

# **Annual EEO Public File Report**

**KIMO-FM, KMXM-FM, KMTX-FM, and KKRK**

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: KIMO-FM, KMXM-FM, KMTX-FM, and KKRK 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, 2013 to and including November 30, 2014.

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, 2013 to November 30, 2014

Stations Comprising Stations Employment Unit:  
KIMO-FM, KMXM-FM, KMTX-FM, and KKRK

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	KMTX-FM Station Programmer	1. All Access.com 2. Job posting at career centers around the state 3. Craigslist.com 4. Montana Broadcaster	20 Emails 3 Phone interviews 2 Face to Face Interviews
2	KKRK Station Programmer	1. All Access.com 2. Craigslist.com 3. Montana Broadcaster 4. Job posting at career centers around the state	8 Emails 1 Phone Interview
3	On Air personality	1. All Access.com 2. Craigslist.com 3. Montana Broadcaster 4. Job posting at career centers around the state	3 Emails 1 Face to Face Interviews
4	Board Operator / Part time announcer	1. Radio mentions 2. Internship	2 Face to Face Interviews
5	Account Executive	1. Carroll College Career Center/ 2. Craigslist.com 3. Montana Broadcaster 4. Radio Ads	3 Emails 1 Face to Face Interviews

Total Number of Persons Interviewed During Applicable Period: 10

Appendix 2 to

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Covering the Period from December 1, 2013 to November 30, 2014  
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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	Montana Broadcasters Association Job Bank HC 70 Box90 Bonner, MT 59823 Contact: Greg McDonald	0	0
C	Carroll College Career & Testing Center 1601 N. Benton Ave. Helena MT 59625 careers@carroll.edu	1 Face to Face Interviews	1 (part time) Ross
D	University of Montana 32 Campus Drive Missoula, MT 59812 Contact: Heather Niemeyer <a href="mailto:hireumgrads@mso.umt.edu">hireumgrads@mso.umt.edu</a>	0	0
E	Rocky Mountain College  1511 Poly Drive Billings, Montana 59102 1.406.657.1000 knappb@rocky.edu	0	0
F	Montana State University – Billings 1500 University Dr. Billings, Mt 59101 (406) 657-2011 Ktracy@msubillings.edu	0	0

G	Montana State University  P.O. Box 174180 Bozeman, MT 59717-4180  (406) 994-4353 Suzanne.thompson@mso.umt.edu	0	0
H	Craigslist.com	8 Emails 1 Phone interview	0
I	Helena College alan.thompson@umhelena.edu	4 Emails	0
J	All Access Online Classifieds Allaccess.com	20 Email responses 3 Phone interview 2 Face to Face Interviews	2 Keith, & Shawn
K	Word of mouth, referral	1 Face to Face Interviews	1 Greg
L	Unsolicited resumes on file	1 Face to Face Interviews	1 Nick
M	On Air Radio Ads	2 Email responses 2 Face to Face Interviews	1 Melissa
N	In House	1	1 Dana

\*Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period from December 1, 2013 to November 30, 2014

Stations Comprising Station Employment Unit:

KIMO-FM, KMXM-FM, KMTX-FM, and KKRK

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities undertaken by KIMO-FM, KMXM-FM, KMTX-FM, and KKRK

	<b><u>Type of Recruitment Initiative</u></b>	<b><u>Brief Description of Activity</u></b>
1	Career Fair at Helena High School (x1) April 24, 2014	The Montana Radio Company acted as co-sponsor and many full-time employees took turns at the Montana Radio Company booth: greeting students and introducing them to our company and our employment opportunities.
2	Internship Program (x1)	The stations offered a paid internship to 1 Carroll College students during this reporting period. The student received on the job training in all aspects of radio focusing on broadcasting, production as well as administrative duties.
3	Speaking engagements (2x)	Our Program Director of KIMO spoke with Carroll College students about all aspects of the radio industry and the vast career opportunities available in radio. Our Program Director of KMTX-FM also spoke with students about the radio industry.

4	Hosa PSA training	2 employees led an hour decision with High school students in HOSA ( Health Occupations Students of America); to discuss the career opportunity's in radio to create PSA radio campaigns.
5	High School DJ's for a day	On several occasions high school students have been invited to come to the station and learn about ad creation. Many where even allow to write and produce their own radio ad.
6	Office/Studio Tours w/ Q&A (x1)	Scout Career Days Tour 1/13/2014

	<b><u>Enrichment Training</u></b>	<b><u>Brief Description of Activity</u></b>
1	Sales Training	Weekly enrichment sales training for all sales personal through the Radio Adverting Bureau
2	Production training	Periodic enrichment training for all production personal on Adobe and Vcreative software advancements.