLLEGE		5 (1,2,3,4,5)
LITTLE BIGHORN COLLEGE		5 (1,2,3,4,5)
DULL KNIFE MEMORIAL COLLEGE		5 (1,2,3,4,5)
MONTANA-WYOMING TRIBAL LEADERS COUNCIL		5 (1,2,3,4,5)

BUTTE NORTH AMERICAN INDIAN ALIANCE	5 (1,2,3,4,5)
MONTANA MIGRANT COUNCIL	5 (1,2,3,4,5)
RURAL EMPLOYKMENT OPPORTUNITIES	6
MONTANA JOB CORPS CENTER	3 (1,2,4)
CAREER FUTURES	3 (1,2,4)

KXLf/KBZK/K26DE ANNUAL EEO PUBLIC FILE REPORT FORM APPENDIX 2

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
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BUTTE NORTH AMERICAN INDIAN ALIANCE	5 (1,2,3,4,5)
MONTANA MIGRANT COUNCIL	5 (1,2,3,4,5)
RURAL EMPLOYKMENT OPPORTUNITIES	6
MONTANA JOB CORPS CENTER	3 (1,2,4)
CAREER FUTURES	3 (1,2,4)
BOZEMAN PROFESSIONAL WOMEN	5 (1,2,3,4,5)
RTNDA	6
TV JOB EMPLOYMENT BULLETIN BOARD	6
MEDIALINE	6
NATIONAL ASSOCIATION OF BROADCASTERS	6
MONTANA BROADCASTERS ASSOCIATION	6

Helena Job Service
715 Front Street
P.O. Box 201505
Helena, Montana 59620-1505
Phone: 406-447-3200
Fax: 406-447-3224*
E-Mail: montanajobs.us

Butte Job Service Office
2201 White Boulevard
Butte, Montana 59701
Phone: 406-494-0300
Fax 406-494-5481*
E-Mail: montanajobs.us

Bozeman Employment Service
121 N. Willson
Bozeman, Montana 59715
Phone: 406-582-9200
Fax: 406-582-9210
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

Helena Independent Record
317 Cruse Avenue
Helena, Montana 59601
Phone: 406-447-4000
Fax: 406-447-4052
Attention: Classified

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
E-Mail: careers@montana.edu
Contact Person: Alyce Mass

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*
E-Mail: ktracy@msubillings.edu*
Contact Person: Kim Tracy

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 59802

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

EmployMontana.com
www.employmontana.com
Ron Trejida

KXLF/KBZK/K26DE OUTREACH ACTIVITIES APPENDIX 3

INTERNSHIPS

A SOPHMORE FROM UNIVERSITY OF MONTANA WAS KXLF/KBZK/K26DE'S 2004 PRODUCTIONS INTERNS. HER INTERNSHIP WAS FROM JUNE 1ST THROUGH JULY 31ST 2004.

CAREER FAIRS

OCTOBER 26, 2004 THE GERMAN CLUB FROM BUTTE HIGH SCHOOL TOURED KXLF/KBZK/K26DE STUDIOS. SENIOR PRODUCER, CHRIS JOHNSON TOOK THE GROUP THROUGH PRODUCTION, MASTER CONTROL STUDIOS. THE CLASS OF TWENTY STUDENTS ALSO MONITORED THE PRODUCTION OF THE 530PM NEWSCAST. WENDY SCHOONEN WAS THE INSTRUCTOR FROM BUTTE HIGH SCHOOL.

TRAINING

IN APRIL 2004 KXLF/KBZK/K26DE NEWS DIRECTOR PHIL KONECNCY ATTENDED THE RADIO-TELEVISION NEWS DIRECTOR'S ASSOCIATION CONFERENCE. SEMINARS FOCUSED ON DEVELOPING MANAGEMENT SKILLS FOR HIGHER LEVEL POSITIONS, DIVERSITY IN THE NEWSROOM AND PEOPLE MANAGEMENT.

OCTOBER 14, 2004 MATT REID, CHRIS JOHNSON AND MARGIE PATTON ATTENDED A SEMINAR IN MISSOULA REGARDING SCRIPT WRITING, SPONSORED BY MONTANA BROADCASTERS ASSOCIATION.

SCHOLARSHIPS

THE MONTANA BROADCASTERS ASSOCIATION PROVIDES FUNDS EACH YEAR TO MATCH THE SCHOLARSHIPS OF LOCAL MONTANA BROADCASTER'S ASSOCIATION. OF THE SIX MATCHING SCHOLARSHIPS AWARDED BY THE

MBA, FOUR WENT TO WOMEN. KXLF/KBZK/K26DE PARTICIPATED IN THE PROMOTION AND FUNDING OF THIS MATCHING SCHOLARSHIP PROGRAM.

ADDITIONALLY, THE MONTANA BROADCASTER'S ASSOCIATION AWARDS A YEARLY FULL-SCHOLARSHIP TO A STUDENT AT MONTANA STATE UNIVERSITY COLLEGE OF TECHNOLOGY WHO IS STUDYING FOR A CAREER IN BROADCAST ENGINEERING. THIS YEAR'S MBA COLLEGE OF TECHNOLOGY SCHOLARSHIP WAS A WOMAN. KXLF/KBZK/K26DE PARTICIPATES IN THIS PROGRAM. THE MBA ALSO IS WORKING WITH THE COLLEGE OF TECHNOLOGY ON DEVELOPING CURRICULA IN TRAINING FUTURE BROADCAST ENGINEERS.

KXLF/KBZK/K26DE SPONSORS "STUDENT OF THE WEEK" PROGRAM. DURING THE SCHOOL EACH SCHOOLS FROM OUR AREA SEND INFORMATION ON A SENIOR BOY AND GIRL THAT ARE DESERVING OF RECOGNITION. THEN AT THE END OF THE SCHOOL YEAR KXLF/KBZK/K26DE TV GIVES AWAY A \$500 SCHOLARSHIP TO A SENIOR BOY AND GIRL FROM THE WEEKLY POOL.